

# MIGRATEFUL

England & Wales · Charity number 1180110

## Details

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**Other names** MIGRATEFUL CIO

**Status** Registered

**Legal form** CIO

**Registered** 2018-09-27

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

## Contact

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**Address** Migrateful  
40 Bowling Green Lane  
London  
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**Website** [www.migrateful.org](http://www.migrateful.org)

## Activities

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**Objects:** 1. TO PROMOTE SOCIAL INCLUSION FOR THE PUBLIC BENEFIT BY PREVENTING PEOPLE FROM BECOMING SOCIALLY EXCLUDED, RELIEVING THE NEEDS OF THOSE PEOPLE WHO ARE SOCIALLY EXCLUDED AND ASSISTING THEM TO INTEGRATE INTO SOCIETY, IN PARTICULAR, BUT NOT EXCLUSIVELY, REFUGEES, ASYLUM-SEEKERS AND OTHER MIGRANTS TO THE UK, THROUGH THE PROVISION OF:GENERAL EDUCATION, INCLUDING LANGUAGE SKILLS;VOCATIONAL AND SKILLS TRAINING, WORK EXPERIENCE, ADVICE AND SUPPORT;SOCIAL AND RECREATIONAL FACILITIES AND EVENTS INVOLVING THE LOCAL COMMUNITY;EDUCATIONAL AND AWARENESS CAMPAIGNS TO ENCOURAGE THE PUBLIC TO GENERALLY BE MORE ACCEPTING OF, AND ENGAGE WITH, SOCIALLY EXCLUDED COMMUNITIES.FOR THE PURPOSES OF THIS CLAUSE "SOCIALLY EXCLUDED" MEANS "PEOPLE WHO ARE EXCLUDED FROM SOCIETY, OR PARTS OF SOCIETY, AS A RESULT OF ONE OR MORE OF THE FOLLOWING FACTORS: UNEMPLOYMENT; FINANCIAL HARDSHIP; RACE; GENDER; POOR EDUCATIONAL OR SKILLS ATTAINMENT; DISABILITY; ETHNIC ORIGIN; RELIGION; BELIEF; CREED; OR WHO ARE WITHIN, OR HAVE EXPERIENCED, THE PUBLIC CARE OR PENAL SYSTEM".2.TO PROMOTE EQUALITY AND DIVERSITY AND RACIAL AND RELIGIOUS HARMONY FOR THE PUBLIC BENEFIT THROUGH THE PROVISION OF:ACTIVITIES TO FOSTER UNDERSTANDING AND GOOD RELATIONS BETWEEN PEOPLE FROM DIVERSE BACKGROUNDS.3. THE PREVENTION OR RELIEF OF POVERTY BY PROVIDING: GRANTS, ITEMS AND SERVICES TO INDIVIDUALS IN NEED, IN PARTICULAR, BUT NOT EXCLUSIVELY, REFUGEES, ASYLUM SEEKERS AND OTHER MIGRANTS TO THE UK.

**Activities:** Migrateful helps refugees and asylum seekers on their journey to employment and independence and promotes integration.

## Classification

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- **How:** Makes Grants To Individuals, Provides Services, Provides Advocacy/advice/information
- **What:** Disability, The Prevention Or Relief Of Poverty, Human Rights/religious Or Racial Harmony/equality Or Diversity
- **Who:** Other Defined Groups, The General Public/mankind

## Geography

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- Throughout England And Wales

## Finances

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Period end	Income	Expenditure	Assets	Employees
2024-09-30	£1,038,046	£953,509	£633,578	14
2023-09-30	£941,938	£923,598	£549,041	15
2022-09-30	£993,006	£899,994	£530,701	16
2021-09-30	£745,326	£448,748	£437,689	10
2020-09-30	£331,863	£232,310	-	-

## Trustees

Name	Role	Appointed
Edin Basic		2025-03-24
Emily Miller		2019-02-21
Neil Taylor		2024-06-18
Netal Munoth		2024-03-20
Paul Kane		2024-03-20
Sara Zimmerman		2025-03-24
Wayne Carlos Holder		2025-03-24
William Cardy		2025-06-16

**MIGRATEFUL**

England & Wales - Charity number 1180110

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# Accounts

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# Migrateful Annual Report & Accounts

Year ended 30 September 2024



MIGRATEFUL

# MIGRATEFUL TRUSTEES' REPORT

YEAR ENDED 30th SEPTEMBER 2024

## REFERENCE DETAILS

### Trustees

Mary Locke, Chair

Emily Miller

Paul Kane (appointed 20th March 2024)

Netal Munoth (appointed 20th March 2024)

Neil Taylor (appointed 18th June 2024)

Nicola Baker (appointed 24<sup>th</sup> March 2025)

Edin Basic (appointed 24<sup>th</sup> March 2025)

Sara Zimmerman (appointed 24<sup>th</sup> March 2025)

Wayne Holder (appointed 24<sup>th</sup> March 2025)

Will Cardy (appointed 16<sup>th</sup> June 2025)

Habib Sadat (resigned 24<sup>th</sup> March 2025)

Isabel Sachs (resigned 9<sup>th</sup> December 2024)

Nora Bali, Treasurer (resigned 20th March 2024)

Mireille Harper (resigned 6th December 2023)

### Co-CEOs

Vickie Wambura, Co-CEO, Operations (Appointed as COFO, 29th May 2025)

Jess Thompson, Founder & Co-CEO, Growth (Appointed as CEO, 29th May 2025)

**Registered name**

Migrateful

**Charity registration number**

1180110

**Registered address**

40 Bowling Green Lane London EC1R  
ONE

**Website address**

[www.migrateful.org](http://www.migrateful.org)

**Auditors**

Godfrey Wilson Limited  
Chartered accountants and statutory  
auditors  
5th Floor Mariner House 62 Prince  
Street Bristol BS1 4QD

**Bank**

Metrobank  
1 Southampton Row London  
WC1B 5HA

The trustees present their report with the charity's financial statements for the period ended 30 September 2024. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Second Edition effective 1st January 2019).

Migrateful is a Charitable Incorporated Organisation (CIO) registered with the Charity Commission (registered number 1180110).

The governing document is a constitution dated 19th September 2018. Migrateful registered with the Charity Commission on 27th September 2018. These financial statements cover the year from 1st October 2023 to 30th September 2024.

# Objectives & Activities



# 1. OBJECTIVES AND ACTIVITIES

## Objectives

Migrateful exists to help the UK's migrant community on their journey to employment and independence and to promote integration.

In setting objectives and planning activities, the trustees confirm that they have complied with their duty under Section 17 of the Charities Act 2011 to have due regard to the Charity Commission's guidance on public benefit.

*The objects of Migrateful, as stated in the Constitution, are for the public benefit:*

*To promote social inclusion for the public benefit by preventing people from becoming socially excluded, relieving the needs of those people who are socially excluded and assisting them to integrate into society, in particular, but not exclusively, refugees, asylum seekers and other migrants to the UK, through the provision of:*

- *Vocational and skills training, work experience, advice and support.*
- *Social and recreational facilities and events involving the local community.*
- *Educational and awareness campaigns to encourage the public to generally be more accepting of, and engage with socially excluded communities.*

*For the purposes of this clause "socially excluded" means "people who are excluded from society, or parts of society, as a result of one or more of the following factors: unemployment; financial hardship; race; gender; poor educational or skills attainment; disability; ethnic origin; religion; belief; creed; or who are within, or have experienced, the public care or penal system".*

*To promote equality and diversity and racial and religious harmony for the public benefit through the provision of activities to foster understanding and good relations between people from diverse backgrounds.*

*The prevention or relief of poverty by providing: grants, items and services to individuals in need, in particular, but not exclusively, refugees, asylum seekers and other migrants to the UK.*

Migrateful achieves its objectives by offering cookery classes where migrant chefs share their traditional cuisine, culture and stories with the public. More information about our activities are outlined below.

## Who we work with

### Our chefs

Our chefs are all migrants facing barriers to integration into UK society. They come from a very wide range of backgrounds and circumstances, from refugees with advanced professional qualifications fleeing war-torn countries to those who were trafficked here as children and who have only a rudimentary education. They are often isolated, living alone, or in a tight community of their home language and/or culture.



They fall into two main groups. In the first group are those who are waiting for a decision on whether they can remain in the country, and who do not have the legal right to work. For our chefs, the wait time to receive their status ranges from 1 to 20 years. They are legally barred from working while they wait; being unable to provide for themselves puts an immense strain on them, and on their dependents.

In the second group are those who have been granted the right to remain and who are therefore legally able to work. Some nevertheless still face difficulties finding employment and a place in society, even after having been in the UK for many years, often because of language barriers, or because their qualifications are not recognised in this country. The common thread amongst them all is the struggle to find a sense of

belonging in the UK and to utilise their skills to participate in and contribute fully to society.

For both groups, being unable to provide for themselves and their families has significant negative effects on self-esteem and mental health. Work is needed on many fronts. First, language barriers need to be addressed, so they are better able to participate in wider society. Building the skills and self-confidence to enable them to access employment is essential to improve their economic conditions. Migrateful provides training, a support network and work experience to help address these issues. But work is also needed to dispel misconceptions amongst the general public and provide a more balanced narrative on immigration.

## OUR ACTIVITIES

### Training

Migrateful provides training to passionate migrant home cooks, transforming them into cookery class teachers (our “chefs”). Teaching the cookery classes helps them to build their confidence, improve their spoken English, decrease social isolation, enhance culinary expertise, and gain employment in the UK. Our Chef Support Officer offers crucial emotional support to our chefs and connects them with valuable employment and well-being resources, including legal assistance. Each chef is paired with a volunteer mentor from the general public who plays a key role in supporting our chefs on their Migrateful journey. We also provide opportunities for peer support between chefs.

To join Migrateful, trainee chefs must be refugees or migrants who are struggling to integrate, have a passion for cooking, and have a conversational level of English. Our initial 12-week programme trains them to teach cookery classes lasting three hours to groups of 12 participants, either corporates as a team-building activity or members of the public. Once they’ve completed their training, chefs with the right to work are paid for teaching. We cannot pay those without the legal right to work in the UK but we do have a small “solidarity fund” which enables us to offer those in this position small stipends of £30 a week to support them with living costs. The programme lasts two years in total.

## Classes

Migrateful cookery classes offer a highly educational experience where participants are invited to learn about a new cuisine, culture and the lives of migrants. The class is a small group, with an average of ten people, providing an intimate setting to allow for personal interactions between chefs and class participants.

When we started in 2017 in London, we ran classes in cafes and private venues scattered around the city. We now have our own cookery school, housed in a community centre in Farringdon, London which opened in 2021, and run classes in other venues in London and in Bristol.



The classes offer a welcome opportunity for our chefs to interact with a wider group, build their language skills and confidence, feel human and appreciated, and for those with the right to work, to earn an income. The classes have wide appeal, attracting those simply interested in food as well as those wishing to support refugees. We offer our class participants the chance to learn delicious and authentic recipes from around the world and meet new people. We also run team-building cookery classes for corporates looking for the perfect bonding activity for their staff.

# Life After Migrateful



## LIFE AFTER MIGRATEFUL

During the reporting year, we said goodbye to 13 graduating chefs. Of these, 11 (85%) have moved on to employment or education. Of the two that have not moved into employment, one is caring for dependents and one is dealing with long-term health issues.



We were delighted that one graduating chef, Halima, has joined our staff team as our Facilitator Trainer (now Corporate Bookings Coordinator) - the second former chef to join the team. All our chefs are facing significant challenges, including isolation, financial struggles and precarious housing conditions; finding employment is never a given for them.

Despite these challenges, we were delighted that so many of the graduating cohort who hoped to move on to employment or education have managed to do so. In addition, five of our graduating cohort (38%) were asylum seekers when they joined Migrateful and did not have the right to work; we were therefore unable to pay them to run classes. They were nevertheless still very keen to teach, appreciating all the additional benefits the classes bring. They gained the right to work while with Migrateful.

Research has shown that the longer someone is kept out of the labour market the more difficult it is for them to integrate even once they gain the right to work. We therefore believe it is important to offer this opportunity to those without the right to work, so they are well placed to move into employment when they are granted this right.

# Meet The Chefs



# Meet Migrateful Graduate Edite



When Angolan chef Edite joined Migrateful, she was feeling lost. Although she had been living in the UK for 18 years, she described herself as feeling hopeless and isolated, trapped in a system that made it difficult to find meaningful work while caring for her daughter as a single mother. Discovering Migrateful marked a major turning point in Edite's life.

“Being on the Migrateful journey was like seeing light at the end of the tunnel,” she says. “Through Migrateful I met a lot of people, made friends. The classes were very therapeutic. I could feel happy, proud of myself, and proud of my country—sharing my heritage and food history.”

During her time in the programme, Edite developed new skills and grew in confidence. “My public speaking improved, I became more patient, and I learned to listen more carefully and appreciate other cultures and values,” she shares. Since completing her Migrateful training and running her own cookery classes, Edite's life has transformed.

“I found a full-time job, which gave me a sense of belonging and helped me escape the isolation of being a single mother,” she says.



“Migrateful helped me rebuild my confidence in public speaking, socialising, and networking. It even led to a short-term job at a school.”

Although Edite realised that working in the kitchen wasn't her long-term calling, her experience with Migrateful sparked something new. “It was a great opportunity to grow and learn,” she explains. “I went back to college to train as a teaching assistant, and today I work in education supporting SEN students.”

# Meet Migrateful Graduate Yogi



Before joining Migrateful, Sri Lankan chef Yogi was navigating incredibly difficult circumstances.

He was recovering from the trauma of homelessness, physical and mental health challenges, and the emotional toll that came from being separated from his wife and daughter for 14 years while he sought asylum in the UK.

His application was unsuccessful, and the impact was profound. Referred to Migrateful by Freedom from Torture, Yogi hoped to find support and to reconnect with a sense of community.

“When I got to Migrateful, my life changed completely,” Yogi says. “It ignited my passion and interest to become a chef.”

Migrateful didn’t just offer him a space to heal—it gave him direction.

“They taught me about measurements and quantities, which helped me develop my mother’s recipes. I gained skills in public speaking and teaching, and my confidence grew. When I did my first class, I was shaking... but now I can speak for three hours with no fear.”

That motivation was the catalyst to pursuing further training.



Before arriving in the UK, Yogi says he couldn't even make a cup of tea. But through Migrateful's training and cookery classes, everything changed. He gained practical experience, trained at Hotel School, worked in professional kitchens at Park Plaza and the British Museum and eventually launched his own business, Yogi's Sri Lankan Kitchen, which continues to grow. During this time, Yogi was also granted refugee status.

"Now, my life has totally changed, and I owe it to Migrateful, who were the first to train and introduce me to the path of being a chef," he says. "My health is so much better, and best of all—my family is now with me in the UK."

Yogi's journey has been filled with extraordinary milestones. He met Prince William while training at Hotel Plaza, became the face of Mayor Sadiq Khan's *We All Make London* campaign, and is set to appear in an upcoming feature on BBC One. "Migrateful changed my life," Yogi says simply.

# Meet Migrateful Chef Najee



Before joining Migrateful, Afghan chef Najee was facing a difficult and isolating period in the UK. Limited opportunities and structural barriers left him without a clear path forward

"It was hard for me," he recalls. "I was just staying in a room most of the time, doing nothing because I was not given the 'right to work' by the Home office."

Joining Migrateful marked a transformative turning point. "Migrateful was such a beautiful journey in my life," Najee says. "I really enjoyed every minute."

Through the programme, he not only gained valuable cooking and teaching skills but also grew in confidence.

One of the most significant changes was in his English, which improved greatly as he engaged with others in the program and taught his cookery classes to the public. "I got so much better in English language," he shares. "I also made so many friends and introduced myself to many different organisations.

The social connections Najee built through Migrateful have had a profound impact on him. "I'm feeling great living in the UK, it's helped me feel more settled" he adds.



Since completing the Migrateful programme, Najee's life has been full of positive change. He now works with a few companies, 9Kitchens Catering, Mamma G Cookies, and in a restaurant too. He has also started his own catering business catering for parties, birthdays, and special occasions.

Reflecting on his journey, Najee says "Big thanks to the Migrateful team. I love you all," "Keep supporting people who have got the talent but can't show it yet. Keep up what you guys are doing."

# Meet Migrateful Graduate Sammy



When Sammy first arrived in the UK he had no idea what the future would hold. Forced to move due to the socio-political crisis in Nicaragua, Sammy left behind his medical studies, his friends, and his family.

“It’s like I never existed,” he shares. Alone in a different country and navigating life as an asylum seeker, the future felt uncertain.

Everything changed for Sammy, when a friend he met while volunteering at Mission Kitchen, recommended Migrateful to him. “I didn’t even know Migrateful existed,” he recalls. “It was one of the biggest surprises of my life—it has been amazing!”

Sammy shares that through Migrateful, he has not only found training, but a community. “You make friends for life, people who support you, people you feel comfortable with—you make a family.”

During his time as a Migrateful chef, Sammy reflects that he learnt more than just how to cook. “I have learned how to be respectful to other people with different cultures, different religions, different situations, different ethnicities, different identities—even sexualities,” he shares. “Migrateful is the safest place, really the safest place.”



Now a graduate of the programme, Sammy has been going from strength to strength. He currently works full -time for the NHS as a Social Prescriber with Brent council. At the same time he is studying Political Science at Birkbeck University.

He shares, “one of my biggest successes was getting my right to work in the UK and getting my first job in the NHS, which Migrateful provided a reference for. It was amazing – it was one of the best things that they helped me with.

How am I feeling about my life in the UK now? Really, I love it! I never thought I was going to be in the place I am now. I am thoroughly enjoying it, being part of the society, being accepted in the society.”

# What We Offer Class Participants



## WHAT WE OFFER CLASS PARTICIPANTS

We offer our class participants the chance to learn delicious and authentic recipes from around the world and meet new people.

We also run team-building cookery classes for corporates looking for the perfect bonding activity for their staff.

*“More often than not you’ll meet people from many different backgrounds and cultures so the class as a whole is a very diverse and open environment.”*

**Yasmina, Volunteer**



## OUR MODEL

As well as providing an enjoyable experience, our classes also provide an ideal environment for shifting narratives around migration and integration.

Back in the 1950s, psychologist Gordon Allport proposed his “contact theory”, setting out the conditions under which intergroup contact between marginalised and host communities could successfully reduce prejudice. His theory has been [validated in hundreds of experiments](#) since then. The conditions include having participants of equal status working collaboratively on a common goal.

Migrateful’s classes are carefully designed to meet these conditions. People from different backgrounds come together, ostensibly to learn to cook. But in so doing, stereotypes are challenged: the migrant is leading the class, everyone is cooperating together (sharing tasks in preparing the meal, which is then eaten together) and the intimate setting enables personal stories to emerge.

In this way, our classes help to meet our two interlinked goals: the first to support migrants and second to engage with the wider public on issues of migration and integration.

# Our Impact



## ACHIEVEMENTS AGAINST GOALS

The numbers and graphs below give a flavour of our progress towards our goals. Quotes from chefs and participants give a fuller feel for the life-changing shifts behind the numbers.

	Oct 23- Sept 24	July 2017 to Sep 2024
<b>No. of classes run</b>	744	4,438
<b>No. of participants</b>	9,242	51,529
<b>No. of cuisines</b>	33	45
<b>No. of volunteers</b>	948	2527
<b>No. of chefs who completed training</b>	12 (London) 6 (Bristol)	110
<b>No. of active chefs</b>	62	102
<b>Chefs graduated</b>	13	44
<b>Percentage of graduated chefs (those seeking work) who have gone onto employment or education</b>	85%	78%

# Hear From Our Chefs



## HEAR FROM OUR CHEFS

“Before Migrateful, I was living in a terrible place [...] But in this kitchen, I have found peace. People here are so kind. Migrateful has really increased my confidence. I am no longer hesitant to speak in public and can communicate more effectively.”

**Mina, Iranian Chef**

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“This is the right place for me, I’ve had support in my most awful days, when my health has been bad. Migrateful is about opening doors, not closing. I love you all, no one is excluded. Everyone is welcoming, giving support, asking about you. It has been a great experience - I’ve learnt a lot from you all.”

**Amel, Algerian Chef**

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“One of the reasons that I came to Migrateful is that it is really difficult coming to a new country - to start again - especially as a new mum. I was so lucky to find a place here at Migrateful; there is lots of love, lots of support [...] Although we are coming from different countries - I feel your support, from your eyes, your looks, your attitude. One of the most important things I’ve gained is that I’ve become more hopeful about my future in this country. Now I can teach my cookery. I have learnt a lot from all of you, not only the culinary culture, but other things like how to treat others with kindness.”

**Cathy, Hong Konger Chef**



“I am very happy that I found Migrateful because it is hard for me to live in a new country with a new language. With the help of Migrateful I’ve gained more confidence and I feel like I belong to a big family in this country.”

#### **Ladan, Iranian Chef**

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“The first time Omar [Head of Chef Training] called me, I had depression - it was a really hard time for me. My friend was going to jail, friends had disappeared, it was a terrible time - I had a big black depression. I can’t move, but Omar said, can you come - please Ada. I said to myself, wake up and move on - so I came on my bike. The change started the first time I came to Migrateful. It was such a wonderful time. I come early for every training session to help set up and talk with Chloe [Chef Training Officer], my Tinkerbell, and Omar who is my safe space. It has changed everything. Now I have big hope. My mentor, Graine has always been at my side, always understanding - she is the best. She is amazing. I’m really grateful to be here - you all give me so many things - thank you so much.”

#### **Ada, Turkish Chef**

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“It felt very good to be recognised by Migrateful, for my talent to be recognised. I have wanted to open a restaurant for a long time but me and my family have experienced a very difficult time. And now I feel like I can think about the future and build my confidence and skills through teaching classes and sharing my culture and food with others.”

#### **Jaufferkhan, Sri Lankan Chef**

# Impact On Participants



## IN PARTICIPANTS' WORDS

From the outset, we knew that participants enjoyed the class experience. We also knew that the class conditions had the potential to challenge stereotypes and shift attitudes; responses to our post-class feedback surveys during the reporting period (599) told us as much.

*“So much in society divides us. Yet you can fill a room with strangers, ask them to cook a meal together, follow a recipe, share tasks and suddenly everyone is connected, vibrant, happy and relaxed. For a few hours there is nothing but friendship and respect. The best takeaway ever is the memory.”* **Class Participant**

**Table showing the change in attitudes and knowledge reported by cookery class participants:**

Type of participants*	Corporate Class Participants	Public Class Participants
% of respondents reporting increased knowledge about migrants' situation after the class	69%	43%
% of respondents reporting warmer attitudes to migrants after the class	43%	20%

# Hear From Our Volunteers



## HEAR FROM OUR VOLUNTEERS

“My first experience of mentoring on the Chef Training Programme was over four years ago and I can honestly say that it has been one of the most fulfilling things I’ve ever done. At Migrateful I have had the pleasure of seeing our trainee chefs develop their confidence, collaboration, culinary skills and sense of community in a matter of months. Facilitating chefs when they deliver their first public classes is just brilliant as they shine and share their journeys - and of course, their fabulous food!”

**Vic, Chef Mentor**

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“It is hugely rewarding seeing the chefs develop over the 12 week training. I learn as much - if not more - from the chefs as they learn from me. I learn about their culture, their life, their cooking and the power of determination and resilience.

**Sarah, Chef Mentor**

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“I’ve been mentoring Migrateful chefs as part of the training programme for seven years. Why do I keep coming back as a volunteer? Quite apart from the delicious food (which, let’s be honest, is definitely a perk of the work), I’ve developed a much deeper and more nuanced understanding of migration issues and some of the humans behind the blanket headlines. It is both gratifying and moving to see chefs transform as they develop self confidence, improve their English and take pride in sharing their food and culture with the public.”

**Rachel, Chef Mentor**

“Migrateful is my favourite charity to volunteer for, as it allows me to witness again and again the transformative power of cooking and sharing. In a world that is increasingly polarised and frightening it is wonderful to see how strangers can unite to achieve a common purpose and get to know each other over a couple of happy hours. Seeing the chefs smile and open up when they talk about their native cuisines is equally uplifting, and I always enjoy hearing childhood stories and anecdotes. Being able to taste all kinds of delicious food is a cherry on the cake!”

**Kamilla, Volunteer**

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“As an immigrant in the UK myself, it was wonderful getting to learn about and experience other cultures and stories through food. I discovered new cuisines and found comfort in dishes close to my own culture and upbringing. Volunteering with Migrateful you learn a lot from the chefs but also from the people attending the classes. Overall, it is a very enriching experience which culminates in a delicious meal (and sometimes leftovers) so I can’t think of a reason anyone wouldn’t want to at least give it a try.”

**Yasmina, Volunteer**

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## ORGANISATIONAL CHANGES

Behind the scenes, we have been working hard not only to improve our operations and increase efficiency but also to understand more deeply the needs of our chefs, and our participants, to provide the most transformative experience for both.

Progress towards the specific objectives set out in last year’s annual report is discussed below. These were to:

- Enhance our marketing and sales strategy.
- Streamline operational systems.
- Deepen our understanding of our impact.
- Explore replication.

## Marketing and sales

Corporate classes provide a larger financial contribution for Migrateful and, as discussed above, our impact data shows that there is a higher level of attitude shift among corporate participants. We therefore planned to increase the proportion of corporate classes we are running in relation to public classes. This shift proved successful, with the number of in person corporate classes increasing by 8% during the year.

We have also continued to pivot from online to in person classes in response to a drop off in demand for the online format post pandemic. In person classes require considerably more staff and volunteer capacity, and this shift has inevitably contributed to a reduction in the number of classes overall.

During the year we brought the marketing and operations teams closer together to form a Business Development Team which has enabled us to have a more systematic approach to reaching corporate audiences. We also rebuilt our website to provide a more attractive and functional platform.

We had a strong spread of media coverage appealing to multiple audiences. Highlights include pieces and mentions with ITV London, BBC Two's Andi Oliver's Fantastic Feasts, Evening Standard, International Business Times, Dua Lipa's Service 95 Magazine, Sainbury's Magazine, Food & Travel, Agence France Press, BBC Sounds, Bristol 247, Eventbrite Access All Areas Blog, London on the Inside and LOVE Hackney Magazine and a range of social media influencer collaborations such as Taste Cadets, Yomi Adegoke and Asylum Speakers.

## Operational systems

Our work on back office systems, including volunteer management and corporate bookings, has paid dividends and made operational staff workloads more manageable.

## Impact

Throughout the year we have been consulting with other organisations in the sector to explore ways in which we might expand our impact both by further honing the class model and in partnership with others, for example through signposting our participants to further action or campaigns with which they could get involved.

The need for the work of organisations like Migrateful was brought into sharp focus in August 2024 as acts of violence and disorder broke out around the country, often

targeting asylum seekers and visible minorities. This was a difficult time for the Migrateful community, most especially of course for our chefs. There was fear and upset, as well as some heartening moments as we witnessed a countervailing groundswell of support.

In the aftermath, we, like many others, reflected on how we might usefully respond. The importance of the work of organisations like Migrateful to forge connections between people of different backgrounds was clear, as highlighted for example in the recommendations of the September 2024 report<sup>1</sup> produced by Belong, British Future and Together in the wake of the riots.

Knowing that our model has the capacity to bring together people over their shared love of food we considered expanding into areas where there was tension and/or negative views and fear of newcomers from other countries.

We also reflected on how we might nudge our participants to respond in ways which helped bridge rather than widen the gulf between pro and anti-immigration camps. We commissioned research during the year to explore some of these issues and look forward to implementing the findings in the coming year.

## Replication

For the last few years we have been testing out our model in towns and cities outside of London. During the year, we ran classes in both Bristol and Brighton. Recognising the importance of building a strong local presence, we employed a Business Development Manager in Bristol to increase both our marketing activity and the level of support we were able to offer chefs. This has reaped rewards in terms of increased demand for classes, but progress has been hampered by a lack of suitable venues. We have been reliant on hiring external venues for our classes and a scarcity of suitable affordable venues in the city has meant that we are often unable to meet the demand for our classes. We have therefore come to believe that a dedicated venue, providing both a bespoke space for classes and a visible presence, is likely to be a necessary ingredient of our replication model. We have decided in the coming year to focus on locating, and fundraising for, a suitable venue in Bristol.

In Brighton, we trained two new chefs in the previous year, but we found that demand for classes was slow to build. We have recognised from our experience in Bristol that we need to invest heavily both in staff, and perhaps also in venue space, to make the

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<sup>1</sup> **After the riots: Building the foundations for social cohesion**

model work. As a result, we took the decision to focus on one new location, Bristol, and pause operations in Brighton until such time as we can provide the level of investment we believe is required to make it a viable venture.

Fortunately, this decision has worked well both for Migrateful and for our Brighton chefs, one of whom moved to London and is now running very popular classes for us in our Farringdon cookery school, while the others have been busy teaching our remaining online format classes.

## 4. PLANS FOR FUTURE PERIOD

Our plans for the coming year are to:

### **Breadth - increase in person class numbers**

- Continue to phase out online classes in the coming year, due to reduced demand for that format post pandemic.
- Increase our class numbers in both London and Bristol and continue to invest in our marketing and sales team to achieve this.
- In Bristol, open a dedicated venue to increase our capacity to run classes there.

### **Depth – enhance impact**

We will continue to research ways to enhance impact for participants and measure our effectiveness, and, funds permitting, prepare plans for implementation. In particular we are looking at ways to:

- Improve in-class messaging to nudge participants into further action (for example signing a petition to lift the ban on asylum seekers working).
- Plant seeds of good conversation to encourage participants to have respectful and curious conversations with those they come into contact with who may be more hostile to migrants and thus reduce polarisation and “them and us” thinking.
- Explore if the model might be used in areas of higher tension or with a different audience.

## 5. FINANCIAL REVIEW

This Trustees' annual report and financial statements covers the 12-month period ended 30th September 2024.

Migrateful achieved income of £1,038,046 during the year (2022/23: £941,938) an increase of 10% from the previous year. Income was made up of:

INCOME	2022/23	2023/24
Cookery Class Income	£589,942	£589,090
Unredeemed Gift Voucher income	£112,117	£115,681
<b>Total Trading Income</b>	<b>£702,059</b>	<b>£704,771</b>
Grants & Donations	£227,923	£300,808
Bank Interest	£11,956	£32,467
<b>Total Income</b>	<b>£941,938</b>	<b>£1,038,046</b>

Total expenditure amounted to £953,509 (2022/23: £923,598), providing a surplus of £84,537 (2022/23: £18,340) for the year. Migrateful reported an unrestricted surplus of £70,038 and a restricted surplus of £14,499. (2022/23: £104,455 unrestricted surplus and £86,115 restricted deficit).

Total reserves as of 30th September 2024 were £633,578, with £94,059 restricted reserves and £539,519 unrestricted reserves (2022/23: £549,041, with £79,560 restricted and £469,481 unrestricted). Of the unrestricted reserves, £100,801 was designated; £75,000 for Bristol Cookery School building costs and £25,801 for London's Cookery School fixed assets balance (2022/23: £38,701). Fixed assets not covered by designated funds or restricted funds amounted to £8,651 (2022/23: £5,678). Hence Migrateful had free reserves of £430,067 (2022/23: £425,102) on 30th September 2024.

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern.

### Fundraising practices

We rely on public donations to help make our work possible, and remain hugely grateful to the generosity and commitment of all our supporters for helping us to raise vital

funds. We are committed to good fundraising practice and adhere to the Fundraising Regulator's Code of Fundraising practice. We champion the Fundraising Promise ensuring that our fundraising is legal, open, honest, and respectful.

## Reserves policy

The trustees' reserves policy as of 2023/24 is four-to-six months of cash costs, which equates to £306,593 to £459,889. This provides stability for the organisation were it to experience a fall in income from class sales and grants. This range takes into consideration the potential volatility of income from year-to-year and variation in the restricted funds balance.

As of 30th September 2024, free reserves amounted to £430,067 (5.6 months of cash costs) (2022/23: £425,102, 5.7 months). The trustees consider this to be satisfactory.

## 6. Structure, Governance and Management

Migrateful is constituted as a Charitable Incorporated Organisation, registered with the Charity Commission on 27th September 2018. At the time of registration, activities were undertaken by Migrateful Ltd, a company limited by shares. All activities and assets were transferred to the charity on 1st April 2019. Migrateful Ltd was subsequently wound up. The founder, Jessica Thompson, became the Chief Executive of the charity. The governing body of the charity is the board of trustees, which comprises seven members. Trustees who served during the period and up to the date of signing these financial statements are:

Mary Locke, Chair

Emily Miller

Paul Kane (appointed 20th March 2024)

Netal Munoth (appointed 20th March 2024)

Neil Taylor (appointed 18th June 2024)

Nicola Baker (appointed 24<sup>th</sup> March 2025)

Edin Basic (appointed 24<sup>th</sup> March 2025)

Sara Zimmerman (appointed 24<sup>th</sup> March 2025)

Wayne Holder (appointed 24<sup>th</sup> March 2025)

Will Cardy (appointed 16<sup>th</sup> June 2025)

Habib Sadat (resigned 24<sup>th</sup> March 2025)

Isabel Sachs (resigned 9<sup>th</sup> December 2024)

Nora Bali, Treasurer (resigned 20th March 2024)

Mireille Harper (resigned 6th December 2023)

## Decision-making

The trustees are responsible for overseeing the long term strategy and policies for the organisation and compliance with current legislation. In addition to the full board, Migrateful has a Finance Sub-Committee which advises the board on finance and risk issues, which is made up of board members and external advisors with financial expertise. Its terms of reference and performance are reviewed annually by the full board. Responsibility for day to day operations is delegated to the staff team.

## Trustee recruitment and training

The board regularly reviews the effectiveness, diversity and skills on the board and recruits as necessary to fill any gaps.

In recruiting new trustees, we particularly seek those with experience of displacement or of seeking refuge in the UK. We advertise the roles as widely as possible so as to attract candidates from a diverse pool. New recruits are provided with a full induction, including spending time with staff members and attending board meetings as observers so as to get a thorough understanding of both the organisation and the role before being appointed. Every trustee is appointed for a term of three years by a resolution passed at a properly convened meeting of the board of trustees.

## Subsidiary undertakings

Migrateful does not have any subsidiary undertakings.

## Staff

At the year end, Migrateful had 13.6 full-time equivalent (9 full-time staff and 6 part-time) members of staff. We also had over 900 active volunteers who helped with

the running of classes and training sessions. We are hugely grateful to them for their time, skills and dedication. Our team also includes freelance facilitators to assist with the cookery classes and Migrateful chefs who teach the classes.

## Staff remuneration policy

Migrateful is an accredited Living Wage employer. We conduct regular benchmarking of our pay and benefits using external consultants to review if our roles are rewarded equitably, following the general principle of positioning the organisation at the median point in the market. Pay and benefits for the Chief Executives is reviewed and decided by the Board of Trustees. Pay and benefits for all other staff is based on a pay scale set and approved by the Board and implemented by the senior management team.

## Statement of responsibilities of the trustees

The trustees are responsible for preparing the trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England and Wales requires the trustees to prepare financial statements for each financial year, which give a true and fair view of the state of affairs of the charity and the incoming resources and application of resources, including the net income or expenditure, of the charity for the year. In preparing those financial statements the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and accounting estimates that are reasonable and prudent;
- state whether applicable accounting standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and which enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the constitution. The trustees 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.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charity's website. Legislation in the UK governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

## Auditors

Godfrey Wilson Limited were appointed as auditors to the charity during the year and have expressed their willingness to continue in that capacity.

**Trustee on behalf of the board of trustees:**



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**Mary Locke**

**Chair of Trustees**

**Date:** 8 July 2025

## Independent auditors' report

### To the trustees of

### Migrateful

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#### **Opinion**

We have audited the financial statements of Migrateful (the 'charity') for the year ended 30 September 2024 which comprise the statement of financial activities, balance sheet, statement of cash flows and the related notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charity's affairs as at 30 September 2024 and of its incoming resources and application of resources, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Charities Act 2011.

#### **Basis for opinion**

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and the provisions available for small entities, in the circumstances set out in note 8 to the financial statements, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

#### **Conclusions relating to going concern**

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

#### **Other information**

The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information. Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

## Independent auditors' report

### To the trustees of

#### Migrateful

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In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

#### **Matters on which we are required to report by exception**

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 require us to report to you if, in our opinion:

- the information given in the trustees' report is inconsistent in any material respect with the financial statements; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records; or
- we have not received all the information and explanations we require for our audit.

#### **Responsibilities of the trustees**

As explained more fully in the trustees' responsibilities statement set out in the trustees' report, the trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charity or to cease operations, or have no realistic alternative but to do so.

#### **Our responsibilities for the audit of the financial statements**

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The procedures we carried out and the extent to which they are capable of detecting irregularities, including fraud, are detailed below:

## Independent auditors' report

### To the trustees of

#### Migrateful

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(1) We obtained an understanding of the legal and regulatory framework that the charity operates in, and assessed the risk of non-compliance with applicable laws and regulations. Throughout the audit, we remained alert to possible indications of non-compliance.

(2) We reviewed the charity's policies and procedures in relation to:

- Identifying, evaluating and complying with laws and regulations, and whether they were aware of any instances of non-compliance;
- Detecting and responding to the risk of fraud, and whether they were aware of any actual, suspected or alleged fraud; and
- Designing and implementing internal controls to mitigate the risk of non-compliance with laws and regulations, including fraud.

(3) We inspected the minutes of trustee meetings.

(4) We enquired about any non-routine communication with regulators and reviewed any reports made to them.

(5) We reviewed the financial statement disclosures and assessed their compliance with applicable laws and regulations.

(6) We performed analytical procedures to identify any unusual or unexpected transactions or balances that may indicate a risk of material fraud or error.

(7) We assessed the risk of fraud through management override of controls and carried out procedures to address this risk. Our procedures included:

- Testing the appropriateness of journal entries;
- Assessing judgements and accounting estimates for potential bias;
- Reviewing related party transactions; and
- Testing transactions that are unusual or outside the normal course of business.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. Irregularities that arise due to fraud can be even harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: [www.frc.org.uk/auditorsresponsibilities](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our auditor's report.

## Independent auditors' report

### To the trustees of

### Migrateful

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#### **Use of our report**

This report is made solely to the charity's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

*Godfrey Wilson Limited*

Date: 9 July 2025

#### **GODFREY WILSON LIMITED**

Chartered accountants and statutory auditors  
5th Floor Mariner House  
62 Prince Street  
Bristol  
BS1 4QD

Godfrey Wilson Limited is eligible for appointment as auditor of the charity by virtue of its eligibility for appointment as auditor of a company under section 1212 of the Companies Act 2006.

## Migrateful

### Statement of financial activities

For the year ended 30 September 2024

	Note	Restricted £	Unrestricted £	2024 Total £	Restated 2023 Total £
<b>Income from:</b>					
Donations	3	171,958	128,850	<b>300,808</b>	227,923
Charitable activities	4	-	691,131	<b>691,131</b>	684,701
Other trading income	5	-	13,640	<b>13,640</b>	17,358
Investments	6	-	32,467	<b>32,467</b>	11,956
<b>Total income</b>		<u>171,958</u>	<u>866,088</u>	<u><b>1,038,046</b></u>	<u>941,938</u>
<b>Expenditure on:</b>					
Raising funds		9,985	59,357	<b>69,342</b>	40,437
Charitable activities					
<i>Cookery classes</i>		62,112	576,697	<b>638,809</b>	644,558
<i>Chef training</i>		71,359	99,640	<b>170,999</b>	148,360
<i>Chef support</i>		14,003	58,406	<b>72,409</b>	65,787
<i>Evaluation and research</i>		-	1,950	<b>1,950</b>	24,456
<b>Total expenditure</b>	8	<u>157,459</u>	<u>796,050</u>	<u><b>953,509</b></u>	<u>923,598</u>
<b>Net income and net movement in funds</b>	9	14,499	70,038	<b>84,537</b>	18,340
<b>Reconciliation of funds:</b>					
Total funds brought forward		<u>79,560</u>	<u>469,481</u>	<u><b>549,041</b></u>	<u>530,701</u>
<b>Total funds carried forward</b>		<u><u>94,059</u></u>	<u><u>539,519</u></u>	<u><u><b>633,578</b></u></u>	<u><u>549,041</u></u>

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in note 19 to the accounts.

Prior period income and expenditure have been reclassified to reflect the requirements of the Charities SORP (FRS 102) and to be comparable with the current year. The restatements are purely reclassifications of income and expenditure and do not affect net income.

## Migrateful

### Balance sheet

As at 30 September 2024

	Note	£	2024 £	Restated 2023 £
<b>Fixed assets</b>				
Tangible assets	12		<b>61,924</b>	92,497
Intangible assets	13		<b>6,314</b>	2,562
			<b>68,238</b>	95,059
<b>Current assets</b>				
Debtors	14	<b>46,084</b>		154,872
Current asset investments	15	<b>105,106</b>		165,772
Cash at bank and in hand		<b>640,217</b>		425,228
		<b>791,407</b>		745,872
<b>Liabilities</b>				
Creditors: amounts falling due within 1 year	16	<b>226,067</b>		291,890
<b>Net current assets</b>			<b>565,340</b>	453,982
<b>Net assets</b>	18		<b>633,578</b>	549,041
<b>Funds</b>	19			
Restricted funds			<b>94,059</b>	79,560
Unrestricted funds				
Designated funds			<b>100,801</b>	38,701
General funds			<b>438,718</b>	430,780
<b>Total charity funds</b>			<b>633,578</b>	549,041

Approved by the trustees on 8 July 2025 and signed on their behalf by



Mary Locke - Chair of Trustees

## Migrateful

### Statement of cash flows

For the year ended 30 September 2024

	2024 £	Restated 2023 £
<b>Cash used in operating activities:</b>		
Net movement in funds	<b>84,537</b>	18,340
Adjustments for:		
Depreciation charges	<b>30,573</b>	30,573
Amortisation charges	<b>3,157</b>	-
Interest on investments	<b>(32,467)</b>	(11,956)
Decrease / (increase) in debtors	<b>111,644</b>	(123,645)
Decrease in creditors	<b>(65,823)</b>	(51,419)
<b>Net cash provided by / (used in) operating activities</b>	<b><u>131,621</u></b>	<b><u>(138,107)</u></b>
<b>Cash flows from investing activities:</b>		
Purchase of tangible fixed assets	-	(3,895)
Purchase of intangible assets	<b>(6,909)</b>	(2,562)
Interest on investments	<b>29,611</b>	11,956
<b>Net cash provided by investing activities</b>	<b><u>22,702</u></b>	<b><u>5,499</u></b>
<b>Increase / (decrease) in cash and cash equivalents in the year</b>	<b>154,323</b>	(132,608)
Cash and cash equivalents at the beginning of the year	<b><u>591,000</u></b>	<u>723,608</u>
<b>Cash and cash equivalents at the end of the year</b>	<b><u><u>745,323</u></u></b>	<b><u><u>591,000</u></u></b>
<b>Cash and cash equivalents comprises:</b>		
Current asset investments	<b>105,106</b>	165,772
Cash at bank and in hand	<b><u>640,217</u></b>	<u>425,228</u>
	<b><u><u>745,323</u></u></b>	<b><u><u>591,000</u></u></b>

The charity has not provided an analysis of changes in net debt as it does not have any long term financing arrangements.

Cashflows from interest on investments in the prior period have been reclassified as investing cashflows. Purchases of tangible and intangible fixed assets have been disaggregated within the prior period cashflows.

## Migrateful

### Notes to the financial statements

#### For the year ended 30 September 2024

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#### 1. Accounting policies

##### a) General information and basis of preparation

Migrateful is a Charitable Incorporated Organisation registered in England and Wales. The registered office address is 40 Bowling Green Lane, London, EC1R 0NE.

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

Migrateful meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note.

##### b) Going concern basis of accounting

The accounts have been prepared on the assumption that the charity is able to continue as a going concern, which the trustees consider appropriate having regard to the current level of unrestricted reserves. There are no material uncertainties about the charity's ability to continue as a going concern.

##### c) Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the item of income have been met, it is probable that the income will be received and the amount can be measured reliably.

Income from the government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

Income received in advance of provision of services, in the form of unredeemed gift vouchers, is deferred until criteria for income recognition are met.

Vouchers which are unredeemed one year after expiry (two years after purchase) are cancelled, with the deferred income released to income at that point.

##### d) Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity: this is normally upon notification of the interest paid or payable by the bank.

##### e) Funds accounting

Unrestricted funds are available to spend on activities that further any of the purposes of the charity. Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose. Restricted funds are donations which the donor has specified are to be solely used for particular areas of the charity's work or for specific projects being undertaken by the charity.

## Migrateful

### Notes to the financial statements

#### For the year ended 30 September 2024

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#### 1. Accounting policies (continued)

##### f) Expenditure

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

##### g) Allocation of support and governance costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Governance costs are the costs associated with the governance arrangements of the charity, including the costs of complying with constitutional and statutory requirements and any costs associated with the strategic management of the charity's activities. These costs have been allocated between cost of raising funds and expenditure on charitable activities on the basis of staff costs as follows:

	2024	2023
Raising funds	11.9%	7.8%
Charitable activities		
<i>Cookery classes</i>	58.9%	60.5%
<i>Chef training</i>	19.9%	22.4%
<i>Chef support</i>	9.3%	9.3%
<i>Evaluation and research</i>	0.0%	0.0%

##### h) Tangible fixed assets

Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The depreciation rates in use are as follows:

Fixtures & fittings	5 years straight line basis
Leasehold improvements	5 years straight line basis

Items of equipment are capitalised where the purchase price exceeds £1,000.

##### i) Intangible fixed assets

Website development expenditure is capitalised only if the expenditure can be measured reliably, the product or process is technically feasible, future economic benefits are probable and the charity intends to and has sufficient resources to complete development and to use or sell the asset. Otherwise, it is recognised in the statement of financial activities as incurred. Subsequent to initial recognition, product development is measured at cost less accumulated amortisation and any accumulated impairment losses.

Amortisation is provided at rates calculated to write down the cost of intangible assets over the estimated period that economic benefit attributable to the asset is expected to flow to the charity. The amortisation rates in use are as follows:

Website development	3 years straight line basis
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##### j) Debtors

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

**1. Accounting policies (continued)**

**k) Current asset investments**

Current asset investments consist of balances held on short term deposit in interest bearing accounts, with a maturity date between 3 and 12 months.

**l) Cash at bank and in hand**

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

**m) Creditors**

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 due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

**n) Financial instruments**

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently recognised at amortised cost using the effective interest method.

**o) Pension costs**

The charity operates a defined contribution pension scheme for its employees. There are no further liabilities other than that already recognised in the SOFA.

**p) Accounting estimates and key judgements**

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying values of assets and liabilities that are not readily apparent from other sources. The estimates and underlying assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period, or in the period of the revision and future periods if the revision affects both current and future periods.

The key sources of estimation uncertainty that have a significant effect on the amounts recognised in the financial statements are depreciation, amortisation, and deferred income as described in notes 1(h), 1(i), and 1(c) respectively above.

## Migrateful

### Notes to the financial statements

For the year ended 30 September 2024

#### 2. Prior period comparatives: statement of financial activities

	Restricted £	Unrestricted £	Restated 2023 Total £
<b>Income from:</b>			
Donations and legacies	36,464	191,459	227,923
Charitable activities	-	684,701	684,701
Other trading income	-	17,358	17,358
Investments	-	11,956	11,956
<b>Total income</b>	<b>36,464</b>	<b>905,474</b>	<b>941,938</b>
<b>Expenditure on:</b>			
Raising funds	3,282	37,155	40,437
Charitable activities			
<i>Cookery classes</i>	57,501	587,057	644,558
<i>Chef training</i>	39,267	109,093	148,360
<i>Chef support</i>	16,279	49,508	65,787
<i>Evaluation and research</i>	6,250	18,206	24,456
<b>Total expenditure</b>	<b>122,579</b>	<b>801,019</b>	<b>923,598</b>
<b>Net income / (expenditure) and net movement in funds</b>	<b>(86,115)</b>	<b>104,455</b>	<b>18,340</b>

Prior period income and expenditure have been reclassified to reflect the requirements of the Charities SORP (FRS 102) and to be comparable with the current year. The reclassifications include the following:

Unredeemed gift voucher release income is reclassified to income from charitable activities from other trading income.

Speaker fees have been reclassified to income from charitable activities from other trading income.

Grant income has been reclassified into income from donations.

Expenditure has been split across charitable activity types. In addition, support and governance expenditure has been reclassified across these charitable activity types. Total expenditure is not affected.

## Migrateful

### Notes to the financial statements

For the year ended 30 September 2024

#### 3. Income from donations

	Restricted £	Unrestricted £	2024 Total £
Donations	25,808	20,850	<b>46,658</b>
Grants	<u>146,150</u>	<u>108,000</u>	<b>254,150</b>
<b>Total income from donations</b>	<b><u>171,958</u></b>	<b><u>128,850</u></b>	<b><u>300,808</u></b>

#### Prior period comparative

	Restricted £	Unrestricted £	Restated 2023 Total £
Donations	363	51,884	52,247
Grants	<u>36,101</u>	<u>139,575</u>	<u>175,676</u>
<b>Total income from donations</b>	<b><u>36,464</u></b>	<b><u>191,459</u></b>	<b><u>227,923</u></b>

#### 4. Income from charitable activities

	Restricted £	Unrestricted £	2024 Total £	Restated 2023 Total £
<b>Cookery classes</b>				
Cookery classes & catering - in person	-	559,087	<b>559,087</b>	543,296
*Unredeemed gift vouchers	-	115,681	<b>115,681</b>	112,117
Cookery classes - online	-	<u>16,363</u>	<b><u>16,363</u></b>	<u>29,288</u>
<b>Total income from charitable activities</b>	<b><u>-</u></b>	<b><u>691,131</u></b>	<b><u>691,131</u></b>	<b><u>684,701</u></b>

*\*Unredeemed gift voucher income represents gift vouchers purchased more than two years prior to 30 September, per accounting policy 1(c).*

All income from charitable activities was unrestricted in the current and prior year.

## Migrateful

### Notes to the financial statements

For the year ended 30 September 2024

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#### 5. Income from other trading income

	<b>2024</b>	Restated
	<b>Total</b>	2023
	£	Total
		£
Cookery school drink sales	<b>12,216</b>	16,537
Merchandise sales	<b>1,424</b>	821
<b>Total income from other income</b>	<b><u>13,640</u></b>	<b><u>17,358</u></b>

All other trading income was unrestricted in the current and prior period.

#### 6. Income from investments

	<b>2024</b>	2023
	<b>Total</b>	Total
	£	£
Bank interest	<b><u>32,467</u></b>	<u>11,956</u>

All income from investments was unrestricted in the current and prior period.

#### 7. Government grants

The charity received no government grants during the current or prior period.

## Migrateful

### Notes to the financial statements

#### For the year ended 30 September 2024

#### 8. Total expenditure

	Raising funds £	Cookery classes £	Chef training £	Chef support £	Evaluation and research £	Support and governance £	2024 Total £
Staff costs (note 10)	46,370	228,722	77,335	35,778	-	102,135	490,340
Fundraising costs	475	-	-	-	-	-	475
Depreciation	-	20,382	10,191	-	-	-	30,573
Evaluation and research	-	-	-	-	1,950	-	1,950
Food	-	72,674	11,370	-	-	-	84,044
Chef costs	-	54,876	-	-	-	-	54,876
Chef grants	-	-	-	20,525	-	-	20,525
Facilitator costs	-	54,775	9,446	-	-	-	64,221
Venue costs	-	41,519	16,972	-	-	-	58,491
Other direct costs	1,623	62,899	10,872	-	-	-	75,394
Equipment costs	-	-	-	-	-	920	920
Staff related costs	-	-	-	-	-	5,625	5,625
HR and recruitment	-	-	-	-	-	1,550	1,550
Audit and accountancy	-	-	-	-	-	27,233	27,233
Volunteer costs	-	-	-	-	-	1,202	1,202
Voucher and bank fees	-	-	-	-	-	2,854	2,854
Web / IT costs	-	-	-	-	-	8,145	8,145
Office costs	-	-	-	-	-	25,091	25,091
<b>Sub-total</b>	<b>48,468</b>	<b>535,847</b>	<b>136,186</b>	<b>56,303</b>	<b>1,950</b>	<b>174,755</b>	<b>953,509</b>
Allocation of support and governance costs	20,874	102,962	34,813	16,106	-	(174,755)	-
<b>Total expenditure</b>	<b>69,342</b>	<b>638,809</b>	<b>170,999</b>	<b>72,409</b>	<b>1,950</b>	<b>-</b>	<b>953,509</b>

Total governance costs were £10,200 (2023: £1,620)

## Migrateful

### Notes to the financial statements

#### For the year ended 30 September 2024

#### 8. Total expenditure (continued)

##### Prior period comparative

	Raising funds	Cookery classes	Chef training	Chef support	Evaluation and research	Support and governance	Restated 2023 Total
	£	£	£	£	£	£	£
Staff costs (note 10)	29,300	227,172	83,941	35,028	-	54,683	430,124
Depreciation	-	20,382	10,191	-	-	-	30,573
Evaluation and research	-	-	-	-	24,456	-	24,456
Food	-	80,997	6,518	-	-	-	87,515
Chef costs	-	73,038	-	18,651	-	-	91,689
Facilitator costs	-	59,453	1,083	-	-	-	60,536
Venue costs	-	50,648	11,044	-	-	-	61,692
Other direct costs	1,009	54,343	6,568	-	-	-	61,920
Equipment costs	-	-	-	-	-	1,342	1,342
Staff related costs	-	-	-	-	-	10,855	10,855
HR and recruitment	-	-	-	-	-	2,314	2,314
Audit and accountancy	-	-	-	-	-	20,224	20,224
Volunteer Costs	-	-	-	-	-	1,454	1,454
Voucher and bank fees	-	-	-	-	-	2,719	2,719
Web / IT Costs	-	-	-	-	-	11,234	11,234
Office costs	-	-	-	-	-	24,951	24,951
<b>Sub-total</b>	<b>30,309</b>	<b>566,033</b>	<b>119,345</b>	<b>53,679</b>	<b>24,456</b>	<b>129,776</b>	<b>923,598</b>
Allocation of support and governance costs	10,128	78,525	29,015	12,108	-	(129,776)	-
<b>Total expenditure</b>	<b>40,437</b>	<b>644,558</b>	<b>148,360</b>	<b>65,787</b>	<b>24,456</b>	<b>-</b>	<b>923,598</b>

## Migrateful

### Notes to the financial statements

#### For the year ended 30 September 2024

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#### 9. Net movement in funds

This is stated after charging:

	2024 £	2023 £
Depreciation	30,573	30,573
Amortisation	3,157	-
Trustees' remuneration	Nil	Nil
Trustees' reimbursed expenses	Nil	Nil
Auditors' / Independent examiner's remuneration:		
▪ Statutory audit (excluding VAT)	8,500	-
▪ Independent examination (excluding VAT)	-	1,350
	<u>          </u>	<u>          </u>

In common with other charities of our size and nature we use our auditors to assist with the preparation of the financial statements.

#### 10. Staff costs and numbers

Staff costs were as follows:

	2024 £	2023 £
Salaries and wages	442,394	391,092
Social security costs	38,082	31,240
Pension costs	9,864	7,792
	<u>490,340</u>	<u>430,124</u>

No employee earned more than £60,000 during the current or prior period.

The key management personnel of the charity comprise the trustees and the Co-CEOs. The total employee benefits of the key management personnel were £117,228 (2023: The key management personnel of the charity comprise the trustees, the CEO, and interim CEO. The total employee benefits of the key management personnel were £64,052).

	2024 No.	2023 No.
Average head count	<u>14.3</u>	<u>15.3</u>
FTE equivalent	<u>12.8</u>	<u>13.1</u>

#### 11. Taxation

The charity is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

## Migrateful

### Notes to the financial statements

For the year ended 30 September 2024

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#### 12. Tangible fixed assets

	Leasehold improvements £	Fixtures & fittings £	Total £
<b>Cost</b>			
At 1 October 2023 and 30 September 2024	<u>142,303</u>	<u>10,561</u>	<u>152,864</u>
<b>Depreciation</b>			
At 1 October 2023	56,922	3,445	<b>60,367</b>
Charge for the year	<u>28,461</u>	<u>2,112</u>	<u><b>30,573</b></u>
At 30 September 2024	<u>85,383</u>	<u>5,557</u>	<u><b>90,940</b></u>
<b>Net book value</b>			
<b>At 30 September 2024</b>	<u><b>56,920</b></u>	<u><b>5,004</b></u>	<u><b>61,924</b></u>
At 30 September 2023	<u>85,381</u>	<u>7,116</u>	<u>92,497</u>

#### 13. Intangible fixed assets

	Website development £	Total £
<b>Cost</b>		
At 1 October 2023	2,562	<b>2,562</b>
Additions in year	<u>6,909</u>	<u><b>6,909</b></u>
At 30 September 2024	<u>9,471</u>	<u><b>9,471</b></u>
<b>Amortisation</b>		
At 1 October 2023	-	-
Charge for the year	<u>3,157</u>	<u><b>3,157</b></u>
At 30 September 2024	<u>3,157</u>	<u><b>3,157</b></u>
<b>Net book value</b>		
<b>At 30 September 2024</b>	<u><b>6,314</b></u>	<u><b>6,314</b></u>
At 30 September 2023	<u>2,562</u>	<u>2,562</u>

## Migrateful

### Notes to the financial statements

#### For the year ended 30 September 2024

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#### 14. Debtors

	2024	Restated 2023
	£	£
Trade debtors	19,642	19,941
Prepayments	11,795	7,928
Accrued income	14,647	126,253
Other debtors	-	750
	<u>46,084</u>	<u>154,872</u>

Prior year debtors have been reclassified to be comparable with the current year. Total debtors are not affected.

#### 15. Current asset investments

	2024	Restated 2023
	£	£
Short term deposits	<u>105,106</u>	<u>165,772</u>

Prior period current asset investments have been reclassified to recognise short term cash deposits held at the period end.

#### 16. Creditors: amounts falling due within 1 year

	2024	2023
	£	£
Trade creditors	5,615	9,738
Accruals	21,241	9,239
Deferred income (see note 17)	197,204	261,473
Other creditors	<u>2,007</u>	<u>11,440</u>
	<u>226,067</u>	<u>291,890</u>

## Migrateful

### Notes to the financial statements

#### For the year ended 30 September 2024

#### 17. Deferred income

	2024 £	2023 £
At 1 October	261,473	327,851
Deferred during the year	116,935	122,420
Released during the year	<u>(181,204)</u>	<u>(188,798)</u>
At 30 September	<u>197,204</u>	<u>261,473</u>

Deferred income relates to payments for gift vouchers which are unredeemed as at 30 September 2024. During the year, Migrateful cancelled gift vouchers in accordance with its accounting policy (disclosed in note 1(c)), contributing income of £115,681 (2023: £112,117), included as income from charitable activities (note 4).

#### 18. Analysis of net assets between funds

	Restricted funds £	Designated funds £	General funds £	Total funds £
Tangible fixed assets	33,786	25,801	2,337	61,924
Intangible fixed assets	-	-	6,314	6,314
Current assets	60,273	75,000	656,134	791,407
Current liabilities	<u>-</u>	<u>-</u>	<u>(226,067)</u>	<u>(226,067)</u>
<b>Net assets at 30 September 2024</b>	<u><b>94,059</b></u>	<u><b>100,801</b></u>	<u><b>438,718</b></u>	<u><b>633,578</b></u>
<b>Prior year comparative</b>	£	£	£	£
Tangible fixed assets	50,680	38,701	3,116	92,497
Intangible fixed assets	-	-	2,562	2,562
Current assets	28,880	-	716,992	745,872
Current liabilities	<u>-</u>	<u>-</u>	<u>(291,890)</u>	<u>(291,890)</u>
<b>Net assets at 30 September 2023</b>	<u><b>79,560</b></u>	<u><b>38,701</b></u>	<u><b>430,780</b></u>	<u><b>549,041</b></u>

## Migrateful

### Notes to the financial statements

For the year ended 30 September 2024

#### 19. Movements in funds

	At 1 October 2023 £	Income £	Expenditure £	Transfer £	At 30 September 2024 £
<b>Restricted funds</b>					
Garfield Weston	-	45,000	(26,250)	-	<b>18,750</b>
Compass Group Foundation	-	25,000	(25,000)	-	-
Paul Hamlyn Foundation	-	20,000	(10,000)	-	<b>10,000</b>
Rayne Foundation	-	20,000	(8,000)	-	<b>12,000</b>
National Lottery Awards for All England	-	19,960	(18,445)	-	<b>1,515</b>
Crowdfunder Chef Training	-	12,906	(2,478)	-	<b>10,428</b>
Aviva Community Fund					
Crowdfunder	-	12,821	(5,241)	-	<b>7,580</b>
Quartet Community	-	5,000	(5,000)	-	-
Local Initiative Fund	-	4,590	(4,590)	-	-
School for Social Entrepreneurs	2,666	4,000	(6,666)	-	-
The Heinz, Anna & Carol Kroch	-	2,600	(2,600)	-	-
Cookery School	50,680	-	(16,894)	-	<b>33,786</b>
Crucible Foundation	26,214	-	(26,214)	-	-
Local Giving	-	81	(81)	-	-
<b>Total restricted funds</b>	<b>79,560</b>	<b>171,958</b>	<b>(157,459)</b>	<b>-</b>	<b>94,059</b>
<b>Unrestricted funds</b>					
<i>Designated funds:</i>					
Bristol Cookery School	-	-	-	75,000	<b>75,000</b>
Cookery School	38,701	-	(12,900)	-	<b>25,801</b>
<i>Total designated funds</i>	<b>38,701</b>	<b>-</b>	<b>(12,900)</b>	<b>75,000</b>	<b>100,801</b>
General funds	430,780	866,088	(783,150)	(75,000)	<b>438,718</b>
<b>Total unrestricted funds</b>	<b>469,481</b>	<b>866,088</b>	<b>(796,050)</b>	<b>-</b>	<b>539,519</b>
<b>Total funds</b>	<b>549,041</b>	<b>1,038,046</b>	<b>(953,509)</b>	<b>-</b>	<b>633,578</b>

#### Purposes of restricted funds

##### Garfield Weston

To fund core costs.

##### Compass Group Foundation

To fund chef training in Bristol.

##### Paul Hamlyn Foundation

To fund staff costs of London staff through the neighbourhood grant programme.

## Migrateful

### Notes to the financial statements

#### For the year ended 30 September 2024

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#### 19. Movements in funds (continued)

##### Purposes of restricted funds (continued)

###### Rayne Foundation

To fund chef training in London.

###### National Lottery Awards for All England

To fund chef training in London.

###### Crowdfunder Chef Training

To fund chef training.

###### Aviva Community Fund Crowdfunder

To fund free gift vouchers, the solidarity grant programme, recipe cards, and travel costs for chefs to attend training.

###### Quartet Community

To fund staff costs of Bristol staff.

###### Local Initiative Fund

To fund chef training in London. Engaging local community in classes to reduce isolation, increase community and connectedness.

###### School for Social Entrepreneurs

To fund marketing costs.

###### The Heinz, Anna & Carol Kroch Foundation

To fund the solidarity grant programme to support chefs with financial need.

###### Cookery School

Represents the net book value of the cookery school fixed assets funded by a restricted grant.

###### Crucible Foundation

To fund chef training in Bristol and staff costs.

###### Local Giving

To fund the solidarity grant programme to support chefs with financial need.

##### Purposes of designated funds

###### Cookery School

Represents the net book value of the designated portion of the cookery school fixed assets.

###### Bristol Cookery School

Funds set aside for the capital costs of the Bristol cookery school expected to be incurred in 24/25.

##### Transfers between funds

Represents the funds allocated for the Bristol Cookery School capital project commencing in 24/25.

## Migrateful

### Notes to the financial statements

#### For the year ended 30 September 2024

#### 19. Movements in funds (continued)

##### Prior year comparative

	At 1 October 2022 £	Income £	Expenditure £	At 30 September 2023 £
<b>Restricted funds</b>				
School for Social Entrepreneurs	-	16,000	(13,334)	2,666
UBS	-	10,000	(10,000)	-
Westkin Associates	1,073	4,500	(5,573)	-
Souter Trust	-	3,000	(3,000)	-
The Heinz, Anna & Carol Kroch	-	2,601	(2,601)	-
Local Giving	-	363	(363)	-
Cookery School	67,573	-	(16,893)	50,680
Crucible Foundation	50,000	-	(23,786)	26,214
Nisbet Trust	20,000	-	(20,000)	-
Migration Foundation	10,000	-	(10,000)	-
National Lottery Community Fund	9,940	-	(9,940)	-
National Philanthropic Trust	6,250	-	(6,250)	-
Metropolitan Public Gardens	839	-	(839)	-
<b>Total restricted funds</b>	<b>165,675</b>	<b>36,464</b>	<b>(122,579)</b>	<b>79,560</b>
<b>Unrestricted funds</b>				
<i>Designated funds:</i>				
Cookery School	51,601	-	(12,900)	38,701
<i>Total designated funds</i>	<b>51,601</b>	<b>-</b>	<b>(12,900)</b>	<b>38,701</b>
General funds	313,425	905,474	(788,119)	430,780
<b>Total unrestricted funds</b>	<b>365,026</b>	<b>905,474</b>	<b>(801,019)</b>	<b>469,481</b>
<b>Total funds</b>	<b>530,701</b>	<b>941,938</b>	<b>(923,598)</b>	<b>549,041</b>

#### 20. Related party transactions

Trustees made donations totalling £1,100 to the charity during the year (2023: £1,150).



<https://www.migrateful.org>



[hello@migrateful.org](mailto:hello@migrateful.org)



[@migratefuluk](https://www.instagram.com/migratefuluk)

Migrateful

3rd Floor, Finsbury Business Centre

40 Bowling Green Lane,

London, EC1R 0NE

**MIGRATEFUL**

England & Wales - Charity number 1180110

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# Accounts

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MIGRATEFUL

# Trustees' Annual Report and Accounts

2022/2023

Year ended 30  
September 2023



# MIGRATEFUL TRUSTEES' REPORT

YEAR ENDED 30th SEPTEMBER 2023

## REFERENCE DETAILS

### Trustees

Mary Locke, Chair  
Emily Miller  
Isabel Sachs  
Habib Sadat  
Paul Kane (appointed 20th March 2024)  
Netal Munoth (appointed 20th March 2024)  
Nora Bali, Treasurer (resigned 20th March 2024)  
Amaya Dent (resigned 27th March 2023)  
Mireille Harper (resigned 6th December 2023)  
Daljeet Singh (resigned 26th September 2023)

### CEO

Vickie Wambura (Interim CEO 25th September 2022 until 25th September 2023, Co-CEO thereafter)  
Jess Thompson (Founder & Co-CEO)

### Registered name

Migrateful

### Charity registration number

1180110

### Registered address

40 Bowling Green Lane London EC1R  
0NE

### Website address

[www.migrateful.org](http://www.migrateful.org)

### Independent Examiner

Mr Olayinka Tomori ACA DChA  
Longmeade Consult Ltd  
The Old Rectory  
Springhead Road  
Northfleet  
DA11 8HN

### Bank

Metrobank  
1 Southampton Row London  
WC1B 5HA

# MIGRATEFUL TRUSTEES' REPORT

YEAR ENDED 30th SEPTEMBER 2023

## INTRODUCTION

The trustees present their report with the charity's financial statements for the period ended 30 September 2023. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Second Edition effective 1st January 2019).

Migrateful is a Charitable Incorporated Organisation (CIO) registered with the Charity Commission (registered number 1180110).

The governing document is a constitution dated 19th September 2018. Migrateful registered with the Charity Commission on 27<sup>th</sup> September 2018.

These financial statements cover the year from 1st October 2022 to 30th September 2023.

## 1. OBJECTIVES AND ACTIVITIES

### Objectives

Migrateful exists to help the UK's migrant community on their journey to employment and independence and promote integration.

The objects of Migrateful, as stated in the Constitution, are, for the public benefit:

To promote social inclusion for the public benefit by preventing people from becoming socially excluded, relieving the needs of those people who are socially excluded and assisting them to integrate into society, in particular, but not exclusively, refugees, asylum seekers and other migrants to the UK, through the provision of:

- Vocational and skills training, work experience, advice and support;
- Social and recreational facilities and events involving the local community;
- Educational and awareness campaigns to encourage the public to generally be more accepting of, and engage with socially excluded communities.

For the purposes of this clause "socially excluded" means "people who are excluded from society, or parts of society, as a result of one or more of the following factors: unemployment; financial hardship; race; gender; poor educational or skills attainment; disability; ethnic origin; religion; belief; creed; or who are within, or have experienced, the public care or penal system".

To promote equality and diversity and racial and religious harmony for the public benefit through the provision of activities to foster understanding and good relations between people from diverse backgrounds.

The prevention or relief of poverty by providing: grants, items and services to individuals in need, in particular, but not exclusively, refugees, asylum seekers and other migrants to the UK.

In setting objectives and planning activities, the trustees confirm that they have complied with their duty under Section 17 of the Charities Act 2011 to have due regard to the Charity Commission's guidance on public benefit.

## Activities

Migrateful supports migrants struggling to integrate and access employment in the UK, through the provision of opportunities to lead cookery classes and receive other types of integration support.

The cookery classes provide ideal conditions not just for practising English and building confidence but also for encouraging contact with the wider community and dispelling misconceptions about migrants.



Our cookery class teachers (chefs) are all migrants facing barriers to integration. They come from a very wide range of backgrounds, from refugees with advanced professional qualifications to those who were trafficked here as children and who have only a rudimentary education. They are often isolated, living alone, or in a tight community of their home language and/or culture.

They fall into two main groups. In the first group are those who are waiting for a decision on whether they can remain in the country, and who do not have the legal right to work. For our chefs, the wait time to receive their status ranges from 1 to 20 years. They are legally barred

from working while they wait; being unable to provide for themselves puts an immense strain on them, and on their dependents.

In the second group are those who have been granted the right to remain and who are therefore legally able to work. Some nevertheless still face difficulties finding employment and a place in society, even after having been in the UK for many years, often because of language barriers, or because their qualifications are not recognised in this country. The common thread amongst them all is the struggle to find a sense of belonging in the UK and to utilise their skills to participate in and contribute fully to society.

For both groups, being unable to provide for themselves and their families has significant negative effects on self-esteem and mental health. Work is needed on many fronts. First, language barriers need to be addressed, so they are better able to participate in wider society. Building the skills and self-confidence to enable them to access employment is essential to improve their economic conditions. Migrateful provides training, a support network and work experience to help address these issues. But work is also needed to dispel misconceptions amongst the general public and provide a more balanced narrative on immigration.



## Training

Migrateful trainee chefs go through an initial 12-week training course. During this time, they learn public speaking, gain a food hygiene qualification and learn to become cookery class teachers. At the end of the training course, they are well-placed to run classes for paying members of the public. The Migrateful programme lasts two to three years in total; throughout this time, chefs continue to receive training and pastoral support from the Migrateful team and are signposted to further employment opportunities.



## Classes

Migrateful cookery classes offer a highly educational experience where participants are invited to learn about a new cuisine, culture and the lives of migrants. The classes have wide appeal, attracting those simply interested in food as well as those wishing to support refugees.

Before the Covid pandemic and the restrictions that ensued, classes were all “in person”, taking place either in public venues such as cafes or in private homes or company offices. They tended to be small groups, with an average of ten participants per class, providing an intimate setting to allow for personal interactions between chefs and class participants. Since the pandemic, we have also offered online classes, where people can join from their own kitchens, guided by the chef. Again, numbers are usually small, so as to retain a sense of intimacy.

In 2021, we successfully crowdfunded enough money to open our own cookery school in Farringdon (see image on p.6). We use this space to run our cookery classes with companies and the general public as well as our chef training programmes.



We also run our cookery classes in other satellite venues across London, Bristol and Brighton and continue to run our cookery classes online.

## Solidarity fund

Asylum seekers do not have the right to work. Unable to earn income, many are in dire financial circumstances, unable to afford basic necessities. We have established a “solidarity fund” to offer small grants, either for specific one-off items, or for food and basic needs, to those in this position.

## 3. ACHIEVEMENTS AND PERFORMANCE

### What we said we would achieve

In our previous 2021-22 annual report we set out the following aims for the 2022-23 year:

#### Classes

To increase the number of in person classes we are offering

#### Training and chef support

Train new cohorts of chefs in London and Brighton and strengthen the support offered to chefs in developing pathways to employment

#### Organisational development

Pilot a new class model - the “cookery demo”

To hire a manager in Bristol

Consolidate and automate our back-office systems

Publish our first impact report

## What we achieved

All of these targets have been achieved during the year, except the publication of our first [impact report](#), which took place in January 2024.

## Classes

This financial year we increased the number of in-person classes we offered from 658 in the previous year to 729. We reduced the number of online classes from 294 to 130 in response to a decrease in customer demand for this format post-pandemic. We ran 906 classes in total amounting to 4,296 hours of work experience for our chefs. In-person classes require considerably more staff and volunteer capacity, hence the reduction in the total number of classes offered as we pivot back to a greater proportion of in-person classes.

## Training and chef support



We trained 12 new chefs in London and began training two new chefs in Brighton in September 2023. We hired an additional team member to support the chef development team, the Chef Support Officer, who has improved the quality of our training and increased the depth of support we can offer to chefs. Of the 9 trained chefs who graduated from our programme during the reporting period, 8 are working either full or part-time and one is studying while also caring for dependents.

## Organisational development



We developed a new product – the “Cookery Demo” – which lasts just one hour and can be attended by significantly bigger groups than our standard cookery classes. This was designed to enable us to accommodate requests from companies who often want shorter sessions for larger groups. We ran 19 demos with companies during the reporting period and received very positive feedback. We have continued to work on back-office efficiencies, in particular streamlining our systems using Salesforce to automate tasks

that were previously done manually such as our volunteer and bookings system. We hired a 'Business Development and Operations Manager' in Bristol to continue to grow our work there.

The table below shows the number of classes delivered and participants engaged in the reporting period.

	<b>(Previous year)</b> Oct-Sep 21-22	<b>(Reporting year)</b> Oct-Sep 22-23
<b>Number of in-person classes (% public vs % corporate)</b>	658 (73% / 27%)	729 (64% / 36%)
<b>Number of online classes</b>	294	130
<b>Total number of classes</b>	952	906
<b>Number of participants</b>	11,252	9,737
<b>Number of class volunteers</b>	577	711
<b>Number of new chefs trained</b>	16	12
<b>Number of active chefs</b>	48	56

## Impact on chefs

For the chefs, the classes offer a welcome opportunity to interact with a wider group, build their language skills and confidence, feel human and appreciated, and for those with the right to work, to also earn an income. While each chef faces their own individual challenges, the key benefits of Migrateful that are mentioned by chefs time and again fall into four categories: Wellbeing; Integration; Employment; and Language.

[A report](#) was published in January 2024 which gives fuller details of our impact. Below is a snapshot of our impact on chefs, in numbers and words, taken from the report:

## WHAT'S BEEN ACHIEVED

## In Numbers

We surveyed our chefs to rate the impact Migrateful has had on various aspects of their lives, by placing a mark on a scale ranging from 1 to 9. On this scale, 1 indicated that Migrateful had made the aspect much worse, 5 signified no change at all, and 9 meant that it had significantly improved the specific area. 65% of our chefs filled out the survey.

	Made it much worse 1-2	Made it worse 3-4	No change 5	Made it better 6-7	Made it much better 8-9
Your self-confidence				10%	90%
Your ability to cope with life's challenges			3%	39%	58%
Your sense of belonging in this country			3%	26%	71%
Your sense of feeling lonely or isolated			3%	24%	73%
Your confidence in speaking English			6%	6%	88%
Your ability to find paid work			20%	17%	63%
Your ability to survive financially			3%	40%	57%
Your ability to find new volunteering/educational opportunities			10%	31%	59%
Your ability to access advice and support			7%	27%	66%

## Chef Success Stories

### DESCRIBE HOW YOU WERE FEELING BEFORE YOU JOINED MIGRATEFUL

"Hopeless, angry, sad"

"Lost, ignorant, and I cannot find my compass for success"

"Chaos, aimless, a waste of time"

"Lonely, depressed, and less confident"

"Miserable, unstable, daunting"

"Uncertain about if people would listen to me when I talk"

"dependent, unsettled and secluded"

### DESCRIBE HOW YOU WERE FEELING AFTER YOU JOINED MIGRATEFUL

"Super confident, blessed and supported"

"Successful, productive, useful to others"

"More sociable, happier, hopeful"

"More responsible, I have target, I have no time for wasting"

"Hope, success, fulfilment"

"I am grateful"

"Independent, more optimistic and bolder"

### Impact on participants

During the reporting period, 809 of our cookery class participants filled out a post-cookery class survey. 40% of participants reported increased knowledge about migrants' situations and

21% reported feeling warmer attitudes toward migrants after attending the class. This is in line with the impact we have seen on participants' knowledge and attitudes towards migrants in previous years. This is an important part of our theory of change; our classes not only help vulnerable migrants to integrate but also work to foster a more welcoming environment for migrants. Classes continue to be very popular with participants; in the period, 97% of participants said they would recommend Migrateful to a friend.

## Staff



On 25th September 2022 Migrateful's Founder and CEO, Jess Thompson moved into a one-day-a-week part-time role for one year in order to complete a Masters in International Migration and Public Policy at the London School of Economics. The idea behind this was to enrich Migrateful's understanding of the complexities of the immigration policy environment, to feed into our advocacy work going forward. In the interim, Vickie Wambura who previously served as our Finance & Operations Manager took over as Interim CEO.

Vickie grew up in Kenya and is the founder of Nafisika Trust, Kenya, which works to integrate prison inmates into society. She has over 10 years of experience leading charities and working with vulnerable groups and contributes valued leadership to Migrateful. On Jess' return to a full-time role on 25th September 2023, the decision was made for Vickie and Jess to co-lead as Co-CEOs. This photo shows Vickie on the left and Jess on the right in front of our cookery school in Farringdon.

## 4. PLANS FOR FUTURE PERIOD

We have developed a unique and innovative model which is creating life-changing impact in the lives of our chefs and wider society. Our aims going forward are:

- **Enhance Our Marketing And Sales Strategy:** to grow our overall class numbers, both public and private, to achieve greater impact and financial sustainability. We hope to increase the percentage of corporate classes we are running in relation to public classes. This is because corporate classes provide a larger financial contribution, and our impact data shows that there is a higher level of attitude shift among corporate participants.
- **Streamline Operational Systems:** to ensure greater efficiency and make workloads more sustainable for our team.

- **Deepen Our Understanding Of Our Impact:** by enhancing our impact measurement system and using our learnings to further optimise our model. We also aim to share our learnings with other organisations with similar missions.
- **Explore Replication:** assessing the feasibility of replicating the Migrateful model in locations outside of London, primarily through our replication pilot in Bristol.

## 5. FINANCIAL REVIEW

This Trustees' annual report and financial statements covers the 12-month period ended 30th September 2023.

Migrateful achieved income of £941,938 during the year (2021/22: £993,006), with £682,398<sup>1</sup> of trading income from classes (72%) (2021/22: £609,102, 62%), £175,676 from grants (19%) (2021/22: £329,540, 33%), £52,247 in donations (6%) (2021/22: £28,769, 3%) and £31,617 (3%) (2021/22: £25,595, 2%) in other income. Whilst grant income fell during the year, it was pleasing to report a 12% increase in income from ticket sales.

Total expenditure amounted to £923,598 (2021/22: £899,994), providing a surplus of £18,340 (2021/22: £93,012) for the year. Migrateful reported an unrestricted surplus of £104,455 and a restricted deficit of £86,115. (2021/22: £46,585 unrestricted surplus and £46,427 restricted surplus).

Total reserves as of 30th September 2023 were £549,041, with £79,560 restricted reserves and £469,481 unrestricted reserves (2021/22: £530,701, with £165,675 restricted and £365,026 unrestricted). Of the unrestricted reserves, £38,701 was designated to the Cookery School fixed assets balance (2021/22: £51,601). Fixed assets not covered by designated funds amounted to £56,358 (2021/22: £67,574). Hence Migrateful had free reserves of £374,422 (2021/22: £245,851) on 30th September 2023.

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern.

### Reserves policy

The trustees have taken into consideration the development of the organisation and have reviewed the reserves policy. The trustees have set a new reserves policy whereby the free reserves held by Migrateful should be equivalent to four-to-six months of cash costs, which equates to £297,675 to £446,513. This would provide stability for the organisation were it to experience a fall in income from class sales and grants. A range has been introduced to take into consideration the potential volatility of income from year-to-year and variation in the restricted funds balance.

As of 30th September 2023, free reserves amounted to £374,422 (5.0 months of cash costs) (2021/22: £245,851, 3.4 months). The trustees consider this to be satisfactory.

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<sup>1</sup> including £112,117 relating to older unredeemed gift vouchers.

## 6. Structure, Governance and Management

Migrateful is constituted as a Charitable Incorporated Organisation, registered with the Charity Commission on 27<sup>th</sup> September 2018. At the time of registration, activities were undertaken by Migrateful Ltd, a company limited by shares. All activities and assets were transferred to the charity on 1<sup>st</sup> April 2019. Migrateful Ltd was subsequently wound up. The founder, Jessica Thompson, became the Chief Executive of the charity.

The governing body of the charity is the board of trustees, which comprises seven members. Trustees who served during the period and up to the date of signing these financial statements are:

Mary Locke, Chair

Emily Miller

Isabel Sachs

Habib Sadat

Paul Kane (appointed 20th March 2024)

Netal Munoth (appointed 20th March 2024)

Nora Bali, Treasurer (resigned 20th March 2024)

Amaya Dent (resigned 27th March 2023)

Mireille Harper (resigned 6th December 2023)

Daljeet Singh (resigned 26th September 2023)

### Staff

At the year end, Migrateful had 12.4 full time equivalent (9 full-time staff and 6 part-time) members of staff. We also have approximately 700 active volunteers who help with the running of classes, training sessions and office tasks. We are hugely grateful to them for their time, skills and dedication. Our team also includes freelance facilitators to assist with the cookery classes and Migrateful chefs who teach the classes.

## Statement of trustees' responsibilities in relation to the financial statements

Charity law requires the charity trustees to prepare financial statements for each accounting period which give a true and fair picture of the state of affairs of the charity for the income and expenditure for the period. In preparing the financial statements, the trustees are required to:

- select suitable accounting policies and apply them consistently;
- observe the methods and principles in the Charity SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the Charities Act 2011. They are also responsible for safeguarding the assets of the charity and hence taking reasonable steps for the prevention and detection of fraud and other irregularities.

**Trustee on behalf of the board of trustees:**



**Mary Locke**

**Chair of Trustees**

**Date: 18<sup>th</sup> June 2024**

# Independent Examiner's report to the trustees of Migrateful

I report to the charity trustees on my examination of the accounts of the charity for the year ended 30th September 2023 which comprise the Statement of Financial Activities, the Balance Sheet and related notes.

## 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 year under section 144 of the Charities Act 2011 ("the Charities 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 Charities Act,
- to follow the procedures laid down in the general Directions given by the Charity Commission (under section 145(5)(b) of the Charities Act, and
- to state whether particular matters have come to my attention

## BASIS OF INDEPENDENT EXAMINER'S STATEMENT

My examination was carried out in accordance with 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 the 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 material matters have come to my attention which gives me cause to believe that in, any material respect:

- the accounting records were not kept in accordance with section 130 of the Charities Act; or
- the accounts did not accord with the accounting records; or
- the accounts did not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 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.

I 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.



**Olayinka Tomori ACA DChA**

Longmeade Consult Ltd  
The Old Rectory, Springhead Road  
Northfleet, DA11 8HN

**15<sup>th</sup> July 2024**

## MIGRATEFUL

### STATEMENT OF FINANCIAL ACTIVITY YEAR ENDED 30th SEPTEMBER 2023

<i>All figures £</i>	Notes	2023 Unrestricted Funds	2023 Restricted Funds	2023 Total	2022 Total
<b>Income from:</b>					
Grants		139,575	36,101	175,676	329,540
Donations		51,884	363	52,247	28,769
Charitable activities:					
Cookery classes & catering		570,281	-	570,281	523,406
Investment income – bank interest		11,956	-	11,956	2,215
Other income		131,778	-	131,778	109,076
<b>Total Income</b>	13	<b>905,474</b>	<b>36,464</b>	<b>941,938</b>	<b>993,006</b>
<b>Expenditure on:</b>					
	2-8				
Raising funds	2	41,874	2,144	44,018	62,288
Charitable activities	3	759,145	120,435	879,580	837,706
<b>Total Expenditure</b>		<b>801,019</b>	<b>122,579</b>	<b>923,598</b>	<b>899,994</b>
<b>Net movement in funds</b>		<b>104,455</b>	<b>(86,115)</b>	<b>18,340</b>	<b>93,012</b>
<b>Reconciliation of funds</b>					
	13,14				
Total funds brought forward		365,026	165,675	530,701	437,689
<b>Total funds carried forward</b>		<b>469,481</b>	<b>79,560</b>	<b>549,041</b>	<b>530,701</b>

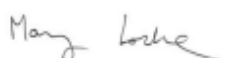
All recognised gains and losses are included in the Statement of Financial Activities. The comparative Statement of Financial Activities is in Note 15 All the charity's activities are classified as continuing. The accompanying notes form part of these financial statements.

# MIGRATEFUL

## BALANCE SHEET AS AT 30th SEPTEMBER 2023

<b>30 September</b>	<b>Notes</b>	<b>2023 Total Funds £</b>	<b>2022 Total Funds £</b>
<b>Fixed assets:</b>			
Tangible fixed assets	9	92,497	119,175
Intangible fixed assets	10	2,562	-
<b>Total fixed assets</b>		<b>95,059</b>	<b>119,175</b>
<b>Current assets:</b>			
Debtors	11	154,872	31,227
Cash		591,000	723,608
<b>Total current assets</b>		<b>745,872</b>	<b>754,835</b>
<b>Liabilities:</b>			
Creditors: amounts falling due within 1 year	12	291,890	343,309
<b>Net current assets</b>		<b>453,982</b>	<b>411,526</b>
<b>Total net assets</b>		<b>549,041</b>	<b>530,701</b>
<b>The funds of the charity:</b>			
	13,14		
Restricted income funds		79,560	165,675
Unrestricted income funds			
Designated funds		38,701	51,601
General unrestricted funds		430,780	313,425
		<b>469,481</b>	<b>365,026</b>
<b>Total charity funds</b>		<b>549,041</b>	<b>530,701</b>

The accounts were approved by the board of trustees on 18th June 2024 and signed on their behalf by:



.....  
**Mary Locke**  
**Chair of Trustees**

The accompanying notes form part of these financial statements.

## MIGRATEFUL

### STATEMENT OF CASHFLOWS YEAR ENDED 30th SEPTEMBER 2023

30 September	Notes	2023 Total Funds £	2022 Total Funds £
<b>Cash flows from operating activities:</b>			
Net cash provided by (used in) operating activities	A	(126,151)	236,846
<b>Cash flows from investing activities:</b>			
Purchase of fixed assets		(6,457)	(80,162)
<b>Net cash provided by (used in) investing activities</b>		<b>(6,457)</b>	<b>(80,162)</b>
<b>Change in cash and cash equivalents in the reporting period</b>		<b>(132,608)</b>	<b>156,684</b>
Cash & Cash Equivalents at the beginning of the reporting period		723,608	566,924
<b>Cash &amp; Cash Equivalents at the end of the reporting period</b>	B	<b>591,000</b>	<b>723,608</b>

#### A. Reconciliation of Net Income to Net Cash Flow from Operating Activities

30 September	Notes	2023 Total £	2022 Total £
Net income for the reporting period		18,340	93,012
Add back: Depreciation charges		30,573	29,794
(Increase)/decrease in debtors		(123,645)	40,822
(Decrease)/increase in creditors		(51,419)	73,218
<b>Net cash provided by (used in) operating activities</b>		<b>(126,151)</b>	<b>236,846</b>

#### B. Analysis of Cash and Cash Equivalents

30 September	Notes	2023 Total £	2022 Total £
Cash in hand and in bank		591,000	723,608
Other cash equivalents		-	-
<b>Total cash and cash equivalents</b>		<b>591,000</b>	<b>723,608</b>

## 1. Basis of preparation and accounting policies

### Basis of preparation

- a) These accounts (financial statements) have been prepared under the historic cost convention, on a going concern basis, with items recognised at cost or transaction value, unless otherwise stated in the relevant note(s), in accordance with:
- i. The Charities Act 2011
  - ii. The Financial Reporting Standard applicable in the UK and the Republic of Ireland, as amended in December 2017
  - iii. Accounting & Reporting by Charities: Statement of Recommended Practice (Charities SORP FRS102) (Second Edition effective January 2019) to comply with the revised layout of the financial statements required by the Charities SORP (FRS102).
- b) The charity meets the definition of a public benefit entity as defined by FRS 102.
- c) The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern.

### Accounting policies

#### d) Fund accounting

Unrestricted funds are those that can be expended at the discretion of the trustees in the furtherance of the objects of the charity. Designated funds are unrestricted funds set aside at the discretion of the Trustees for a specific purpose.

Restricted funds are those that may only be used for specific purposes. Restrictions arise when specified by the donor, or when funds are raised for specific purposes.

The purposes of the funds are shown in Note 13

#### e) Income

Income is recognised and included in the Statement of Financial Activities (SoFA) when the charity becomes entitled to the income, receipt is probable, and the monetary value can be measured with sufficient reliability.

Income that Migrateful has received, but is not entitled to recognise, is treated as deferred income. Unredeemed gift voucher income is treated as deferred income.

Migrateful monitors the level of unredeemed gift vouchers and cancelling gift vouchers more than two years old as at 30 September 2023, thereby recognising £112,117 (2022: £85,696) of income included in Other Income.

Bank interest and Gift Aid is recognised on receipt.

**NOTES TO THE FINANCIAL STATEMENTS  
YEAR ENDED 30th SEPTEMBER 2023**

**f) Expenditure and liabilities**

Expenditure is recognised on the accruals basis.

The charity is not registered for VAT, thus all costs are shown inclusive of VAT charged.

Liabilities are recognised as soon as there is a legal or constructive obligation to pay.

Governance costs include the costs of preparation and examination of the statutory accounts, the cost of trustee meetings and the cost of any legal advice to trustees on governance or constitutional matters.

**g) Tangible fixed assets**

Tangible assets are capitalised if they can be used for more than one year, and cost at least £1,000.

They are valued at cost or, if gifted, at their value on receipt.

Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The depreciation rates in use are as follows:

Computer equipment	3 years
Office equipment	5 years
Fixtures and fittings	5 years
Leasehold improvements	5 years

Assets are reviewed for impairment if circumstances indicate their carrying value may exceed their net realisable value and value in use.

**h) Intangible Fixed Assets**

Intangible assets are capitalised if they can be used for more than one year, and cost at least £1,000.

They are valued at cost or, if gifted, at their value on receipt.

Amortisation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The amortisation rates in use are as follows:

Re-branding	3 years
-------------	---------

**i) Current assets and liabilities**

(i) Debtors are recognised at the settlement amount due.

(ii) Prepayments are valued at the amount prepaid.

(iii) Cash comprises bank deposits repayable on demand and any short-term highly liquid deposits

(iv) Creditors 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 due to settle the obligation can be measured or estimated reliably. Creditors are normally recognised at their settlement amount, usually the invoice amount.

(v) Accrued charges are normally valued at their settlement amount.

**j) Taxation**

The charity is not liable to income tax or capital gains tax on its charitable activities.

**NOTES TO THE FINANCIAL STATEMENTS**  
**YEAR ENDED 30th SEPTEMBER 2023**

**k) Pensions**

Migrateful operates a defined contribution scheme through NEST. Contributions are charged to the SOFA as they become payable.

**l) Financial instruments**

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

**2. Expenditure on raising funds**

	<b>2023</b>	<b>2023</b>	<b>2023</b>
	<b>Unrestricted</b>	<b>Restricted</b>	<b>Total</b>
	<b>£</b>	<b>£</b>	<b>£</b>
Staff costs	28,400	900	29,300
Support costs	13,474	1,244	14,718
<b>Total expenditure on raising funds</b>	<b>41,874</b>	<b>2,144</b>	<b>44,018</b>

Comparative expenditure on raising funds for the year ended 30 September 2022

	<b>2022</b>	<b>2022</b>	<b>2022</b>
	<b>Unrestricted</b>	<b>Restricted</b>	<b>Total</b>
	<b>£</b>	<b>£</b>	<b>£</b>
Staff costs	35,157	5,658	40,815
Support costs	19,293	2,180	21,473
<b>Total expenditure on raising funds</b>	<b>54,450</b>	<b>7,838</b>	<b>62,288</b>

NOTES TO THE FINANCIAL STATEMENTS  
YEAR ENDED 30th SEPTEMBER 2023

### 3. Expenditure on charitable activities

	2023 Unrestricted £	2023 Restricted £	2023 Total £
<b>Cookery class</b>			
Direct costs	354,701	20,580	375,281
Staff costs	168,133	29,257	197,390
<b>Sub-total</b>	<b>522,834</b>	<b>49,837</b>	<b>572,671</b>
<b>Chef training</b>			
Direct costs	7,957	7,442	15,399
Staff costs	51,995	28,692	80,687
<b>Sub-total</b>	<b>59,952</b>	<b>36,134</b>	<b>96,086</b>
<b>Chef support</b>			
Direct costs	15,687	2,964	18,651
Staff costs	23,073	11,955	35,028
<b>Sub-total</b>	<b>38,760</b>	<b>14,919</b>	<b>53,679</b>
<b>Other costs</b>			
Evaluation and research	18,206	6,250	24,456
Support costs	119,393	13,295	132,688
<b>Sub-total</b>	<b>137,599</b>	<b>19,545</b>	<b>157,144</b>
<b>Total expenditure on charitable activities</b>	<b>759,145</b>	<b>120,435</b>	<b>879,580</b>

NOTES TO THE FINANCIAL STATEMENTS  
YEAR ENDED 30th SEPTEMBER 2023

Comparative expenditure on charitable activities for the year ended 30 September 2022

	2022 Unrestricted £	2022 Restricted £	2022 Total £
<b>Cookery class</b>			
Direct costs	337,389	34,263	371,652
Staff costs	184,738	10,163	194,901
<b>Sub-total</b>	<b>522,127</b>	<b>44,426</b>	<b>566,553</b>
<b>Chef training</b>			
Direct costs	7,330	5,624	12,954
Staff costs	54,839	6,003	60,842
<b>Sub-total</b>	<b>62,169</b>	<b>11,627</b>	<b>73,796</b>
<b>Chef support</b>			
Direct costs	677	11,623	12,300
Staff costs	28,213	0	28,213
<b>Sub-total</b>	<b>28,890</b>	<b>11,623</b>	<b>40,513</b>
<b>Other costs</b>			
Evaluation and research	17,280	0	17,280
Support costs	124,374	15,190	139,564
<b>Sub-total</b>	<b>141,654</b>	<b>15,190</b>	<b>156,844</b>
<b>Total expenditure on charitable activities</b>	<b>754,840</b>	<b>82,866</b>	<b>837,706</b>

NOTES TO THE FINANCIAL STATEMENTS  
YEAR ENDED 30th SEPTEMBER 2023

#### 4. Support costs

	2023 Unrestricted £	2023 Restricted £	2023 Total £
Staff costs	74,111	13,610	87,721
Equipment costs	537	929	1,466
Staff related costs	10,731	0	10,731
Office costs	24,951	0	24,951
Finance and audit	18,388	0	18,388
HR and recruitment	4,149	0	4,149
<b>Total support costs</b>	<b>132,867</b>	<b>14,539</b>	<b>147,406</b>

Comparative support costs for the year ended 30 September 2022

	2022 Unrestricted £	2022 Restricted £	2022 Total £
Staff costs	79,266	17,292	96,558
Equipment costs	1,930	0	1,930
Staff related costs	12,860	78	12,938
Office costs	23,056	0	23,056
Finance and audit	16,943	0	16,943
HR and recruitment	9,612	0	9,612
<b>Total support costs</b>	<b>143,667</b>	<b>17,370</b>	<b>161,037</b>

**5. Staff costs**

	<b>2023</b>	<b>2022</b>
	<b>Total</b>	<b>Total</b>
	<b>£</b>	<b>£</b>
Salaries and wages	391,092	383,485
Social security	31,240	30,268
Pension costs	7,792	7,576
<b>Staff costs</b>	<b>430,124</b>	<b>421,329</b>

No employees earned over £60,000 per year during the period (2022/23: no employees).

Key management personnel: Total employee benefits (including employers' NI and pension contribution) of the CEO and interim CEO were £64,052 (2021/22: CEO £51,466).

Migrateful employed an average of 15.3 employees (13.1 full-time equivalent) during the period (2021/22: average of 15.9 (13.7 full-time equivalent)).

**6. Trustees' remuneration, benefits and expenses**

During the financial year, no trustee incurred expenses on behalf of the charity. (2021/22: one trustee incurred expenses of £896 on behalf of the charity, with no balance outstanding on 30th September 2022).

**7. Related party transactions**

There were no related party transactions during the period. (2021/22: other than the amounts outlined above, there were no other related party transactions during the period).

**8. Independent examination fees**

The independent examiner will receive £1,350+VAT in relation to conducting the independent examination (2021/22: £1,250+VAT). No other fees were paid to the independent examiner.

NOTES TO THE FINANCIAL STATEMENTS  
YEAR ENDED 30th SEPTEMBER 2023

### 9. Tangible fixed assets

	Leasehold Improvements £	Fixtures & fittings £	Total £
<b>Valuation:</b>			
At 1 October 2022	142,303	6,666	148,969
Additions	-	3,895	3,895
At 30 September 2023	<b>142,303</b>	<b>10,561</b>	<b>152,864</b>
<b>Depreciation:</b>			
At 1 October 2022	28,461	1,333	29,794
Depreciation charge	28,461	2,112	30,573
At 30 September 2023	<b>56,922</b>	<b>3,445</b>	<b>60,367</b>
<b>Net Book Value:</b>			
<b>2023</b>	<b>85,381</b>	<b>7,116</b>	<b>92,497</b>
2022	113,842	5,333	119,175

### 10. Intangible fixed assets

	Rebranding £	Total £
<b>Valuation:</b>		
At 1 October 2022	-	-
Additions	2,562	2,262
At 30 September 2023	<b>2,562</b>	<b>2,562</b>
<b>Amortisation</b>		
At 1 October 2022	-	-
Charge in the year	-	-
At 30 September 2023	-	-
<b>Net Book Value:</b>		
<b>2023</b>	<b>2,562</b>	<b>2,562</b>
2022	-	-

NOTES TO THE FINANCIAL STATEMENTS  
YEAR ENDED 30th SEPTEMBER 2023

### 11. Debtors

	2023 Total £	2022 Total £
Trade debtors	28,341	6,948
Prepayments and accrued income	128,781	24,279
Other debtors	750	-
<b>Total</b>	<b>154,872</b>	<b>31,227</b>

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

	2023 Total £	2022 Total £
Trade creditors	9,738	8,653
Accruals	9,239	6,805
Deferred income	261,473	327,851
Other taxes and Social Security	-	-
Other creditors	11,440	-
<b>Total</b>	<b>291,890</b>	<b>343,309</b>

<i>Movements in Deferred Income</i>	2023 Total £	2022 Total £
At 1 October	327,851	245,933
Applied during the year	122,420	227,442
Released during the year	(188,798)	(145,524)
<b>Deferred income at 30 September</b>	<b>261,473</b>	<b>327,851</b>

Deferred income primarily comprises unredeemed gift vouchers which were sold prior to 30 September 2023. Migrateful cancelled gift vouchers over two years old, this contributed income of £112,117 (2021/22: £85,696) and is included in Other Income.

NOTES TO THE FINANCIAL STATEMENTS  
YEAR ENDED 30th SEPTEMBER 2023

### 13. Analysis of movement in funds

During the year Migrateful received restricted grants and donations totalling £36,464 (2021/22: £137,131).

Grant maker	Purpose	2023 £
School for Social Entrepreneurs	Marketing Costs	16,000
UBS	Cost of Living Fund	10,000
Westkin Associates	Chef Training	4,500
Souter Trust	Chef Training	3,000
The Heinz, Anna & Carol Kroch Foundation	Chef Solidarity Fund	2,601
Local Giving	Chef Solidarity Fund	363

Comparative 2021/22: During the previous financial year Migrateful restricted grants and donations totalling £137,131 (net of one grant refund of £1,950) as outlined below:

Grant maker	Purpose	2022 £
Crucible Foundation	Brighton development & staff costs	50,000
Migration Foundation	Core costs	20,000
The Nisbet Trust	Bristol manager staff costs	20,000
Westkin Associates	Chef training	13,500
Colyer Foundation	Kent replication	13,000
The National Lottery Community Fund	Chef training	9,940
National Philanthropic Trust	Research costs	6,250
Solidarity Fund fundraising	Chef solidarity fund	4,503
Metropolitan Public Gardens	Cookery school landscaping	1,300
Local Giving	Chef solidarity fund	588
Zero Emissions Network	E-Cargo bike – refund	(1,950)

NOTES TO THE FINANCIAL STATEMENTS  
YEAR ENDED 30th SEPTEMBER 2023

The movement in restricted funds during the year and fund balances at the end of the year are outlined below:

	Balance at 1 Oct 2022 £	Income £	Expenditure £	Balance at 30 Sep 2023 £
Cookery School	67,573	-	16,893	50,680
Crucible Foundation	50,000	-	23,786	26,214
Nisbet Trust	20,000	-	20,000	-
Migration Foundation	10,000	-	10,000	-
National Lottery Community Fund	9,940	-	9,940	-
National Philanthropic Trust	6,250	-	6,250	-
Westkin Associates	1,073	4,500	5,573	-
Metropolitan Public Gardens	839	-	839	-
School for Social Entrepreneurs		16,000	13,334	2,666
UBS		10,000	10,000	-
Souter Trust		3,000	3,000	-
The Heinz, Anna & Carol Kroch Foundation		2,601	2,601	-
Local Giving		363	363	-
<b>Total</b>	<b>165,675</b>	<b>36,464</b>	<b>122,579</b>	<b>79,560</b>

NOTES TO THE FINANCIAL STATEMENTS  
YEAR ENDED 30th SEPTEMBER 2023

Comparative 2021/22: The movement in restricted funds during the previous financial period and fund balances at the end of the period are outlined below:

	Balance at 1 Oct 2021 £	Income £	Expenditure £	Balance at 30 Sep 2022 £
Cookery School crowdfunder	84,467	-	16,894	67,573
Garfield Weston Foundation	18,333	-	18,333	-
John James Bristol Foundation	7,000	-	7,000	-
Solidarity Fund fundraising	3,847	4,503	8,350	-
Hilden Charitable Fund	2,686	-	2,686	-
Zero Emissions Network	1,950	(1,950)	-	-
UBS	965	-	965	-
Crucible Foundation	-	50,000	-	50,000
Migration Foundation	-	20,000	10,000	10,000
Nisbet Trust	-	20,000	-	20,000
Westkin Associates	-	13,500	12,427	1,073
Colyer Foundation	-	13,000	13,000	-
The National Lottery Community Fund	-	9,940	-	9,940
National Philanthropic Trust	-	6,250	-	6,250
Metropolitan Public Gardens	-	1,300	461	839
Local Giving	-	588	588	-
<b>Total</b>	<b>119,248</b>	<b>137,131</b>	<b>90,704</b>	<b>165,675</b>

NOTES TO THE FINANCIAL STATEMENTS  
YEAR ENDED 30th SEPTEMBER 2023

The movement in designated funds during the year and fund balances at the end of the year are outlined below:

	Balance at 1 Oct 2022 £	Income £	Expenditure £	Balance at 30 Sep 2023 £
Cookery School	51,601	-	12,900	38,701
<b>Total</b>	<b>51,601</b>	<b>-</b>	<b>12,900</b>	<b>38,701</b>

Migrateful designated one amount on 30th September 2023: £38,701 (2021/22: £51,601) in relation to the unrestricted net book value of the Cookery School fixed asset balance. This balance will be depreciated to zero over the next three years.

Comparative 2021/22: The movement in designated funds during the previous financial period and fund balances at the end of the period are outlined below:

	Balance at 1 Oct 2021 £	Income £	Expenditure £	Balance at 30 Sep 2022 £
Cookery School	82,772	-	31,171	51,601
Bruno Schroder Trust	93,389	-	93,389	-
<b>Total</b>	<b>176,161</b>	<b>-</b>	<b>124,560</b>	<b>51,601</b>

#### 14. Analysis of net assets between funds 30 September 2023

	Restricted £	Unrestricted		Total 2023 £
		Designated £	General £	
Tangible Fixed Assets	50,680	38,701	3,116	92,497
Intangible Fixed Assets	-	-	2,562	2,562
Current assets	28,880	-	716,992	745,872
Creditors: amounts falling due within 1 year			(291,890)	(291,890)
<b>Total</b>	<b>79,560</b>	<b>38,701</b>	<b>430,780</b>	<b>549,041</b>

NOTES TO THE FINANCIAL STATEMENTS  
YEAR ENDED 30th SEPTEMBER 2023

Comparative 2021/22: Analysis of net assets between funds at 30 September 2022

	Restricted	Unrestricted		Total
	£	Designated £	General £	2022 £
Tangible Fixed Assets	67,574	51,601	-	119,175
Current assets	98,101	-	656,734	754,835
Creditors: amounts falling due within 1 year	-	-	(343,309)	(343,309)
<b>Total</b>	<b>165,675</b>	<b>51,601</b>	<b>313,425</b>	<b>530,701</b>

15. Comparative Statement of Financial Activity for the year ended 30 September 2022

<i>All figures £</i>	2022 Unrestricted Funds	2022 Restricted Funds	2022 Total
<b>Income from:</b>			
Grants	197,500	132,040	329,540
Donations	23,678	5,091	28,769
Charitable activities:			
Cookery classes & catering	523,406	-	523,406
Investment income – bank interest	2,215	-	2,215
Other income	109,076	-	109,076
<b>Total Income</b>	<b>855,875</b>	<b>137,131</b>	<b>993,006</b>
Expenditure on:			
Raising funds	54,450	7,838	62,288
Charitable activities	754,840	82,866	837,706
<b>Total Expenditure</b>	<b>809,290</b>	<b>90,704</b>	<b>899,994</b>
<b>Net movement in funds</b>	<b>46,585</b>	<b>46,427</b>	<b>93,012</b>
<b>Reconciliation of funds</b>			
Total funds brought forward	318,441	119,248	437,689

For any questions, please email  
[hello@migrateful.org](mailto:hello@migrateful.org)



**MIGRATEFUL**

**MIGRATEFUL**

England & Wales - Charity number 1180110

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# Accounts

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MIGRATEFUL

TRUSTEES' REPORT  
YEAR ENDED 30 SEPTEMBER 2022

MIGRATEFUL  
TRUSTEES' ANNUAL REPORT AND ACCOUNTS  
YEAR ENDED 30 SEPTEMBER 2022



## **MIGRATEFUL**

### **TRUSTEES' REPORT YEAR ENDED 30 SEPTEMBER 2022**

#### **REFERENCE DETAILS**

##### **Trustees**

Nora Bali  
Amaya Dent (resigned 27th March 2023)  
Mireille Harper  
Mary Locke  
Emily Miller  
Isabel Sachs  
Habib Sadat  
Daljeet Singh

##### **Founder and CEO**

Jessica Thompson

##### **Registered name**

Migrateful

##### **Charity registration number**

1180110

##### **Registered address**

40 Bowling Green Lane London  
EC1R 0NE

##### **Independent Examiner**

Mr Olayinka Tomori ACA DChA  
Longmeade Consult Ltd  
Regus House  
Victory Way  
Admiral's Park Dartford  
DA2 6QD

##### **Bank**

Metrobank  
1 Southampton Row London  
WC1B 5HA

##### **Website address**

[www.migrateful.org](http://www.migrateful.org)

## MIGRATEFUL

### TRUSTEES' REPORT YEAR ENDED 30 SEPTEMBER 2022

#### INTRODUCTION

The trustees present their report with the financial statements of the charity for the period ended 30 September 2022. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Second Edition effective 1 January 2019).

Migrateful is a Charitable Incorporated Organisation (CIO) registered with the Charity Commission (registered number 1180110).

The governing document is a constitution dated 19th September 2018. Migrateful registered with the Charity Commission on 27<sup>th</sup> September 2018.

These financial statements cover the year from 1st October 2021 to 30th September 2022.

#### OBJECTIVES AND ACTIVITIES

##### Objectives

Migrateful exists to help the UK's migrant community on their journey to employment and independence and promote integration.

The objects of Migrateful, as stated in the Constitution, are, for the public benefit:

1. to promote social inclusion for the public benefit by preventing people from becoming socially excluded, relieving the needs of those people who are socially excluded and assisting them to integrate into society, in particular, but not exclusively, refugees, asylum-seekers and other migrants to the UK, through the provision of:
  - vocational and skills training, work experience, advice and support;
  - social and recreational facilities and events involving the local community;
  - educational and awareness campaigns to encourage the public to generally be more accepting of, and engage with, socially excluded communities.for the purposes of this clause "socially excluded" means "people who are excluded from society, or parts of society, as a result of one or more of the following factors: unemployment; financial hardship; race; gender; poor educational or skills attainment; disability; ethnic origin; religion; belief; creed; or who are within, or have experienced, the public care or penal system".
2. to promote equality and diversity and racial and religious harmony for the public benefit through the provision of activities to foster understanding and good relations between people from diverse backgrounds.

3. the prevention or relief of poverty by providing: grants, items and services to individuals in need, in particular, but not exclusively, refugees, asylum seekers and other migrants to the UK.

In setting objectives and planning activities, the trustees confirm that they have complied with their duty under Section 17 of the Charities Act 2011 to have due regard to the Charity Commission's guidance on public benefit.

Migrateful runs cookery classes led by migrant chefs struggling to integrate and access employment due to legal and linguistic barriers. The cookery classes provide ideal conditions not just for practising English and building confidence but also for encouraging contact with the wider community and dispelling misconceptions about migrants.

Our chefs are all migrants facing barriers to integration. They come from a very wide range of backgrounds, from refugees with advanced professional qualifications to those who were trafficked here as children and who have only rudimentary education. They are often isolated, living alone, or in a tight community of their home language and/or culture.

They fall into two main groups. In the first group are those who are waiting for a decision on whether they can remain in the country, and who do not have the legal right to work. For our chefs, the average wait time to receive their status has been 4.5 years. They are legally barred from working while they wait; being unable to provide for themselves puts an immense strain on them, and on their dependents.

In the second group are those who have been granted the right to remain and who are therefore legally able to work. Some nevertheless still face difficulties finding employment and a place in society, even after having been in the UK for many years, often because of language barriers, or because their qualifications are not recognised in this country. The common thread amongst them all is the struggle to find a sense of belonging in the UK and to utilise their skills to participate and contribute fully to society.

For both groups, being unable to provide for themselves and their families has significant negative effects on self-esteem and mental health. Work is needed on many fronts. First, language barriers need to be addressed, so they are better able to participate in wider society. Building the skills and self-confidence to enable them to access employment is essential to improve their economic conditions. Migrateful provides training, a support network and work experience to help address these issues.

## MIGRATEFUL

### TRUSTEES' REPORT YEAR ENDED 30 SEPTEMBER 2022

#### Activities

##### Training

Potential chefs wishing to join Migrateful go through an initial 12-week training programme. During this time, they learn public speaking, gain a food hygiene qualification and learn to become cookery class teachers. At the end of the programme, they are well placed to run classes to a professional standard.

##### Classes

Migrateful cookery classes offer a highly educational experience where participants are invited to learn about a new cuisine, culture and the lives of migrants. The classes have wide appeal, attracting those simply interested in food as well as those wishing to support refugees.

Before the Covid pandemic and the restrictions that ensued, classes were all “in person”, taking place either in public venues such as cafes or in private homes or company offices. They tended to be small groups, with an average of ten participants per class, providing an intimate setting to allow for personal interactions between chefs and class participants. Since the pandemic, we have also offered online classes, where people can join from their own kitchens, guided by the chef. Again, numbers are usually small, so as to retain a sense of intimacy.

##### Solidarity fund

Asylum seekers do not have the right to work. Unable to earn income, many are in dire financial circumstances, unable to afford basic necessities. We have established a “solidarity fund” to offer small grants, either for specific one-off items, or for food and basic needs, to those in this position.

## ACHIEVEMENTS AND PERFORMANCE

During the year we were able to achieve all the goals as set out in last year’s annual report: we expanded our national reach, with classes in Bristol, Brighton and Kent; we opened our cookery school in central London, offering classes both to individuals and corporates; we trained two further cohorts of chefs and provided more advanced training to existing chefs; and we also expanded our staff team.

##### Classes

This was another year of rapid pivots. In October 2021, we were delighted to be able to open our cookery school, a beautiful space housed in the Three Corners community centre in Farringdon. It was an ideal space to relaunch in person classes, lockdown restrictions having eased and people feeling able to venture out again. We had a lot of interest from corporates keen to get their staff back together again in person and it looked like being a busy Christmas period. Then the Omicron strain of Covid arrived, and another lockdown was imposed in December 2021, leading to numerous

## MIGRATEFUL

### TRUSTEES' REPORT YEAR ENDED 30 SEPTEMBER 2022

class cancellations. Like organisations all over the country, we had to rapidly adjust again as the environment changed. We quickly ramped up online classes again to fill the gap. Thankfully, that was the last lockdown, and we were finally able to transition back to in person classes throughout 2022.

Now that we had our own cookery space, we were able to experiment with a new class model, “station style”, designed to be a more traditional cookery class format, to showcase our chefs’ increased skills as cookery class teachers.

Table below shows number of classes delivered and number of participants engaged.

	FY ending 2020	FY ending 2021	FY ending 2022	Total
Online classes	205	924	294	<b>1,423</b>
In person classes	229	73	658	<b>960</b>
Total number of classes	434	997	952	<b>2,383</b>
Total number of participants	4,762	11,835	11,252	<b>27,849</b>
Total number of trained chefs by year end	43	63	79	<b>79</b>

Classes continue to be very popular with participants; in the period, 97% of participants said they would recommend Migrateful to a friend (based on classes held in the period, feedback received from 851 participants).

### Catering

In 2021, we introduced a Migrateful catering arm, where chefs who wished to start their own catering businesses were supported to do so. After our six-month pilot, we found demand was high and feedback was overwhelmingly positive. But the work severely stretched our staff capacity, and the financial viability of the model was uncertain, given the levels of support required by chefs. We therefore took the difficult decision to pause work on our catering arm for the time being.

### Training and chef development

Throughout the year our Head of Chef Development worked hard to professionalise and document our chef training and we trained two new cohorts of chefs, in Bristol (6 chefs) and London (10 chefs).

We also worked more on our two year “chef journey”, and how best to help chefs think about their goals, and how Migrateful could help them achieve these. We have built strong relationships with

other organisations supporting migrants, to ensure we are working collaboratively, playing to our strengths, avoiding duplication and providing more holistic support to our chefs.

During the year we graduated an early cohort of ten chefs who had been with us since the early days of Migrateful. 80% of them have moved on to employment or study, one into retirement and not working.

***“At Migrateful I meet and talk to people I would never talk to, or meet, in my normal life. I know without Migrateful I would not be able to do what I am doing today. Thank you Migrateful for being there for me and making me to be proud of myself and giving me the confidence to be who I am today.”***

*[Stella from Nigeria, Migrateful Chef]*

***“My experience with Migrateful has been perfect actually. It has not only been about cooking, it has been about life skills. It's very helpful, they teach you how to be open, they teach you how to connect with the community. Lots of things. I'm proud to be sharing my culture with other people in and outside of the UK. I always have different people join my class from other countries. I am so proud I'm here. I am so proud of myself and that I can share my food. In the past I was a weak person, I couldn't share any words, but now I can share my stories, I can share my food. So I'm proud of myself.”***

*[Amani from Syria, Migrateful Chef]*

We receive constant feedback from our chefs after every class they teach so we can continually improve the experience both for them, and for participants. During the year we also conducted a more in depth review with all our chefs, led by an external consultant, to evaluate all aspects of Migrateful's support. The aim was to assess what was most valued and where further improvements could be made. Having the opportunity to come together as a group to review Migrateful was appreciated by all involved. The exercise reinforced what chefs' most valued while also highlighting a number of practical improvements which have already been implemented, for example in scheduling and communication.

We also started collating and analysing data on chef impact gathered over Migrateful's first five years, for our first impact report, which will be published next year.

### Impact on participants

In December 2021 we were able to commission research into the impact of the class model on participants. This found that the classes were indeed providing an ideal environment, as set out in Gordon Allport's “contact theory”, for shifting narratives around migration and integration<sup>1</sup>.

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<sup>1</sup> Dovidio, John F., Angelika Love, Fabian M. H. Schellhaas, and Miles Hewstone. "Reducing Intergroup Bias through Intergroup Contact: Twenty Years of Progress and Future Directions." *Group Processes & Intergroup Relations* 20.5 (2017): 606-20.

## MIGRATEFUL

### TRUSTEES' REPORT YEAR ENDED 30 SEPTEMBER 2022

In addition, the research found that participants coming to our classes were not just the “already warm” – ie those who came primarily because they wanted to support refugees and asylum seekers. Many are simply interested in food, so we are able to reach a very wide demographic.

Thus our chefs are currently interacting, under ideal contact conditions, with 10,000 class participants from a wide demographic per year.

In the words of class participants:

***“It gives you an opportunity (contact with migrants/refugees) to learn about people. Somebody who's never met a refugee might just have this image in their heads of what it might be like and maybe it's a negative image. Maybe they think there's just a bad thing but when you get to know people, you can see the humanity behind. You know, that helps break down the stigma, negative thoughts, things like that.”***

*[Participant from 2022 research]*

***“I really loved the class. Everyone was fantastic. Food was delicious. Everyone sitting around chatting was so good. I left with a smile on my face and a full belly. The Migrateful team couldn't have been nicer.”***

*[Feedback from class participant]*

We also continued to work on dispelling misconceptions and contributing to wider debates on immigration, via our social media and website. In addition, our CEO, Jess Thompson also gave TED talk at TEDxFrensham on *A Migrant Crisis or a Crisis of Belonging?* which was very well received. [Click here to watch.](#)

### Organisational development

It was another year somewhat disrupted by Covid, where our energies were focused on pivoting classes from online to in person, back to online, and back to in person again! But we nevertheless found time to consolidate as an organisation. We have grown very rapidly in the last few years, from a small organisation where the whole team could still sit round a table together and make instant decisions. At the start of the year, we had 13 staff (4 full-time and 9 part-time), increasing to 8 full-time and 5 part-time by the end of the year. The time was right to work on systems and policies as we moved from a start up to an established organisation.

We made progress on this during the year, for example setting up a new online volunteer management system to enable volunteers to sign themselves up to classes, thereby saving a huge amount of staff time. We currently have over 150 volunteers supporting our cookery classes each year. We also improved our chef training curriculum and consolidated the chef journey.

### Staff

In September 2022 our founder and CEO, Jess Thompson, went on a year's sabbatical to do a Masters in International Migration and Public Policy at London School of Economics so as to enrich

## MIGRATEFUL

### TRUSTEES' REPORT YEAR ENDED 30 SEPTEMBER 2022

Migrateful's understanding of the complexities of the immigration policy environment, to feed in to our advocacy work going forward.

In the interim, Vickie Wambura who served as our Finance & Operations Manager took over as Interim CEO. Vickie grew up in Kenya and is the founder of Nafisika Trust, Kenya, that works to integrate prison inmates into society. She has over 10 years' experience leading charities and working with vulnerable groups and contributes valued leadership to Migrateful.

### PLANS FOR FUTURE PERIOD

In the year ahead, our plans are to:

#### Classes

- Successful run classes, thus creating work opportunities for our chefs and contact opportunities for both our chefs and our participants.

#### Training

- Train new cohorts of chefs in both London and Brighton.

#### Development

- Piloting a new class model – the “Cookery Demo” – which we anticipate will appeal particularly to corporates.

#### Chef support

- Strengthening our support in pathways to employment.

#### Organisation

- Hire a local full-time manager to oversee all elements of our Bristol operations.
- Continue to consolidate and automate our systems to improve efficiency and delivery.
- Publish our first impact report.

## MIGRATEFUL

### TRUSTEES' REPORT YEAR ENDED 30 SEPTEMBER 2022

#### FINANCIAL REVIEW

This Trustees' annual report and financial statements cover the 12-month period ended 30<sup>th</sup> September 2022.

Migrateful received £993,006 in income during the year (2020/21: £745,326), with £609,102<sup>2</sup> of trading income from classes and catering (62%) (2020/21: £362,141, 49%), £329,540 from grants (33%) (2020/21: £276,821, 37%) and £28,769 in donations (3%) (2020/21: £84,133, 11%).

With the easing Covid-19 restrictions and greater appetite of the public to attend in person events, demand for Migrateful's in person classes and catering increased and accounted for 91% of trading income (2020/21: 64%), although Migrateful maintained its mixed delivery model of both online and in person classes, with online classes remaining popular.

Total expenditure amounted to £899,994 (2020/201: £448,746), providing a surplus of £93,012 (2020/21: £296,578) for the period. Of this surplus, £46,427 is restricted and £46,585 is unrestricted (2020/21: £72,533 restricted and £224,045 unrestricted).

Total reserves at 30 September 2022 were £530,701, with £165,675 restricted reserves and £365,026 unrestricted reserves (2020/21: £437,689, with £119,248 restricted and £318,441 unrestricted). Of the unrestricted reserves, £51,601, was designated to the Cookery School fixed assets balance (2020/21: two designated amounts totalling £176,161), providing general unrestricted reserves (free reserves) of £313,425 (2020/21: £142,280).

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern.

#### Reserves policy

The trustees have set a reserves policy whereby the free reserves (unrestricted funds) held by Migrateful should be equivalent to three months' staff and operating costs, which equates to £215,275 (2020/21: £124,500). This provides some stability for the organisation were it to experience a fall in income from class sales and grants.

As at 30<sup>th</sup> September 2022, free reserves amounted to £313,425 (4.4 months' staff and operating costs) (2020/21: £142,280, 3.4 months) after designating £51,061 as described above (2020/21: £176,161). The trustees consider this to be satisfactory given the relatively early stage of development and future expansion plans of the charity and is in line with their policy.

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<sup>2</sup> including £85,696 relating to older unredeemed gift vouchers.

## MIGRATEFUL

### TRUSTEES' REPORT YEAR ENDED 30 SEPTEMBER 2022

#### STRUCTURE, GOVERNANCE AND MANAGEMENT

Migrateful is constituted as a Charitable Incorporated Organisation, registered with the Charity Commission on 27<sup>th</sup> September 2018. At the time of registration, activities were undertaken by Migrateful Ltd, a company limited by shares. All activities and assets were transferred to the charity on 1<sup>st</sup> April 2019. Migrateful Ltd was subsequently wound up. The founder, Jessica Thompson, became the Chief Executive of the charity.

The governing body of the charity is the board of trustees, which comprise eight members. Trustees who served during the period and up to the date of signing these financial statements are:

Mary Locke  
Nora Bali  
Amaya Dent (resigned 27<sup>th</sup> March 2023)  
Mireille Harper  
Emily Miller  
Isabel Sachs  
Habib Sadat  
Daljeet Singh

The board of trustees is responsible for overseeing all aspects of governance and risk. Strategy is led by the board of trustees, working closely with the staff team. The staff team, led Jessica Thompson (Founder and Chief Executive), is responsible for the implementation of the strategy and day-to-day operations of the charity.

Trustees are appointed by a resolution passed at a meeting of the charity trustees. In selecting new trustees, the trustees consider the skills, knowledge and experience needed for the effective running of the charity. Prior to appointment, new trustees are provided with a copy of the Constitution and policies and procedures, together with the most up-to-date business plan and financial statements and forecasts.

#### Staff

At the year end Migrateful had 8 full-time staff and 5 part-time members of staff. We also have over 150 active volunteers who help with the running of classes, training sessions and office tasks. We are hugely grateful to them for their time, skills and dedication.

**TRUSTEES' REPORT  
YEAR ENDED 30 SEPTEMBER 2022**

**Statement of trustees' responsibilities in relation to the financial statements**

Charity law requires the charity trustees to prepare financial statements for each accounting period which give a true and fair picture of the state of affairs of the charity for the income and expenditure for the period. In preparing the financial statements, the trustees are required to:

- select suitable accounting policies and apply them consistently;
- observe the methods and principles in the Charity SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the Charities Act 2011. They are also responsible for safeguarding the assets of the charity and hence taking reasonable steps for the prevention and detection of fraud and other irregularities.

**Trustee on behalf of the board of trustees:**



.....  
**Mary Locke**  
**Chair of Trustees**

**27<sup>th</sup> June 2023**

**INDEPENDENT EXAMINER'S' REPORT  
YEAR ENDED 30 SEPTEMBER 2022**

**Independent Examiner's report to the trustees of Migrateful**

I report to the charity trustees on my examination of the accounts of the charity for the year ended 30 September 2022 which comprise the Statement of Financial Activities, the Balance Sheet and related notes.

**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 year under section 144 of the Charities Act 2011 ("the Charities 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 Charities Act,
- to follow the procedures laid down in the general Directions given by the Charity Commission (under section 145(5)(b) of the Charities Act, and
- to state whether particular matters have come to my attention

**BASIS OF INDEPENDENT EXAMINER'S STATEMENT**

My examination was carried out in accordance with 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 the 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 material matters have come to my attention which gives me cause to believe that in, any material respect:

- the accounting records were not kept in accordance with section 130 of the Charities Act; or
- the accounts did not accord with the accounting records; or
- the accounts did not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 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.

I 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.



**Olayinka Tomori ACA DChA**

Longmeade Consult Ltd  
Regus House, Admiral's Park  
Dartford, DA2 6QD

**4<sup>th</sup> July 2023**

# MIGRATEFUL

## STATEMENT OF FINANCIAL ACTIVITY YEAR ENDED 30 SEPTEMBER 2022

<i>All figures £</i>	<i>Notes</i>	2022 Unrestricted Funds	2022 Restricted Funds	<b>2022 Total</b>	<b>2021 Total</b>
<b>Income from:</b>					
Grants		197,500	132,040	329,540	276,821
Cookery classes & catering - in person		474,866	0	474,866	48,438
Cookery classes - online		48,540	0	48,540	313,703
Donations		23,678	5,091	28,769	84,133
Other income		111,291	0	111,291	22,231
<b>Total Income</b>	<i>9</i>	<b>855,875</b>	<b>137,131</b>	<b>993,006</b>	<b>745,326</b>
<b>Expenditure on Cost of Raising Funds:</b>					
Direct costs	<i>2-5</i>	500	0	500	305
Staff costs	<i>2</i>	35,157	5,658	40,815	24,947
<b>Total Cost of Raising Funds</b>		<b>35,657</b>	<b>5,658</b>	<b>41,315</b>	<b>25,252</b>
<b>Expenditure on Charitable Activities:</b>					
<i>2-5</i>					
<u>Cookery class &amp; catering</u>					
Direct costs		262,675	17,370	280,045	132,745
Staff costs	<i>2</i>	184,738	10,162	194,900	110,886
<b>Cookery class &amp; catering – sub-total</b>		<b>447,413</b>	<b>27,532</b>	<b>474,945</b>	<b>243,631</b>
<u>Chef training</u>					
Direct costs		7,330	5,624	12,954	3,680
Staff costs	<i>2</i>	83,053	6,003	89,056	18,011
<b>Chef training – sub-total</b>		<b>90,383</b>	<b>11,627</b>	<b>102,010</b>	<b>21,691</b>
<b>Chef support costs</b>		<b>676</b>	<b>11,624</b>	<b>12,300</b>	<b>15,100</b>
<u>Support &amp; development costs</u>					
Staff costs	<i>2</i>	79,266	17,292	96,558	74,561
Equipment costs		1,930	0	1,930	5,383
Marketing and web/IT costs		30,364	0	30,364	6,704
Other costs		80,828	4,071	84,899	48,330
<b>Support costs – sub-total</b>		<b>192,388</b>	<b>21,363</b>	<b>213,751</b>	<b>134,978</b>
Evaluation and research		16,780	-	16,780	-
Cookery school		25,993	12,900	38,893	8,096
<b>Total Charitable Activities</b>		<b>773,633</b>	<b>85,046</b>	<b>858,679</b>	<b>423,496</b>
<b>Total Expenditure</b>		<b>809,290</b>	<b>90,704</b>	<b>899,994</b>	<b>448,748</b>
<b>Net movement in funds</b>		<b>46,585</b>	<b>46,427</b>	<b>93,012</b>	<b>296,578</b>
<b>Reconciliation of funds</b>					
<i>9,10</i>					
Total funds brought forward		318,441	119,248	437,689	141,111
<b>Total funds carried forward</b>		<b>365,026</b>	<b>165,675</b>	<b>530,701</b>	<b>437,689</b>

All recognised gains and losses are included in the Statement of Financial Activities.

The comparative statement of Financial Activities is in Note 11. All the charity's activities are classified as continuing. The accompanying notes form part of these financial statements.

# MIGRATEFUL

## BALANCE SHEET AS AT 30 SEPTEMBER 2022

<i>30 September</i>	<i>Notes</i>	2022 Total Funds £	2021 Total Funds £
<b>Fixed assets:</b>			
Tangible fixed assets	6	119,175	-
Tangible fixed assets – work in progress	6	-	68,807
<b>Total fixed assets</b>		<b>119,175</b>	<b>68,807</b>
<b>Current assets:</b>			
Debtors	7	31,227	72,049
Cash		723,608	566,924
<b>Total current assets</b>		<b>754,835</b>	<b>638,973</b>
<b>Liabilities:</b>			
Creditors: amounts falling due within 1 year	8	343,309	270,091
<b>Net current assets</b>		<b>411,526</b>	<b>368,882</b>
<b>Total net assets</b>		<b>530,701</b>	<b>437,689</b>
<b>The funds of the charity:</b>			
Restricted income funds	9,10	165,675	119,248
Unrestricted funds			
Designated funds		51,601	176,161
General unrestricted funds		<u>313,425</u>	<u>142,280</u>
		365,026	318,441
<b>Total charity funds</b>		<b>530,701</b>	<b>437,689</b>

The accounts were approved by the board of trustees on 27<sup>th</sup> June 2023 and signed on their behalf by:



.....  
**Mary Locke**  
Chair of trustees

The accompanying notes form part of these financial statements.

## MIGRATEFUL

### STATEMENT OF CASHFLOWS YEAR ENDED 30 SEPTEMBER 2022

30 September	Note	2022 £	2021 £
<b><i>Cash flows from operating activities:</i></b>			
Net cash provided by (used in) operating activities	A	236,846	362,684
<b><i>Cash flows from investing activities:</i></b>			
Purchase of fixed assets (work in progress)		(80,162)	(68,807)
Net cash provided by (used in) investing activities		(80,162)	(68,807)
<b>Change in cash and cash equivalents in the reporting period</b>		<b>156,684</b>	<b>293,877</b>
Cash & Cash Equivalents at the beginning of the reporting period		566,924	273,047
<b>Cash &amp; Cash Equivalents at the end of the reporting period</b>		<b>723,608</b>	<b>566,924</b>

#### A. Reconciliation of Net Income to Net Cash Flow from Operating Activities

30 September	2022 £	2021 £
Net income for the reporting period	93,012	296,578
Add back: Depreciation charges	29,794	-
(increase)/decrease in debtors	40,822	(62,420)
Increase in creditors	73,218	128,526
<b>Net cash provided by (used in) operating activities</b>	<b>236,846</b>	<b>362,684</b>

#### B. Analysis of Cash and Cash Equivalents

30 September	2022 £	2021 £
Cash in hand and in bank	723,608	566,924
Other cash equivalents	-	-
<b>Total cash and cash equivalents</b>	<b>723,608</b>	<b>566,924</b>

Notes to the financial statements

**1. Basis of preparation and accounting policies**

**Basis of preparation**

- a) These accounts (financial statements) have been prepared under the historic cost convention, on a going concern basis, with items recognised at cost or transaction value, unless otherwise stated in the relevant note(s), in accordance with:
- (i) The Charities Act 2011
  - (ii) The Financial Reporting Standard applicable in the UK and the Republic of Ireland, as amended in December 2017
  - (iii) Accounting & Reporting by Charities: Statement of Recommended Practice (Charities SORP FRS102) (Second Edition effective January 2019)
- to comply with the revised layout of the financial statements required by the Charities SORP (FRS102).
- b) The charity meets the definition of a public benefit entity as defined by FRS 102.
- c) The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern.

**Accounting policies**

- d) Fund accounting
- Unrestricted funds are those that can be expended at the discretion of the trustees in the furtherance of the objects of the charity. Designated funds are unrestricted funds set aside at the discretion of the Trustees for a specific purpose.

Restricted funds are those that may only be used for specific purposes. Restrictions arise when specified by the donor, or when funds are raised for specific purposes.

The purposes of the funds are shown in Note 9.

- e) Income
- Income is recognised and included in the Statement of Financial Activities (SoFA) when the charity becomes entitled to the income, receipt is probable and the monetary value can be measured with sufficient reliability.

Income that Migrateful has received, but is not entitled to recognise, is treated as deferred income. Unredeemed gift voucher income is treated as deferred income.

NOTES TO THE FINANCIAL STATEMENTS  
YEAR ENDED 30 SEPTEMBER 2022

Migrateful monitors the level of unredeemed gift vouchers. Prior to the current financial year, due to the COVID-19 pandemic, with lock down restrictions and reduced customer appetite to attend in person events, Migrateful did not cancel any expired gift vouchers. However, as restrictions were lifted and in person classes resumed properly, Migrateful reviewed this policy cancelling gift vouchers more than two years old as at 30 September 2022, thereby recognising £85,696 of income.

Bank interest and Gift Aid is recognised on receipt.

f) Expenditure and liabilities

Expenditure is recognised on the accruals basis.

The charity is not registered for VAT, thus all costs are shown inclusive of VAT charged.

Liabilities are recognised as soon as there is a legal or constructive obligation to pay.

Governance costs include the costs of preparation and examination of the statutory accounts, the cost of trustee meetings and the cost of any legal advice to trustees on governance or constitutional matters.

g) Tangible fixed assets

Tangible assets are capitalised if they can be used for more than one year, and cost at least £1,000. They are valued at cost or, if gifted, at their value on receipt. The £1,000 threshold has not been applied to expenditure on the Cookery School project as it has been treated as a single project with all items eligible capital costs capitalised.

Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The depreciation rates in use are as follows:

- Computer equipment 3 years
- Office equipment 5 years
- Fixtures and fittings 5 years
- Leasehold improvements 5 years

Assets are reviewed for impairment if circumstances indicate their carrying value may exceed their net realisable value and value in use.

Tangible fixed assets – work in progress is not depreciated until the year in which the project is completed.

h) Current assets and liabilities

- (i) Debtors are recognised at the settlement amount due.
- (ii) Prepayments are valued at the amount prepaid.
- (iii) Cash comprises bank deposits repayable on demand and any short-term highly liquid deposits

**NOTES TO THE FINANCIAL STATEMENTS**  
**YEAR ENDED 30 SEPTEMBER 2022**

(iv) Creditors 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 due to settle the obligation can be measured or estimated reliably. Creditors are normally recognised at their settlement amount, usually the invoice amount.

(v) Accrued charges are normally valued at their settlement amount.

i) Taxation

The charity is not liable to income tax or capital gains tax on its charitable activities.

j) Pensions

Migrateful operates a defined contribution scheme through NEST. Contributions are charged to the SOFA as they become payable.

k) Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

**2. Staff costs**

	<b>2022</b>	<b>2021</b>
	<b>£</b>	<b>£</b>
Salaries and wages	383,485	211,396
Social security	30,268	13,238
Pension costs	7,576	3,770
Staff costs	421,329	228,404

No employees earned over £60,000 per year during the period (2021/21: no employees).

Key management personnel: Total employee benefits (including employers' NI and pension contribution) of the CEO were £51,466 (2020/21: £43,370).

Migrateful employed an average of 15.9 employees (13.7 full-time equivalent) during the period (2020/21: average of 9.7 (7.3 full-time equivalent)).

**3. Trustees' remuneration, benefits and expenses**

During the financial year, one trustee incurred expenses of £896 on behalf of the charity, no balance was outstanding on 30 September 2022. (2020/21: two trustees incurred expenses of £709 on behalf of the charity, with no balance outstanding on 30 September 2021).

NOTES TO THE FINANCIAL STATEMENTS  
YEAR ENDED 30 SEPTEMBER 2022

#### 4. Related party transactions

Other than the amounts outlined above, there were no other related party transactions during the period.

#### 5. Independent examination fees

The independent examiner will receive £1,250+VAT in relation to conducting the independent examination (2020/21: £1,200+VAT). No other fees were paid to the independent examiner.

#### 6. Tangible fixed assets

	Leasehold Improvements £	Fixtures & fittings £	Leasehold Improvements – Work in Progress £	Total £
<b>Valuation:</b>				
At 1 October 2021	-	-	68,807	68,807
Additions	73,496	6,666		80,162
Transfers	68,807	-	(68,807)	-
At 30 September 2022	142,303	6,666	-	148,969
<b>Depreciation:</b>				
At 1 October 2021	-	-	-	-
Depreciation charge	28,461	1,333	-	29,794
At 30 September 2022	28,461	1,333	-	29,794
<b>Net Book Value:</b>				
<b>2022</b>	113,842	5,333	-	119,175
2021	-	-	68,807	68,807

The charity completed the building a cookery school at The Peel Institute in Clerkenwell, London in October 2021. The investment made in the previous financial year was held under Work in Progress and transferred to the relevant account on completion of the project. Migrateful does not have any other tangible fixed assets. (2020/21: £nil)

#### 7. Debtors

	2022 £	2021 £
Trade debtors	6,948	20,282
Prepayments and accrued income	24,279	51,767
<b>Total</b>	<b>31,227</b>	<b>72,049</b>

**8. Creditors: amounts falling due within one year**

	2022	2021
	£	£
Trade creditors	8,653	9,178
Accruals	6,805	7,392
Deferred income	327,851	245,933
Other taxes and Social Security	-	7,293
Other creditors	-	295
<b>Total</b>	<b>343,309</b>	<b>270,091</b>

<i>Movements in Deferred Income</i>	2022	2021
	£	£
At 1 October	245,933	134,706
Applied during the year	227,442	138,733
Released during the year	(145,524)	(27,506)
<b>Deferred income at 30 September</b>	<b>327,851</b>	<b>245,933</b>

Deferred income primarily comprises unredeemed gift vouchers which were sold prior to 30 September 2022. Due to the ongoing pandemic Migrateful had not previously cancelled any expired gift vouchers. The the immediate impact of the pandemic coming to an end, Migrateful cancelled gift vouchers over two years old, this contributed income of £85,696 (2020/21: £nil)

**9. Analysis of movement in funds**

During the year Migrateful received restricted grants and donations totalling £137,131 (net of one grant refund of £1,950) as outlined below:

<b>Grant maker</b>	<b>Purpose</b>	<b>2022</b>
		£
Crucible Foundation	Brighton development & staff costs	50,000
Migration Foundation	Core costs	20,000
The Nisbet Trust	Bristol manager staff costs	20,000
Westkin Associates	Chef training	13,500
Colyer Foundation	Kent replication	13,000
The National Lottery	Chef training	9,940
National Philanthropic Trust	Research costs	6,250
Solidarity Fund fundraising	Chef solidarity fund	4,503
Metropolitan Public Gardens	Cookery school landscaping	1,300
Local Giving	Chef solidarity fund	588
Zero Emissions Network	E-Cargo bike – refund	(1,950)

**NOTES TO THE FINANCIAL STATEMENTS**  
**YEAR ENDED 30 SEPTEMBER 2022**

Comparative 2020/21: During the previous financial year Migrateful received restricted grants and donations £198,570 as outlined below:

<b>Grant maker</b>	<b>Purpose</b>	<b>2021</b> <b>£</b>
Un Ltd	Salaries	39,247
Garfield Weston Foundation	Core costs	20,000
UBS	Training Manager & CEO salary	15,000
Awards for All	Kent replication	9,433
John James Bristol Foundation	Bristol replication	7,000
Hilden Charitable Fund	Chef solidarity fund	6,000
Network of Social Change	Marketing Managers salary	5,032
Solidarity Fund fundraising	Chef solidarity fund	4,863
Mission Meals Crowdfunder	Mission Meals	2,670
Local Giving	Chef solidarity fund	2,658
Zero Emissions Network	E-Cargo bike	1,950
R Skinsley	Training retreat	250
Cookery School fundraising	Cookery School project	84,467

The movement in restricted funds during the year and fund balances at the end of the year are outlined below:

	<b>Balance at</b> <b>1 Oct 2021</b> <b>£</b>	Income <b>£</b>	Expenditure <b>£</b>	<b>Balance at</b> <b>30 Sep 2022</b> <b>£</b>
Cookery School fundraising	84,467	-	16,894	67,573
Garfield Weston Foundation	18,333	-	18,333	-
John James Bristol Foundation	7,000	-	7,000	-
Solidarity Fund fundraising	3,847	4,503	8,350	-
Hilden Charitable Fund	2,686	-	2,686	-
Zero Emissions Network	1,950	(1,950)	-	-
UBS	965	-	965	-
Crucible Foundation	-	50,000	-	50,000
Migration Foundation	-	20,000	10,000	10,000
Nisbet Trust	-	20,000	-	20,000
Westkin Associates	-	13,500	12,427	1,073
Colyer Foundation	-	13,000	13,000	-
The National Lottery	-	9,940	-	9,940
National Philanthropic Trust	-	6,250	-	6,250
Metropolitan Public Gardens	-	1,300	461	839
Local Giving	-	588	588	-
<b>Total</b>	<b>119,248</b>	<b>137,131</b>	<b>90,704</b>	<b>165,675</b>

NOTES TO THE FINANCIAL STATEMENTS  
YEAR ENDED 30 SEPTEMBER 2022

Comparative 2020/21: The movement in restricted funds during the previous financial period and fund balances at the end of the period are outlined below:

	<b>Balance at 1 Oct 2020</b>	Income	Expenditure	<b>Balance at 30 Sep 2021</b>
	£	£	£	£
Garfield Weston Foundation	20,000	20,000	21,667	18,333
Kings College	8,900	-	8,900	-
Kent Community Fund	6,000	-	6,000	-
Awards for All	5,832	-	5,832	-
Maureen & Derek Morton Trust	3,125	-	3,125	-
Migration Foundation	2,500	-	2,500	-
Marathon Fundraiser	358	-	358	-
Un Ltd	-	39,247	39,247	-
UBS	-	15,000	14,035	965
Awards for All	-	9,433	9,433	-
John James Bristol Foundation	-	7,000	-	7,000
Hilden Charitable Fund	-	6,000	3,314	2,686
R Skinsley	-	5,032	5,032	-
Solidarity Fund fundraising	-	4,863	1,016	3,847
Mission Meals Crowdfunder	-	2,670	2,670	-
Local Giving	-	2,658	2,658	-
Zero Emissions Network	-	1,950	-	1,950
Network of Social Change	-	250	250	-
Cookery School fundraising	-	84,467	-	84,467
<b>Total</b>	<b>46,715</b>	<b>198,570</b>	<b>126,037</b>	<b>119,248</b>

The movement in designated funds during the year and fund balances at the end of the year are outlined below:

	<b>Balance at 1 Oct 2021</b>	Income	Expenditure	<b>Balance at 30 Sep 2022</b>
	£	£	£	£
Cookery School	82,772	-	31,171	51,601
Bruno Schroder Trust	93,389	-	93,389	-
<b>Total</b>	<b>176,161</b>	-	124,560	<b>51,601</b>

Migrateful has designated one amount at 30 September 2022: £51,601 in relation to the unrestricted net book value of the Cookery School fixed asset balance. This balance will be depreciated to zero over the next four years.

Comparative 2020/21: The movement in designated funds during the previous financial period and fund balances at the end of the period are outlined below:

NOTES TO THE FINANCIAL STATEMENTS  
YEAR ENDED 30 SEPTEMBER 2022

	Balance at 1 Oct 2020 £	Income £	Expenditure £	Balance at 30 Sep 2021 £
Cookery School	50,000	32,772	-	82,772
Bruno Schroder Trust	-	100,000	6,611	93,389
<b>Total</b>	<b>50,000</b>	<b>132,772</b>	<b>6,611</b>	<b>176,161</b>

Migrateful has designated two amounts at 30 September 2021:

- i) £82,772 in relation to the costs of construction of the cookery school which will be funded from unrestricted funds in 21/22. These costs will be incurred in full in 21/22.
- ii) £93,389 in relation to a £100,000 unrestricted grant from the Bruno Schroder Trust in August 2021 which will fund specific costs agreed with the grant-maker. These costs will be incurred in full in 21/22.

### 10. Analysis of net assets between funds

Analysis of net assets between funds at 30 September 2022

	2022		2022 General £	2022 Total Funds £
	Restricted	Unrestricted Funds		
	Funds £	Designated £		
Tangible fixed assets	67,574	51,601	-	119,175
Current assets	98,101	-	656,734	754,835
Creditors: amounts falling due within 1 year	-	-	(343,309)	(343,309)
<b>Total</b>	<b>165,675</b>	<b>51,601</b>	<b>313,425</b>	<b>530,701</b>

Comparative 2020/21: Analysis of net assets between funds at 30 September 2021

	2021		2021 General £	2021 Total Funds £
	Restricted	Unrestricted Funds		
	Funds £	Designated £		
Tangible fixed assets	-	68,807	-	68,807
Current assets	119,248	107,354	412,371	638,973
Creditors: amounts falling due within 1 year	-	-	(270,091)	(270,091)
<b>Total</b>	<b>119,248</b>	<b>176,161</b>	<b>142,280</b>	<b>437,689</b>

NOTES TO THE FINANCIAL STATEMENTS  
YEAR ENDED 30 SEPTEMBER 2022

11. Comparative Statement of Financial Activity for the year ended 30 September 2021

	2021 Unrestricted Funds £	2021 Restricted Funds £	2021 Total £
<b>Income from:</b>			
Grants	135,500	141,321	276,821
Cookery classes & catering - in person	48,438	0	48,438
Cookery classes - online	313,703	0	313,703
Donations	26,884	57,249	84,133
Other income	22,231	0	22,231
<b>Total Income</b>	<b>546,756</b>	<b>198,570</b>	<b>745,326</b>
<b>Expenditure on Cost of Raising Funds:</b>			
Direct costs	305	0	305
Staff costs	10,682	14,265	24,947
<b>Total Cost of Raising Funds</b>	<b>10,987</b>	<b>14,265</b>	<b>25,252</b>
<b>Expenditure on Charitable Activities:</b>			
<u>Cookery class &amp; catering</u>			
Direct costs	122,963	9,782	132,745
Staff costs	79,916	30,970	110,886
<b>Cookery class &amp; catering – sub-total</b>	<b>202,879</b>	<b>40,752</b>	<b>243,631</b>
<u>Chef training</u>			
Direct costs	597	3,083	3,680
Staff costs	6,303	11,708	18,011
<b>Chef training – sub-total</b>	<b>6,900</b>	<b>14,791</b>	<b>21,691</b>
<b>Chef support costs</b>	<b>4,629</b>	<b>10,471</b>	<b>15,100</b>
<u>Support &amp; development costs</u>			
Staff costs	33,969	40,592	74,561
Equipment costs	5,383	0	5,383
Marketing and web/IT costs	6,412	292	6,704
Other costs	43,456	4,874	48,330
<b>Support costs – sub-total</b>	<b>89,220</b>	<b>45,758</b>	<b>134,978</b>
<b>Cookery school project</b>	<b>8,096</b>	<b>0</b>	<b>8,096</b>
<b>Total Charitable Activities</b>	<b>311,724</b>	<b>111,772</b>	<b>423,496</b>
<b>Total Expenditure</b>	<b>322,711</b>	<b>126,037</b>	<b>448,748</b>
<b>Net movement in funds</b>	<b>224,045</b>	<b>72,533</b>	<b>296,578</b>
<b>Reconciliation of funds</b>			
Total funds brought forward	94,396	46,715	141,111
<b>Total funds carried forward</b>	<b>318,441</b>	<b>119,248</b>	<b>437,689</b>

**MIGRATEFUL**

England & Wales - Charity number 1180110

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# Accounts

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Trustees' annual report and financial statements

For the year ended 30 September 2021 for

**Migrateful**

(a Charitable Incorporated Organisation, registered number 1180110)



federivas@yahoo.com

## MIGRATEFUL

### TRUSTEES' REPORT YEAR ENDED 30 SEPTEMBER 2021

Trustees	Mary Locke Nora Bali Amaya Dent Mireille Harper (appointed 19th October 2020) Emily Miller Isabel Sachs Habib Sadat Daljeet Singh (appointed 19th October 2020)
Founder and CEO	Jessica Thompson
Registered name	Migrateful
Charity registration number	1180110
Registered address	40 Bowling Green Lane London EC1R 0NE
Independent Examiner	Mr Olayinka Tomori ACA DChA Longmeade Consult Ltd Regus House Victory Way Admiral's Park Dartford DA2 6QD
Bank	Metrobank 1 Southampton Row London WC1B 5HA
Website address	<a href="http://www.migrateful.org">www.migrateful.org</a>

## MIGRATEFUL

### TRUSTEES' REPORT YEAR ENDED 30 SEPTEMBER 2021

#### INTRODUCTION

The trustees present their report with the financial statements of the charity for the period ended 30 September 2021. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Second Edition effective 1 January 2019).

Migrateful is a Charitable Incorporated Organisation (CIO) registered with the Charity Commission (registered number 1180110).

The governing document is a Constitution dated 19<sup>th</sup> September 2018. Migrateful registered with the Charity Commission on 27<sup>th</sup> September 2018.

These financial statements cover the year from 1<sup>st</sup> October 2020 to 30<sup>th</sup> September 2021.

#### OBJECTIVES AND ACTIVITIES

##### Objectives

**Migrateful exists to help the UK's migrant community on their journey to employment and independence and promote integration.**

The objects of Migrateful, as stated in the Constitution, are, for the public benefit:

1. to promote social inclusion for the public benefit by preventing people from becoming socially excluded, relieving the needs of those people who are socially excluded and assisting them to integrate into society, in particular, but not exclusively, refugees, asylum-seekers and other migrants to the UK, through the provision of:
  - vocational and skills training, work experience, advice and support;
  - social and recreational facilities and events involving the local community;
  - educational and awareness campaigns to encourage the public to generally be more accepting of, and engage with, socially excluded communities.

for the purposes of this clause "socially excluded" means "people who are excluded from society, or parts of society, as a result of one or more of the following factors: unemployment;

### TRUSTEES' REPORT YEAR ENDED 30 SEPTEMBER 2021

financial hardship; race; gender; poor educational or skills attainment; disability; ethnic origin; religion; belief; creed; or who are within, or have experienced, the public care or penal system".

2. to promote equality and diversity and racial and religious harmony for the public benefit through the provision of:
  - activities to foster understanding and good relations between people from diverse backgrounds.
3. the prevention or relief of poverty by providing: grants, items and services to individuals in need, in particular, but not exclusively, refugees, asylum seekers and other migrants to the UK.

In setting objectives and planning activities, the trustees confirm that they have complied with their duty under Section 17 of the Charities Act 2011 to have due regard to the Charity Commission's guidance on public benefit.

Migrateful runs cookery classes led by migrant chefs struggling to integrate and access employment due to legal and linguistic barriers. The cookery classes provide ideal conditions not just for practising English and building confidence but also for encouraging contact with the wider community and dispelling misconceptions about migrants.

We work with three groups, all facing common issues, but with their own particular circumstances:

1. **Asylum seekers:** who have no right to work and no recourse to public funds while their cases are considered. As a result, many are destitute and deprived of opportunities to participate in society;
2. **Refugees :** who have been granted asylum and can legally work, but often still face difficulties. 50% of the 125,000 refugees living in the UK are unemployed, often due to limited English, or because their qualifications are not recognised;
3. **Long-term migrants :** Some migrants have lived in the UK for many years but are still unable to speak English. Many are isolated and lonely as a result.

For all three groups, being unable to provide for themselves and their families has significant negative effects on self-esteem and mental health. Work is needed on many fronts. First,

## MIGRATEFUL

### TRUSTEES' REPORT YEAR ENDED 30 SEPTEMBER 2021

language barriers need to be addressed, so they are better able to participate in wider society. Building the skills and self-confidence to enable them to access employment is essential to improve their economic conditions. Migrateful provides training, a support network and work experience to help address these issues.

#### Activities

##### Training

Potential chefs wishing to join Migrateful go through an initial 10 week training programme. During this time they learn public speaking, gain a food hygiene qualification and learn to become professional cookery class teachers. At the end of the programme, they are well placed to run classes which people are willing to pay for.

##### Classes

Migrateful cookery classes intend to offer a highly educational experience where participants are invited to learn about a new cuisine, culture and the lives of migrants. The classes have wide appeal, attracting those simply interested in food as well as those wishing to support refugees.

Before the Covid pandemic and the restrictions that ensued, classes were all “in person”, taking place either in public venues such as cafes or in private homes or company offices. They tended to be small groups, with an average of ten participants per class, providing an intimate setting to allow for personal interactions between chefs and class participants. Since the pandemic, we have also offered online classes, where people can join from their own kitchens, guided by the chef. Again, numbers are usually small, so as to retain a sense of intimacy.

##### Solidarity fund

Our asylum seeker chefs cannot legally be paid. Unable to earn income, many are in dire financial circumstances, unable to afford basic necessities. We are grateful to those grant funders who have provided us with funding to support those in this position. We can offer grants, either for specific one-off items, or for food and basic necessities.

## ACHIEVEMENTS AND PERFORMANCE

## Highlights

The start of the year began with challenging circumstances for Migrateful, recovering from the impact of the pandemic, however, it has been a year that has also brought new opportunities and growth. Class numbers continued to grow this year; we continued to offer online classes but also were able to increase the number of in-person classes offered. We took on new venues and began teaching classes in new areas outside London.

New cohorts of chefs were trained in Margate, Canterbury and Brighton and classes will begin in these locations at the end of 2021. We are also continuing classes in our first replication area, Bristol, and will be training a second cohorts of chefs there next year.

This year we also focused on expanding our chef journey, and helping our chefs prepare for futures after their time with Migrateful. We hired a catering entrepreneur manager, to provide further support for our chefs, and prepare them both for employment and to set up their own food businesses. We did this by supporting our chefs to delivery catering events. In the first few months we found demand was high, feedback was overwhelmingly positive and our chefs are gaining valuable experience from these events.

	<b>6m to September 2019*</b>	<b>12m to September 2020</b>	<b>12m to September 2021</b>
<b>Active chefs teaching classes at the end of the year</b>	<b>24</b>	<b>31</b>	<b>41</b>
<b>Classes run</b>	<b>168</b>	<b>434</b>	<b>997</b>
<i>Of which Online</i>	<i>0</i>	<i>229</i>	<i>924</i>
<i>Of which In-person</i>	<i>168</i>	<i>205</i>	<i>73</i>
<b>Class participants</b>	<b>1,700</b>	<b>4,755</b>	<b>11,805</b>

\* six month period April to September 2019.

In the period, 97% of participants said they would recommend Migrateful to a friend (based on classes held in the period, feedback received from 1502 participants).

### TRUSTEES' REPORT YEAR ENDED 30 SEPTEMBER 2021 Impact

Migrateful aims to have an impact in two related areas:

- Chefs' employability and wellbeing;
- Integration.

#### *Chefs' employability and wellbeing*

One of our main goals is ensuring what we offer increases our chefs employability as well as ensuring their wellbeing.

In 2020 we were delighted to be able to employ our former Nigerian chef, Elizabeth, as our Chef Support Officer. Her role is focused on understanding the chefs' individual needs, constraints and life goals to help us understand how best Migrateful can support them, or, where possible, signpost them to existing support elsewhere. The Chef Support Officer also acts as an advocate for our chefs needs in all team meetings and ensures that our chefs' voices are brought to the decision making process. She has frequent individual meetings with each of our chefs to not only check on their well-being and any relevant support needs but also to ask about their classes, and seek their feedback and suggestions for future improvements to the class format.

We have also designed an impact measurement tool, in conjunction with our chefs, to enable us to understand more clearly how our two year programme is benefitting our chefs. This was started with our new trainees during the year, so we will be able to monitor their progress going forward.

#### *Integration*

Our second goal is to promote integration, and challenge stereotypes around migration. As well as through blogs and other social media platforms such as Instagram, the class model is designed so as to challenge preconceptions.

We have been very fortunate in receiving £100,000 of funding from the Bruno Schroder Trust, which, among other things, will enable us to commission research into the impact of the class model on shifting perceptions and help us hone the model further.

## MIGRATEFUL

### TRUSTEES' REPORT

#### YEAR ENDED 30 SEPTEMBER 2021

##### Awards received by Migrateful during the period

- Shortlisted for the UK Social Enterprise Awards 2021
- Jess was one of the 15 social entrepreneurs to watch in 2021 (Reaching for the Starlings)

##### Cookery School

We have long sought a permanent venue - a "home" for Migrateful - to enable us to hold our training sessions and run classes. During the year, backed by the Mayor of London and crowd funded by 820 individual supporters we were able to turn this into a reality.

##### PLANS FOR FUTURE PERIOD

It's an exciting year ahead for Migrateful. We look forward to the opening of our new cookery school, specifically designed for our model of class. The results of the research we have commissioned should provide insights to help us further improve the class experience and maximise our impact. Training will be underway for new cohorts of chefs in Bristol, London and Brighton as well as researching and planning for replication in other areas of the UK.

In summary we aim to:

- Expand our national reach, offering more classes in our replication areas around the country;
- Open our cookery school, offer a range of classes to individuals and corporates;
- Expand our staff team staff to assist with growth;
- Train one new cohort of 10 chefs in London
- Offer existing chefs advanced training.

#### FINANCIAL REVIEW

This Trustees' annual report and financial statements cover the 12-month period ended 30<sup>th</sup> September 2021.

Migrateful received £745,326 in income during the year (2019/20: £331,863), with £362,141 of trading income from classes and catering (49%) (2019/20: £166,508, 58%), £276,821 from grants (37%) (2019/20: £121,023, 36%), and £84,134 in donations (11%) (2019/20: £44,332, 13%).

In respect of trading income, with the continuation of the Covid-19 pandemic Migrateful offered a mixed delivery model with both online and in person classes available for both individual and corporate customers depending on customer requirements and Covid-19 restrictions.

Grants and donations included £84,467 from a crowdfunding campaign to contribute towards the cost of building the Migrateful cookery school in Islington, including £35,000 from the Mayor of London. The cookery school opened in Autumn 2021.

Total expenditure amounted to £448,746 (2019/20: £232,310), providing a surplus of £296,578 (2019/20: £99,553) for the period. Of this surplus, £72,533 is restricted and £224,045 is unrestricted (2019/20: £27,810 restricted and £71,743 unrestricted).

Total reserves at 30 September 2021 were £437,689, with £119,248 restricted reserves and £318,441 unrestricted reserves (2019/20: £141,111 with £46,715 restricted and £94,396 unrestricted). However, of the unrestricted reserves, £176,161 have been designated (2019/20: £50,000) as follows:

- i) £82,772 allocated to the costs of the cookery school (£2019/20: £50,000)
- ii) £93,389 in relation to a £100,000 unrestricted grant received in August 2021 which will fund specific costs agreed with the grant-maker (2019/20: £0).

This provides general unrestricted reserves (free reserves) of £142,280 (2019/20: £44,396).

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern. This includes giving due consideration to the impact of the Covid-19 pandemic on income and expenditure as well as its long-term effect on the charity.

### Reserves policy

The trustees have set a reserves policy whereby the free reserves (unrestricted funds) held by Migrateful should be equivalent to three months' staff and operating costs, which equates to £124,500 (2019/20: £39,500). This provides some stability for the organisation were it to experience a fall in income from class sales and grants.

As at 30th September 2021, free reserves amounted to £142,280 (3.4 months' staff and operating costs) (2019/20: £44,396) after designating £176,161 as described above (2019/20: £50,000). The trustees consider this to be satisfactory given the relatively early stage of development and future expansion plans of the charity and is in line with their policy.

### STRUCTURE, GOVERNANCE AND MANAGEMENT

Migrateful is constituted as a Charitable Incorporated Organisation, registered with the Charity Commission on 27<sup>th</sup> September 2018. At the time of registration, activities were undertaken by Migrateful Ltd, a company limited by shares. All activities and assets were transferred to the charity on 1<sup>st</sup> April 2019. Migrateful Ltd was subsequently wound up. The founder, Jessica Thompson, became the Chief Executive of the charity.

The governing body of the charity is the board of trustees, which comprise eight members. Trustees who served during the period and up to the date of signing these financial statements are:

Mary Locke  
Nora Bali  
Amaya Dent  
Mireille Harper  
Emily Miller  
Isabel Sachs  
Habib Sadat  
Daljeet Singh

The board of trustees is responsible for overseeing all aspects of governance and risk. Strategy is led by the board of trustees, working closely with the staff team. The staff team, led Jessica Thompson (Founder and Chief Executive), is responsible for the implementation of the strategy and day-to-day operations of the charity.

Trustees are appointed by a resolution passed at a meeting of the charity trustees. In selecting new trustees, the trustees consider the skills, knowledge and experience needed for the effective running of the charity. Prior to appointment, new trustees are provided with a copy of the Constitution and policies and procedures, together with the most up-to-date business plan and financial statements and forecasts.

**Staff**

At the year end Migrateful had 4 full-time staff and 9 part-time members of staff. We also have over 150 active volunteers who help with the running of classes, training sessions and office tasks. We are hugely grateful to them for their time, skills and dedication.

**Statement of trustees' responsibilities in relation to the financial statements**

Charity law requires the charity trustees to prepare financial statements for each accounting period which give a true and fair picture of the state of affairs of the charity for the income and expenditure for the period. In preparing the financial statements, the trustees are required to:

- select suitable accounting policies and apply them consistently;
- observe the methods and principles in the Charity SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the Charities Act 2011. They are also responsible for safeguarding the assets of the charity and hence taking reasonable steps for the prevention and detection of fraud and other irregularities.

**Trustee on behalf of the board of trustees**

:



.....  
**Mary Locke**  
**Chair of Trustees**

**8th June 2022**

**Independent Examiner's report to the trustees of Migrateful**

I report to the charity trustees on my examination of the accounts of the charity for the year ended 30 September 2021 which comprise the Statement of Financial Activities, the Balance Sheet and related notes.

**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 year under section 144 of the Charities Act 2011 ("the Charities 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 Charities Act,
- to follow the procedures laid down in the general Directions given by the Charity Commission (under section 145(5)(b) of the Charities Act, and
- to state whether particular matters have come to my attention

**BASIS OF INDEPENDENT EXAMINER'S STATEMENT**

My examination was carried out in accordance with 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 the 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 material matters have come to my attention which gives me cause to believe that in, any material respect:

- the accounting records were not kept in accordance with section 130 of the Charities Act; or
- the accounts did not accord with the accounting records; or
- the accounts did not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 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.

## **MIGRATEFUL**

### **INDEPENDENT EXAMINER'S' REPORT YEAR ENDED 30 SEPTEMBER 2020**

I 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.



**Olayinka Tomori ACA DChA**

**8th June 2022**

Longmeade Consult Ltd  
Regus House  
Victory Way  
Admiral's Park  
Dartford  
DA2 6QD

# MIGRATEFUL

## STATEMENT OF FINANCIAL ACTIVITY YEAR ENDED 30 SEPTEMBER 2021

	Notes	2021 Unrestricted Funds £	2021 Restricted Funds £	2021 Total £	2020 Total £
<b>Income from:</b>					
Grants		135,500	141,321	276,821	121,023
Cookery classes & catering - in person		48,438	0	48,438	117,649
Cookery classes - online		313,703	0	313,703	47,651
Donations		26,884	57,249	84,133	44,332
Other income		22,231	0	22,231	1,208
<b>Total Income</b>	<b>9</b>	<b>546,756</b>	<b>198,570</b>	<b>745,326</b>	<b>331,863</b>
<b>Expenditure on Cost of Raising Funds:</b>					
Direct costs	2-5	305	0	305	0
Staff costs	2	10,682	14,265	24,947	17,191
<b>Total Cost of Raising Funds</b>		<b>10,987</b>	<b>14,265</b>	<b>25,252</b>	<b>17,191</b>
<b>Expenditure on Charitable Activities:</b>					
<u>Cookery class &amp; catering</u>					
Direct costs		122,963	9,782	132,745	75,686
Staff costs	2	79,916	30,970	110,886	64,184
<b>Cookery class &amp; catering – sub-total</b>		<b>202,879</b>	<b>40,752</b>	<b>243,631</b>	<b>139,870</b>
<u>Chef training</u>					
Direct costs		597	3,083	3,680	13,000
Staff costs	2	6,303	11,708	18,011	17,229
<b>Chef training – sub-total</b>		<b>6,900</b>	<b>14,791</b>	<b>21,691</b>	<b>30,229</b>
<b>Chef support costs</b>		<b>4,629</b>	<b>10,471</b>	<b>15,100</b>	<b>19,667</b>
<u>Support &amp; development costs</u>					
Staff costs	2	33,969	40,592	74,561	10,015
Equipment costs		5,383	0	5,383	3,146
Marketing and web/IT costs		6,412	292	6,704	3,478
Other costs		43,456	4,874	48,330	8,714
<b>Support costs – sub-total</b>		<b>89,220</b>	<b>45,758</b>	<b>134,978</b>	<b>25,353</b>
<b>Cookery school project</b>		<b>8,096</b>	<b>0</b>	<b>8,096</b>	<b>-</b>
<b>Total Charitable Activities</b>		<b>311,724</b>	<b>111,772</b>	<b>423,496</b>	<b>215,119</b>
<b>Total Expenditure</b>		<b>322,711</b>	<b>126,037</b>	<b>448,748</b>	<b>232,310</b>
<b>Net movement in funds</b>		<b>224,045</b>	<b>72,533</b>	<b>296,578</b>	<b>99,553</b>
<b>Reconciliation of funds</b>					
Total funds brought forward	9,10	94,396	46,715	141,111	41,558
<b>Total funds carried forward</b>		<b>318,441</b>	<b>119,248</b>	<b>437,689</b>	<b>141,111</b>

All recognised gains and losses are included in the Statement of Financial Activities.

All the charity's activities are classified as continuing.

The accompanying notes form part of these financial statements.

## MIGRATEFUL

### BALANCE SHEET AS AT 30 SEPTEMBER 2021

30 September	Notes	2021 Total Funds £	2020 Total Funds £
<b>Fixed assets:</b>			
Tangible fixed assets	6	-	-
Tangible fixed assets – work in progress	6	68,807	-
<b>Total fixed assets</b>		<b>68,807</b>	<b>-</b>
<b>Current assets:</b>			
Stocks		-	-
Debtors	7	72,049	9,629
Cash		566,924	273,047
<b>Total current assets</b>		<b>638,973</b>	<b>282,676</b>
<b>Liabilities:</b>			
Creditors: amounts falling due within 1 year	8	270,091	141,565
<b>Net current assets</b>		<b>368,882</b>	<b>141,111</b>
<b>Total net assets</b>		<b>437,689</b>	<b>141,111</b>
<b>The funds of the charity:</b>			
Restricted income funds	9,10	119,248	46,715
Unrestricted funds			
Designated funds		176,161	50,000
General unrestricted funds		142,280	44,396
		318,441	94,396
<b>Total charity funds</b>		<b>437,689</b>	<b>141,111</b>

The accounts were approved by the board of trustees on 8th June 2022 and signed on their behalf by:



.....  
**Mary Locke**  
**Chair of trustees**

The accompanying notes form part of these financial statements.

## MIGRATEFUL

### STATEMENT OF CASH FLOWS AS AT 30 SEPTEMBER 2021

Year Ending 30 September	Note	2021 £	2020 £
<b><i>Cash flows from operating activities:</i></b>			
Net cash provided by (used in) operating activities	A	362,684	226,897
<b><i>Cash flows from investing activities:</i></b>			
Purchase of fixed assets (work in progress)		(68,807)	-
Net cash provided by (used in) investing activities		(68,807)	-
<b>Change in cash and cash equivalents in the reporting period</b>		<b>293,877</b>	<b>226,897</b>
Cash & Cash Equivalents at the beginning of the reporting period		273,047	46,150
<b>Cash &amp; Cash Equivalents at the end of the reporting period</b>		<b>566,924</b>	<b>273,047</b>

#### A. Reconciliation of Net Income to Net Cash Flow from Operating Activities

30 September	2021 £	2020 £
Net income for the reporting period	296,578	99,553
Add back: Depreciation charges	-	-
(increase)/decrease in debtors	(62,420)	5,115
Increase in creditors	128,526	122,229
<b>Net cash provided by (used in) operating activities</b>	<b>362,684</b>	<b>226,897</b>

#### B. Analysis of Cash and Cash Equivalents

30 September	2021 £	2020 £
Cash in hand and in bank	566,924	303,185
Other cash equivalents	-	-
<b>Total cash and cash equivalents</b>	<b>566,924</b>	<b>303,185</b>

**Notes to the financial statements**

**1. Basis of preparation and accounting policies**

**Basis of preparation**

a) These accounts (financial statements) have been prepared under the historic cost convention, on a going concern basis, with items recognised at cost or transaction value, unless otherwise stated in the relevant note(s), in accordance with:

- (i) The Charities Act 2011
- (ii) The Financial Reporting Standard applicable in the UK and the Republic of Ireland, as amended in December 2017
- (iii) Accounting & Reporting by Charities: Statement of Recommended Practice (Charities SORP FRS102) (Second Edition effective January 2019)

to comply with the revised layout of the financial statements required by the Charities SORP (FRS102).

- b) The charity meets the definition of a public benefit entity as defined by FRS 102.
- c) The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern. This included giving due consideration to the impact of the Covid-19 pandemic on income and expenditure as well as its long-term effect on the charity.

**Accounting policies**

d) Fund accounting  
Unrestricted funds are those that can be expended at the discretion of the trustees in the furtherance of the objects of the charity. Designated funds are unrestricted funds set aside at the discretion of the Trustees for a specific purpose.

Restricted funds are those that may only be used for specific purposes. Restrictions arise when specified by the donor, or when funds are raised for specific purposes.

The purposes of the funds are shown in Note 9.

e) Income  
Income is recognised and included in the Statement of Financial Activities (SoFA) when the charity becomes entitled to the income, receipt is probable and the monetary value can be measured with sufficient reliability.

Income that Migrateful has received, but is not entitled to recognise, is treated as deferred income. Unredeemed gift voucher income is treated as deferred income.

NOTES TO THE FINANCIAL STATEMENTS  
YEAR ENDED 30 SEPTEMBER 2021

Migrateful monitors the levels of unredeemed gift vouchers. Migrateful's gift voucher redemption policy is outlined on its website: <https://www.migrateful.org/gift-voucher/>. Due to the COVID-19 pandemic, with lock down restrictions and customer's appetite to attend in person events, Migrateful did not cancel any gift vouchers during the financial year.

Bank interest and Gift Aid is recognised on receipt.

- f) Expenditure and liabilities  
Expenditure is recognised on the accruals basis.

The charity is not registered for VAT, thus all costs are shown inclusive of VAT charged.

Liabilities are recognised as soon as there is a legal or constructive obligation to pay.

Governance costs include the costs of preparation and examination of the statutory accounts, the cost of trustee meetings and the cost of any legal advice to trustees on governance or constitutional matters.

- g) Tangible fixed assets  
Tangible assets are capitalised if they can be used for more than one year, and cost at least £1,000. They are valued at cost or, if gifted, at their value on receipt.

Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The depreciation rates in use are as follows:

- Computer equipment 3 years
- Office equipment 5 years
- Fixtures and fittings 5 years

Assets are reviewed for impairment if circumstances indicate their carrying value may exceed their net realisable value and value in use.

Tangible fixed assets – work in progress is not depreciated until the year in which the project is completed.

- h) Current assets and liabilities
- (i) Debtors are recognised at the settlement amount due.
  - (ii) Prepayments are valued at the amount prepaid.
  - (iii) Cash comprises bank deposits repayable on demand and any short-term highly liquid deposits

(iv) Creditors 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 due to settle the obligation can be measured or estimated reliably. Creditors are normally recognised at their settlement amount, usually the invoice amount.

(v) Accrued charges are normally valued at their settlement amount.

i) Taxation

The charity is not liable to income tax or capital gains tax on its charitable activities.

j) Pensions

Migrateful operates a defined contribution scheme through NEST. Contributions are charged to the SOFA as they become payable.

k) Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

**2. Staff costs**

	<b>2021</b>	<b>2020</b>
	<b>£</b>	<b>£</b>
Salaries and wages	211,396	104,217
Social security	13,238	2,614
Pension costs	3,770	1,788
Staff costs	<u>228,404</u>	<u>108,619</u>

No employees earned over £60,000 per year during the period (2019/20: no employees).

Key management personnel: Total employee benefits (including employers' NI and pension contribution) of the CEO were £43,370 (2019/20: £34,383).

Migrateful employed an average of 9.7 employees (7.3 full-time equivalent) during the period (2019/20: average of 7 (4.5 full-time equivalent)).

**3. Trustees' remuneration, benefits and expenses**

During the financial year, two trustees incurred expenses of £709 on behalf of the charity, no balance was outstanding on 30 September 2021. (2019/20: one trustee incurred expenses of £15 on behalf of the charity, this was outstanding on 30 September 2020 and was paid in 2020/21).

**4. Related party transactions**

Other than the amounts outlined above, there were no other related party transactions during the period.

**5. Independent examination fees**

The independent examiner will receive £1,200 + VAT in relation to conducting the independent examination (2019/20: £850+VAT). No other fees were paid to the independent examiner.

**6. Tangible fixed assets**

	Leasehold Improvements – Work in Progress £	Total £
<b>Valuation:</b>		
At 1 October 2020	-	-
Additions	68,807	68,807
At 30 September 2021	68,807	68,807
<b>Depreciation:</b>		
At 1 October 2020	-	-
Additions	-	-
At 30 September 2021	-	-
<b>Net Book Value:</b>		
<b>2021</b>	<b>68,807</b>	<b>68,807</b>
2020	-	-

At the year end the charity was in the process of building a cookery school at The Peel Institute in Clerkenwell, London. The project was completed in October 2021. At the year end, the investment made in the period prior to 30 September is recorded as work in progress (2019/20: nil). Migrateful does not have any other tangible fixed assets. (2019/20: £nil)

**7. Debtors**

	2021 £	2020 £
Trade debtors	20,282	8,951
Prepayments and accrued income	51,767	678
<b>Total</b>	<b>72,049</b>	<b>9,629</b>

**8. Creditors: amounts falling due within one year**

	2021	2020
	£	£
Trade creditors	9,178	872
Accruals	7,392	4,860
Deferred income	245,933	134,706
Other taxes and Social Security	7,293	1,127
Other creditors	295	-
<b>Total</b>	<b>270,091</b>	<b>141,565</b>

<i>Movements in Deferred Income</i>	2021	2020
	£	£
At 1 October	134,706	15,234
Applied during the year	138,733	119,472
Released during the year	(27,506)	-
<b>Deferred income at 30 September</b>	<b>245,933</b>	<b>134,706</b>

Deferred income primarily comprises unredeemed gift vouchers which were sold prior to 30 September 2021. Whilst gift vouchers have an expiry date, due to the ongoing pandemic Migrateful did not cancel any gift vouchers during the year (2019/20: £nil)

**9. Analysis of movement in funds**

During the year Migrateful received restricted grants and donations totalling £198,570 as outlined below:

<b>Grant maker</b>	<b>Purpose</b>	<b>2021</b>
		<b>£</b>
Un Ltd	Salaries	39,247
Garfield Weston Foundation	Core costs	20,000
UBS	Training Manager & CEO salary	15,000
Awards for All	Kent replication	9,433
John James Bristol Foundation	Bristol replication	7,000
Hilden Charitable Fund	Chef solidarity fund	6,000
Network of Social Change	Marketing Managers salary	5,032
Solidarity Fund fundraising	Chef solidarity fund	4,863
Mission Meals Crowdfunder	Mission Meals	2,670
Local Giving	Chef solidarity fund	2,658
Zero Emissions Network	E-Cargo sike	1,950
R Skinsley	Training retreat	250
Cookery School fundraising	Cookery School project	84,467

## MIGRATEFUL

### NOTES TO THE FINANCIAL STATEMENTS YEAR ENDED 30 SEPTEMBER 2021

Comparative 2019/20: During the previous financial year Migrateful received restricted grants and donations £78,848 as outlined below:

Grant maker	Purpose	2020 £
Antonio Carluccio Foundation	Chef solidarity fund	10,000
Awards for All	CEO salary	9,998
British Council	Social Enterprise Social Forum	1,000
CAF Coronavirus Fund	Core costs	5,000
Garfield Weston Foundation	Core costs	20,000
Kent Community Foundation	Kent replication project	6,000
Kings College London	Classes and research project	8,900
London Churches Refugee Fund	Chef solidarity fund	800
London Community Response Fund	Online chef training	6,500
Marathon Fundraiser	Chef solidarity fund	2,525
Migration Foundation	Contribution to Marketing Manager salary	5,000
Maureen & Derek Morton Trust	Chef solidarity fund	3,125

The movement in restricted funds during the year and fund balances at the end of the year are outlined below:

	Balance at 1 Oct 2020 £	Income £	Expenditure £	Balance at 30 Sep 2021 £
Garfield Weston Foundation	20,000	20,000	21,667	18,333
Kings College	8,900	-	8,900	-
Kent Community Fund	6,000	-	6,000	-
Awards for All	5,832	-	5,832	-
Maureen & Derek Morton Trust	3,125	-	3,125	-
Migration Foundation	2,500	-	2,500	-
Marathon Fundraiser	358	-	358	-
Un Ltd	-	39,247	39,247	-
UBS	-	15,000	14,035	965
Awards for All	-	9,433	9,433	-
John James Bristol Foundation	-	7,000	-	7,000
Hilden Charitable Fund	-	6,000	3,314	2,686
R Skinsley	-	5,032	5,032	-
Solidarity Fund fundraising	-	4,863	1,016	3,847
Mission Meals Crowdfunder	-	2,670	2,670	-
Local Giving	-	2,658	2,658	-
Zero Emissions Network	-	1,950	-	1,950
Network of Social Change	-	250	250	-
Cookery School fundraising	-	84,467	-	84,467
<b>Total</b>	<b>46,715</b>	<b>198,570</b>	<b>126,037</b>	<b>119,248</b>

## MIGRATEFUL

### NOTES TO THE FINANCIAL STATEMENTS YEAR ENDED 30 SEPTEMBER 2021

Comparative 2019/20: The movement in restricted funds during the previous financial period and fund balances at the end of the period are outlined below:

	Balance at 1 Oct 2019 £	Income £	Expenditure £	Balance at 30 Sep 2020 £
Awards for All	6,158	-	6,158	-
Day for Life	2,475	-	2,475	-
Migration Foundation	4,292	-	4,292	-
Swan Mountain	980	-	980	-
Swire Charitable Trust	5,000	-	5,000	-
Antonio Carluccio Foundation	-	10,000	10,000	-
Awards for All	-	9,998	4,166	5,832
British Council	-	1,000	1,000	-
CAF Coronavirus Fund	-	5,000	5,000	-
Garfield Weston Foundation	-	20,000	-	20,000
Kent Community Foundation	-	6,000	-	6,000
Kings College London	-	8,900	-	8,900
London Churches Refugee Fund	-	800	800	-
London Community Response Fund	-	6,500	6,500	-
Marathon Fundraiser	-	2,525	2,167	358
Migration Foundation	-	5,000	2,500	2,500
Maureen & Derek Morton Trust	-	3,125	-	3,125
<b>Total</b>	<b>18,905</b>	<b>78,848</b>	<b>51,038</b>	<b>46,715</b>

The movement in designated funds during the year and fund balances at the end of the year are outlined below:

	Balance at 1 Oct 2020 £	Income £	Expenditure £	Balance at 30 Sep 2021 £
Cookery School	50,000	32,772	-	82,772
Bruno Schroder Trust	-	100,000	6,611	93,389
<b>Total</b>	<b>50,000</b>	<b>132,772</b>	<b>6,611</b>	<b>176,161</b>

Migrateful has designated two amounts at 30 September 2021:

- i) £82,772 in relation to the costs of construction of the cookery school which will be funded from unrestricted funds in 21/22. These costs will be incurred in full in 21/22.
- ii) £93,389 in relation to a £100,000 unrestricted grant from the Bruno Schroder Trust in August 2021 which will fund specific costs agreed with the grant-maker. These costs will be incurred in full in 21/22.

**10. Analysis of net assets between funds**

Analysis of net assets between funds at 30 September 2021

	2021		2021	<b>2021 Total Funds £</b>
	Restricted	Unrestricted Funds		
	Funds £	Designated £	General £	
Tangible fixed assets	-	68,807	-	68,807
Current assets	119,248	107,354	412,371	638,973
Creditors: amounts falling due within 1 year	-	-	(270,091)	(270,091)
<b>Total</b>	<b>119,248</b>	<b>176,161</b>	<b>142,280</b>	<b>437,689</b>

Comparative 2019/20: Analysis of net assets between funds at 30 September 2020

	2020		2020	<b>2020 Total Funds £</b>
	Restricted	Unrestricted Funds		
	Funds £	Designated £	General £	
Tangible fixed assets	-	-	-	-
Current assets	46,715	50,000	185,961	282,676
Creditors: amounts falling due within 1 year	-	-	(141,565)	(141,565)
<b>Total</b>	<b>46,715</b>	<b>50,000</b>	<b>44,396</b>	<b>141,111</b>

£50,000 had been designated to fund the dedicated cookery school which Migrateful is establishing at The Peel Institute in Central London.

**NOTES TO THE FINANCIAL STATEMENTS  
YEAR ENDED 30 SEPTEMBER 2021**

**Comparative Statement of Financial Activity for the year ended 30 September 2020**

	2020	2020	2020
	Unrestricted	Restricted	Total
	Funds	Funds	
	£	£	£
<b>Income from:</b>			
Grants	44,700	76,323	121,023
	117,649	-	117,649
Online cookery classes	47,651	-	47,651
Donations	41,807	2,525	44,332
Other income	1,208	-	1,208
<b>Total Income</b>	<b>253,015</b>	<b>78,848</b>	<b>331,863</b>
<b>Expenditure on:</b>			
<b>Cookery class &amp; catering</b>			
Direct costs	72,174	3,512	75,686
Staff costs	53,126	11,058	64,184
Sub-total	125,300	14,570	139,870
<b>Chef training</b>			
Direct costs	6,853	6,147	13,000
Staff costs	13,057	4,172	17,229
Sub-total	19,910	10,319	30,229
<b>Chef support costs</b>	543	19,124	19,667
<b>Support costs</b>			
Staff costs	21,277	5,929	27,206
Equipment costs	3,146	-	3,146
Marketing and web/IT costs	3,478	-	3,478
Other costs	7,618	1,096	8,714
Sub-total	35,519	7,025	42,544
<b>Total Expenditure</b>	<b>181,272</b>	<b>51,038</b>	<b>232,310</b>
<b>Net movement in funds</b>	<b>71,743</b>	<b>27,810</b>	<b>99,553</b>
<b>Reconciliation of funds</b>			
Total funds brought forward	22,653	18,905	41,558
Total funds carried forward	<b>94,396</b>	<b>46,715</b>	<b>141,111</b>

**MIGRATEFUL**

England & Wales - Charity number 1180110

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# Accounts

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Trustees' annual report and financial statements

For the year ended 30 September 2020 for

**Migrateful**

(a Charitable Incorporated Organisation, registered number 1180110)

## MIGRATEFUL

### REFERENCE AND ADMINISTRATIVE DETAILS YEAR ENDED 30 SEPTEMBER 2020

Trustees	Mary Locke Nora Bali (appointed 20th July 2020) Amaya Dent (appointed 20th July 2020) Mireille Harper (appointed 19th October 2020) Emily Miller Isabel Sachs Habib Sadat Daljeet Singh (appointed 19th October 2020)
Founder and Chief Executive	Jessica Thompson
Registered name	Migrateful
Charity registration number	1180110
Registered address	International House, 6 Canterbury Crescent, London SW9 7QE
Independent Examiner	Mr Olayinka Tomori Longmeade Consult Ltd Regus House, Victory Way, Admiral's Park, Dartford DA2 6QD
Bank	Metrobank, 1 Southampton Row, London WC1B 5HA
Website address	<a href="http://www.migrateful.org">www.migrateful.org</a>

## INTRODUCTION

The trustees present their report with the financial statements of the charity for the period ended 30 September 2020. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Second Edition effective 1 January 2019).

Migrateful is a Charitable Incorporated Organisation (CIO) registered with the Charity Commission (registered number 1180110).

The governing document is a Constitution dated 19<sup>th</sup> September 2018. Migrateful registered with the Charity Commission on 27<sup>th</sup> September 2018.

These financial statements cover the year from 1<sup>st</sup> October 2019 to 30<sup>th</sup> September 2020.

## OBJECTIVES AND ACTIVITIES

### Objectives

**Migrateful exists to help the UK's migrant community on their journey to employment and independence and promote integration.**

The objects of Migrateful, as stated in the Constitution, are, for the public benefit:

1. to promote social inclusion for the public benefit by preventing people from becoming socially excluded, relieving the needs of those people who are socially excluded and assisting them to integrate into society, in particular, but not exclusively, refugees, asylum-seekers and other migrants to the UK, through the provision of:
  - general education, including language skills;
  - vocational and skills training, work experience, advice and support;
  - social and recreational facilities and events involving the local community;
  - educational and awareness campaigns to encourage the public to generally be more accepting of, and engage with, socially excluded communities.

for the purposes of this clause "socially excluded" means "people who are excluded from society, or parts of society, as a result of one or more of the following factors: unemployment; financial hardship; race; gender; poor educational or skills attainment; disability; ethnic origin; religion; belief; creed; or who are within, or have experienced, the public care or penal system".

2. to promote equality and diversity and racial and religious harmony for the public benefit through the provision of:

- activities to foster understanding and good relations between people from diverse backgrounds.

3. the prevention or relief of poverty by providing: grants, items and services to individuals in need, in particular, but not exclusively, refugees, asylum seekers and other migrants to the UK.

In setting objectives and planning activities, the trustees confirm that they have complied with their duty under Section 17 of the Charities Act 2011 to have due regard to the Charity Commission's guidance on public benefit.

Migrateful runs cookery classes led by migrant chefs struggling to integrate and access employment due to legal and linguistic barriers. The cookery classes provide ideal conditions not just for practising English and building confidence but also for encouraging contact with the wider community and dispelling misconceptions about migrants.

We work with three groups, all facing common issues, but with their own particular circumstances:

1. **Asylum seekers:** who have no right to work and no recourse to public funds while their cases are considered. As a result, many are destitute and deprived of opportunities to participate in society;
2. **Refugees :** who have been granted asylum and can legally work, but often still face difficulties. 50% of the 125,000 refugees living in the UK are unemployed, often due to limited English, or because their qualifications are not recognised;
3. **Long-term migrants :** Some migrants have lived in the UK for many years but are still unable to speak English. Many are isolated and lonely as a result.

For all three groups, being unable to provide for themselves and their families has significant negative effects on self-esteem and mental health. Work is needed on many fronts. First, language barriers need to be addressed, so they are better able to participate in wider society. Building the skills and self-confidence to enable them to access employment is essential to improve their economic conditions. Migrateful provides training, a support network and work experience to help address these issues.

## Activities

### Training

Potential chefs wishing to join Migrateful go through an initial 12 week training programme. During this time they learn public speaking, gain a food hygiene qualification and learn to become professional cookery class teachers. At the end of the programme, they are well placed to run classes which people are willing to pay for.

### **Classes**

Migrateful cookery classes intend to offer a highly educational experience where participants are invited to learn about a new cuisine, culture and the lives of migrants. The classes have wide appeal, attracting those simply interested in food as well as those wishing to support refugees.

Before the Covid pandemic and the restrictions that ensued, classes were all “in person”, taking place either in public venues such as cafes or in private homes or company offices. They tended to be small groups, with an average of ten participants per class, providing an intimate setting to allow for personal interactions between chefs and class participants.

### **Destitution fund**

Our asylum seeker chefs cannot legally be paid. Unable to earn income, many are in dire financial circumstances, unable to afford basic necessities. We are grateful to those grant funders who have provided us with funding to support those in this position. We can offer grants, either for specific one-off items, or for food and basic necessities.

## **ACHIEVEMENTS AND PERFORMANCE**

### **Highlights**

It has been a challenging year for Migrateful, as has been for everyone, but one which has also brought new opportunities.

From October 2019 to March 2020, class growth was very strong, particularly over the Christmas period. We had started training a new cohort of chefs in September 2019 who then began running classes, increasing our capacity. We took on new venues and developed our corporate class model.

Then everything changed in March 2020. All in person classes stopped. We were very keen to keep up activities for our chefs, in the first instance to reduce social isolation; many live alone in fairly cramped conditions and we realised the lockdown was going to be particularly hard for them. The team ensured that every chef was called at least once a week to check on their welfare. We also decided to test out online classes, so as to be able to offer chefs meaningful income-generating opportunities, and, importantly, retain contact with others. We ran an online training course to help the chefs adapt to the online format and tested out the model, initially with volunteers.

The model has been very successful. There has been considerable demand for classes; though this dipped somewhat over the summer as restrictions were eased. The online format has enabled us to reach a far wider audience than we could with in-person classes. We have class participants from as far afield as Italy and China and Canada. Feedback from participants has been overwhelmingly positive. 97% of participants during the year would recommend Migrateful classes to a friend.

Crucially, chefs too have been happy with the new format. While there were things they missed, there were advantages too. A survey of all Migrateful's chefs conducted in July 2020 revealed that:

- Migrateful has had an enormous impact on the chefs' self-confidence in speaking to groups of people, with overall confidence levels doubling;
- Whilst chefs missed the in-person interactions, there were still many positive outcomes from the online classes in terms of pride and a sense of belonging/togetherness;
- 83% felt that their English had improved since joining Migrateful;
- Overall, they felt very positive about giving online classes;
- The twice weekly zoom training gave them a sense of connection to the Migrateful family and friendly faces to see.

	1 <sup>st</sup> April 2019 to 30 <sup>th</sup> September 2019* (6 months)	1 <sup>st</sup> October 2019 to 30 <sup>th</sup> September 2020 (12 months)
Active chefs teaching classes at the end of the year	24	31
Classes run	168	434
<i>Of which Online</i>	0	229
<i>Of which In-person</i>	168	205
Class participants	1,700	4,755

\*Last year's annual report gave figures for activities in the six month period April to September 2019.

In the period, 97% of participants said they would recommend Migrateful to a friend (based on classes held in the period, feedback received from 392 participants).

### Impact

Migrateful aims to have an impact in two related areas:

- Chefs' employability and wellbeing;
- Integration.

#### *Chefs' employability and wellbeing*

We had just started a more systematic process for assessing impact, taking baseline surveys at the start of training new cohorts. The pandemic derailed the process, as the environment, and the pressing issues facing the chefs changed radically. We were keen to ensure their basic welfare and avoid isolation. In addition, the chances of finding employment elsewhere, particularly in the food sector, diminished significantly. Migrateful became increasingly important as other employment options dwindled.

## MIGRATEFUL

### TRUSTEES' REPORT

#### YEAR ENDED 30 SEPTEMBER 2020

We spent time exploring with chefs what they liked and disliked about the online versus the in-person class format. We also spoke at length with each chef individually to understand their constraints and life goals, to help us understand how best we could support them ourselves, or, where possible, signpost them to existing support elsewhere. This work has fed into a clearer plan for the “chef journey” for each chef and led us to develop a new role of Chef Support Officer, planned for next year.

#### *Integration*

Our second goal is to promote integration, and challenge stereotypes around migration. As well as through blogs and other social media platforms such as Instagram, the class model is designed in such a way as to challenge preconceptions.

Much of our effort this year had to be put into redesigning the format from in-person to online. We were concerned that this would perhaps offer a less intimate setting and therefore reduce the opportunity for personal exchanges and the challenging of stereotypes. But feedback from the chefs has reassured us that this is not the case. The participants cannot sit down together with the chef at the end of the class to share the meal – always a poignant moment - when the class is online. But the format still works well, allowing the chefs to tell their stories and exchanges to take place. The online format also enables us to reach people in communities around the UK, and worldwide, some of whom might otherwise have little opportunity for contact with vulnerable migrants. We will be analysing this in more detail in the coming year.

#### **Awards received by Migrateful during the period**

- Listed as one of the Mayor of London’s Urban Food Award Winner
- Third Sector Award - Small charity, Big Achiever
- One of Natwest’s top 100 social enterprises of 2020
- In March 2020, Founder Jess Thompson was featured on the Forbes 30 Under 30 List
- Meghan Markle wrote to Migrateful in July to express her admiration of Migrateful’s work and made a donation, resulting in press coverage across the globe

### PLANS FOR FUTURE PERIOD

It is hard to predict what the future will hold, but Migrateful is now in a strong position, with two alternative class models, both of which have demonstrated their viability, both for participants and chefs.

Going forward, as restrictions ease, we will look to returning to the in-person model and feel sure there will be a demand for it as people seek the company of others. We will be opening a permanent venue - a "home" for Migrateful - to enable us to hold our training sessions and run classes. But we are likely to continue with online classes too, if demand allows it, as they serve a different audience, and provide many benefits to chefs.

Catering has been something we have been testing out, but has been in abeyance as a result of the pandemic. As things return to normal we have plans to restart a training programme for chefs looking to establish their own food businesses and offer work experience running catering events.

We are continuing to work on developing pathways on from Migrateful for chefs, interviewing them all about their life plans, and looking at how best we could work in partnership with other support organisations to provide holistic support. A key goal is to get chefs who have the right to work, and whose personal circumstances allow, into employment. However, the pandemic has disrupted this. Many chefs who had moved on, or who had set up their own successful catering businesses, found themselves out of work again. This made Migrateful's offer of work running classes all the more valuable, but it has also meant that fewer chefs than expected have been able to graduate on elsewhere, and has limited our ability to train up new chefs as a result. We very much hope that in the coming year as things ease, some of our current chefs will be able to find work elsewhere, and we plan to take on a new cohort during the year.

In summary we aim to:

- Restart in-person classes as and when circumstances allow;
- Continue to provide online classes;
- Continue to refine our class models;
- Train a new cohort;
- Establish a permanent venue;
- Train up chefs who wish to start up food businesses and provide more opportunities for catering;
- Restart pilot projects outside London, in particular in Bristol and Kent.

**FINANCIAL REVIEW**

This Trustees' annual report and financial statements cover the 12-month period ended 30<sup>th</sup> September 2020. The previous financial period was the 27<sup>th</sup> September 2018 to 30<sup>th</sup> September 2019, however the Charity commenced operations on 1<sup>st</sup> April 2019 and hence comparable financial figures represent 6 months of operation.

Migrateful received £331,863 in income during the year (2018/19: £116,939), with £166,508 of trading income from classes and catering (50%) (2018/19: £68,141, 58%) and £165,355 from grants and donations (2018/19: £48,798).

With the onset of the Covid-19 pandemic in March 2020, all in-person classes were suspended, however Migrateful responded by offered online classes from April 2020. These online classes proved successful, both with individuals and corporate customers, generating £47,651 between April and September.

As a response to the uncertainty and financial challenges as a result of the Covid-19 pandemic Migrateful was proactive in rallying support from its customer base, many of whom generously donated their gift vouchers, launching a fundraising campaign and sought funding from grant makers. Donations during the year totalled £44,332 (2018/19: £842), with grants of £121,023 (2018/19: £47,956).

This support enabled Migrateful to continue to support its' chefs during a very turbulent and stressful time, with £19,125 of support paid from the destitution fund during the year (2018/19: £2,525) and continuing to provide classes online, providing income totalling £47,651, purpose and emotional and well-being support for chefs.

Total expenditure amounted to £232,310 (2018/19: £75,381), providing a surplus of £99,553 (2018/19: £41,558) for the period. Of this surplus, £27,810 is restricted and £71,743 is unrestricted (2018/19: £18,905 restricted and £22,653 unrestricted).

Total reserves at 30 September 2020 were £141,111, with £46,715 restricted reserves and £94,396 unrestricted reserves (2018/19: £18,905 restricted and £22,653 unrestricted). £50,000 of the unrestricted reserves have been set aside to fund the dedicated cookery school which Migrateful is establishing at The Peel Institute in Central London. The Charity has £44,396 of free reserves (2018/19: £22,653).

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern. This included giving due consideration to the impact of the Covid-19 pandemic on income and expenditure as well as its long-term effect on the charity.

**Reserves policy**

The trustees have set a reserves policy whereby the free reserves (unrestricted funds) held by Migrateful should be equivalent to three months' staff and operating costs, which equates to £39,500 (2018/19: £21,000). This provides some stability for the organisation were it to experience a fall in income from class sales and grants.

As at 30<sup>th</sup> September 2020, free reserves amounted to £44,396 (2018/19: £22,653) after designating £50,000 for the new cookery school described above (2018/19: £nil), which the trustees consider to be satisfactory given the relatively early stage of development and future expansion plans of the charity and in line with their policy.

**STRUCTURE, GOVERNANCE AND MANAGEMENT**

Migrateful is constituted as a Charitable Incorporated Organisation, registered with the Charity Commission on 27<sup>th</sup> September 2018. At the time of registration, activities were undertaken by Migrateful Ltd, a company limited by shares. All activities and assets were transferred to the charity on 1<sup>st</sup> April 2019. Migrateful Ltd was subsequently wound up. The founder, Jessica Thompson, became the Chief Executive of the charity.

The governing body of the charity is the board of trustees, which comprise of eight members. Trustees who served during the period and up to the date of signing these financial statements are:

Mary Locke  
Nora Bali  
Amaya Dent  
Mireille Harper  
Emily Miller  
Isabel Sachs  
Habib Sadat  
Daljeet Singh

The board of trustees is responsible for overseeing all aspects of governance and risk. Strategy is led by the board of trustees, working closely with the staff team. The staff team, comprising Jessica Thompson (Founder and Chief Executive) and three other part-time staff, is responsible for the implementation of the strategy and day-to-day operations of the charity.

Trustees are appointed by a resolution passed at a meeting of the charity trustees. In selecting new trustees, the trustees consider the skills, knowledge and experience needed for the effective running of the charity. Prior to appointment, new trustees are provided with a copy of the Constitution and policies and procedures, together with the most up-to-date business plan and financial statements and forecasts.

**Staff**

Migrateful now has one full-time and three part-time members of staff. We also have over 150 active volunteers who help with the running of classes, training sessions and office tasks. We are hugely grateful to them for their time, skills and dedication.

**Statement of trustees' responsibilities in relation to the financial statements**

Charity law requires the charity trustees to prepare financial statements for each accounting period which give a true and fair picture of the state of affairs of the charity for the income and expenditure for the period. In preparing the financial statements, the trustees are required to:

- select suitable accounting policies and apply them consistently;
- observe the methods and principles in the Charity SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the Charities Act 2011. They are also responsible for safeguarding the assets of the charity and hence taking reasonable steps for the prevention and detection of fraud and other irregularities.

**Trustee on behalf of the board of trustees**

:



.....  
**Mary Locke**  
**Chair**

**1<sup>st</sup> July 2021**

## MIGRATEFUL

### INDEPENDENT EXAMINER'S REPORT YEAR ENDED 30 SEPTEMBER 2020

#### **Independent Examiner's report to the trustees of Migrateful**

I report to the charity trustees on my examination of the accounts of the charity for the year ended 30 September 2020 which comprise the Statement of Financial Activities, the Balance Sheet and related notes.

#### **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 year under section 144 of the Charities Act 2011 ("the Charities 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 Charities Act,
- to follow the procedures laid down in the general Directions given by the Charity Commission (under section 145(5)(b) of the Charities Act, and
- to state whether particular matters have come to my attention

#### **BASIS OF INDEPENDENT EXAMINER'S STATEMENT**

My examination was carried out in accordance with 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 the 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 material matters have come to my attention which gives me cause to believe that in, any material respect:

- the accounting records were not kept in accordance with section 130 of the Charities Act; or
- the accounts did not accord with the accounting records; or
- the accounts did not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 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.

I 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.



**Olayinka Tomori ACA DChA**

**2<sup>nd</sup> July 2021**

**Longmeade Consult Ltd  
Regus House  
Victory Way, Admiral's Park  
Kent, DA2 6QD**

## MIGRATEFUL

### STATEMENT OF FINANCIAL ACTIVITIES YEAR ENDED 30 SEPTEMBER 2020

	Notes	2020 Unrestricted Funds £	2020 Restricted Funds £	2020 Total £	2019* Total £
<b>Income from:</b>					
Grants		44,700	76,323	121,023	47,956
Cookery classes & catering		117,649	-	117,649	68,141
Online cookery classes		47,651	-	47,651	-
Donations		41,807	2,525	44,332	842
Other income		1,208	-	1,208	-
<b>Total Income</b>	<b>9</b>	<b>253,015</b>	<b>78,848</b>	<b>331,863</b>	<b>116,939</b>
<b>Expenditure on:</b>					
<b>Cookery class &amp; catering</b>					
Direct costs	2-5	72,174	3,512	75,686	28,898
Staff costs	2	53,126	11,058	64,184	12,153
Sub-total		125,300	14,570	139,870	41,051
<b>Chef training</b>					
Direct costs		6,853	6,147	13,000	4,647
Staff costs	2	13,057	4,172	17,229	7,681
Sub-total		19,910	10,319	30,229	12,328
<b>Chef support costs</b>		543	19,124	19,667	3,015
<b>Support costs</b>					
Staff costs	2	21,277	5,929	27,206	11,501
Equipment costs		3,146	-	3,146	3,219
Marketing and web/IT costs		3,478	-	3,478	1,765
Other costs		7,618	1,096	8,714	2,502
Sub-total		35,519	7,025	42,544	18,987
<b>Total Expenditure</b>		<b>181,272</b>	<b>51,038</b>	<b>232,310</b>	<b>75,381</b>
<b>Net movement in funds</b>		<b>71,743</b>	<b>27,810</b>	<b>99,553</b>	<b>41,558</b>
<b>Reconciliation of funds</b>					
Total funds brought forward	9,10	22,653	18,905	41,558	-
Total funds carried forward		<b>94,396</b>	<b>46,715</b>	<b>141,111</b>	<b>41,558</b>

All recognised gains and losses are included in the Statement of Financial Activities.

All the charity's activities are classified as continuing.

The accompanying notes form part of these financial statements.

\* The previous financial period was the 27th September 2018 to 30th September 2019, however the Charity commenced operations on 1st April 2019 and hence comparable financial figures represent six months of operation.

## MIGRATEFUL

### BALANCE SHEET AS AT 30 SEPTEMBER 2020

30 September	Notes	2020 Total Funds £	2019 Total Funds £
<b>Fixed assets:</b>			
Tangible fixed assets	6	-	-
<b>Total fixed assets</b>		-	-
<b>Current assets:</b>			
Stocks		-	-
Debtors	7	9,629	14,744
Cash		273,047	46,150
<b>Total current assets</b>		<b>282,676</b>	<b>60,894</b>
<b>Liabilities:</b>			
Creditors: amounts falling due within 1 year	8	141,565	19,336
<b>Net current assets</b>		<b>141,565</b>	<b>19,336</b>
<b>Total net assets</b>		<b>141,111</b>	<b>41,558</b>
<b>The funds of the charity:</b>			
Restricted income funds	9,10	46,715	18,905
Unrestricted funds			
Designated funds		50,000	-
General unrestricted funds		<u>44,396</u>	<u>22,653</u>
		94,396	22,653
<b>Total charity funds</b>		<b>141,111</b>	<b>41,558</b>

The accounts were approved by the board of trustees on 1<sup>st</sup> July 2021 and signed on their behalf by:



.....  
**Mary Locke**  
Chair of trustees

The accompanying notes form part of these financial statements.

**Notes to the financial statements**

**1. Basis of preparation and accounting policies**

**Basis of preparation**

- a) These accounts (financial statements) have been prepared under the historic cost convention, on a going concern basis, with items recognised at cost or transaction value, unless otherwise stated in the relevant note(s), in accordance with:

- (i) The Charities Act 2011
- (ii) The Financial Reporting Standard applicable in the UK and the Republic of Ireland, as amended in December 2017
- (iii) Accounting & Reporting by Charities: Statement of Recommended Practice (Charities SORP FRS102) (Second Edition effective January 2019)

to comply with the revised layout of the financial statements required by the Charities SORP (FRS102).

- b) The charity meets the definition of a public benefit entity as defined by FRS 102.
- c) The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern. This included giving due consideration to the impact of the Covid-19 pandemic on income and expenditure as well as its long-term effect on the charity.

**Accounting policies**

- d) Fund accounting  
Unrestricted funds are those that can be expended at the discretion of the trustees in the furtherance of the objects of the charity. Designated funds are unrestricted funds set aside at the discretion of the Trustees for a specific purpose.

Restricted funds are those that may only be used for specific purposes. Restrictions arise when specified by the donor, or when funds are raised for specific purposes.

The purposes of the funds are shown in Note 9.

- e) Income  
Income is recognised and included in the Statement of Financial Activities (SoFA) when the charity becomes entitled to the income, receipt is probable and the monetary value can be measured with sufficient reliability.

Income that Migrateful has received, but is not entitled to recognise, is treated as deferred income. Unredeemed voucher income is treated as deferred income.

Bank interest and Gift Aid is recognised on receipt.

- f) Expenditure and liabilities  
Expenditure is recognised on the accruals basis.

NOTES TO THE FINANCIAL STATEMENTS  
YEAR ENDED 30 SEPTEMBER 2020

The charity is not registered for VAT, thus all costs are shown inclusive of VAT charged.

Liabilities are recognised as soon as there is a legal or constructive obligation to pay.

Governance costs include the costs of preparation and examination of the statutory accounts, the cost of trustee meetings and the cost of any legal advice to trustees on governance or constitutional matters.

g) Tangible fixed assets

Tangible assets are capitalised if they can be used for more than one year, and cost at least £500. They are valued at cost or, if gifted, at their value on receipt.

Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The depreciation rates in use are as follows:

Computer equipment	3 years
Office equipment	5 years
Fixtures and fittings	5 years

Assets are reviewed for impairment if circumstances indicate their carrying value may exceed their net realisable value and value in use.

The charity does not currently have any capitalised tangible fixed assets.

h) Current assets and liabilities

(i) Debtors are recognised at the settlement amount due.

(ii) Prepayments are valued at the amount prepaid.

(iii) Cash comprises bank deposits repayable on demand and any short-term highly liquid deposits

(iv) Creditors 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 due to settle the obligation can be measured or estimated reliably. Creditors are normally recognised at their settlement amount, usually the invoice amount.

(v) Accrued charges are normally valued at their settlement amount.

i) Taxation

The charity is not liable to income tax or capital gains tax on its charitable activities.

j) Pensions

Migrateful operates a defined contribution scheme through NEST. Contributions are charged to the SOFA as they become payable.

k) Statement of Cashflows

As a small charity, Migrateful is exempt from the requirement to produce a Statement of Cash Flows.

l) Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

**2. Staff costs**

	<b>2020</b>	<b>2019</b>
	<b>£</b>	<b>£</b>
Salaries and wages	104,217	30,925
Social security	2,614	411
Pension costs	1,788	-
Staff costs	<u>108,619</u>	<u>31,336</u>

No employees earned over £60,000 per year during the period (2018/19: no employees).

The key management personnel during the period the CEO received a salary of £30,625 (2018/19: £15,000).

Migrateful employed an average of 7 (4.5 full-time equivalents) staff during the period (2018/19: average of 4 (2.27 full-time equivalent) between 1 April 2019 and 30 September 2019).

**3. Trustees' remuneration, benefits and expenses**

During the financial year, one trustee incurred expenses of £14.64 on behalf of the charity, this was outstanding on 30 September 2020 and was paid in 2020/21.

(2018/19: In the previous financial period

- i) one trustee incurred expenses on behalf of the charity, amounting to £1,860. This was outstanding on 30 September 2019 and was paid in 2019/20.
- ii) one of the trustees received £53 to run one cookery class. Prior to being appointed a trustee the trustee received £158 for running three cookery classes. The amount paid to the trustee for running cookery classes was in line with the amounts paid to other chefs.)

**4. Related party transactions**

Other than the amounts outlined above, there were no other related party transactions during the period.

**5. Independent examination fees**

The independent examiner received £850 + VAT in relation to conducting the independent examination (2018/19: £800+VAT).

**6. Tangible fixed assets**

Migrateful does not have any tangible fixed assets.

## MIGRATEFUL

### NOTES TO THE FINANCIAL STATEMENTS YEAR ENDED 30 SEPTEMBER 2020

#### 7. Debtors

	2020	2019
	£	£
Trade debtors	8,951	3,619
Prepayments and accrued income	678	10,350
Other debtors	-	775
<b>Total</b>	<b>9,629</b>	<b>14,744</b>

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

	2020	2019
	£	£
Trade creditors	872	-
Accruals	4,860	3,851
Deferred income	134,706	15,234
Other creditors	1,127	251
<b>Total</b>	<b>141,565</b>	<b>19,336</b>

#### 9. Restricted funds

During the year Migrateful received 12 restricted grants totalling £78,848 as outlined below:

Grant maker	Purpose	2020
		£
Antonio Carluccio Foundation	Chef solidarity fund	10,000
Awards for All	CEO salary	9,998
British Council	Social Enterprise Social Forum	1,000
CAF Coronavirus Fund	Core costs	5,000
Garfield Weston Foundation	Core costs	20,000
Kent Community Foundation	Kent replication project	6,000
Kings College London	Classes and research project	8,900
London Churches Refugee Fund	Chef solidarity fund	800
London Community Response Fund	Online chef training	6,500
Marathon Fundraiser	Chef solidarity fund	2,525
Migration Foundation	Contribution to Marketing Manager salary	5,000
Maureen & Derek Morton Trust	Chef solidarity fund	3,125

Comparative 2018/19: During the previous financial period Migrateful received 6 restricted grants totalling £42,956 as outlined below:

## MIGRATEFUL

### NOTES TO THE FINANCIAL STATEMENTS YEAR ENDED 30 SEPTEMBER 2020

Grant maker	Purpose	2019 £
Awards for All	Bristol replication costs	7,356
Day for Life	Chef solidarity fund	5,000
Migration Foundation	Contribution towards CEO salary	20,700
Swan Mountain	Chef training costs	4,000
Swire Charitable Trust	Chef solidarity fund	5,000
Woodward Charitable Trust	Chef training costs	900

The movement in restricted funds during the year and fund balances at the end of the year are outlined below:

	Balance at 30 Sep 2019 £	Income £	Expenditure £	Balance at 30 Sep 2020 £
Awards for All	6,158	-	6,158	-
Day for Life	2,475	-	2,475	-
Migration Foundation	4,292	-	4,292	-
Swan Mountain	980	-	980	-
Swire Charitable Trust	5,000	-	5,000	-
Antonio Carluccio Foundation	-	10,000	10,000	-
Awards for All	-	9,998	4,166	5,832
British Council	-	1,000	1,000	-
CAF Coronavirus Fund	-	5,000	5,000	-
Garfield Weston Foundation	-	20,000	-	20,000
Kent Community Foundation	-	6,000	-	6,000
Kings College London	-	8,900	-	8,900
London Churches Refugee Fund	-	800	800	-
London Community Response Fund	-	6,500	6,500	-
Marathon Fundraiser	-	2,525	2,167	358
Migration Foundation	-	5,000	2,500	2,500
Maureen & Derek Morton Trust	-	3,125	-	3,125
<b>Total</b>	<b>18,905</b>	<b>78,848</b>	<b>51,038</b>	<b>46,715</b>

Comparative 2018/19: The movement in restricted funds during the previous financial period and fund balances at the end of the period are outlined below:

	Balance on incorporation £	Income £	Expenditure £	Balance at 30 Sep 2019 £
Awards for All	-	7,356	1,198	6,158
Day for Life	-	5,000	2,525	2,475
Migration Foundation	-	20,700	16,408	4,292
Swan Mountain	-	4,000	3,020	980
Swire Charitable Trust	-	5,000	-	5,000
Woodward Charitable Trust	-	900	900	-
<b>Total</b>	<b>-</b>	<b>42,956</b>	<b>24,051</b>	<b>18,905</b>

## MIGRATEFUL

### NOTES TO THE FINANCIAL STATEMENTS YEAR ENDED 30 SEPTEMBER 2020

#### 10. Analysis of net assets between funds

Analysis of net assets between funds at 30 September 2020

	2020 Restricted Funds £	Unrestricted Funds Designated £	2020 General £	2020 Total Funds £
Tangible fixed assets	-	-	-	-
Current assets	46,715	50,000	185,961	282,676
Creditors: amounts falling due within 1 year	-	-	(141,565)	(141,565)
<b>Total</b>	<b>46,715</b>	<b>50,000</b>	<b>44,396</b>	<b>141,111</b>

£50,000 has been designated to fund the dedicated cookery school which Migrateful is establishing at The Peel Institute in Central London.

Comparative 2018/19: Analysis of net assets between funds at 30 September 2019

	2019 Restricted Funds £	2019 Unrestricted Funds £	2019 Total Funds £
Tangible fixed assets	-	-	-
Current assets	19,535	41,359	60,894
Creditors: amounts falling due within 1 year	(630)	(18,706)	(19,336)
<b>Total</b>	<b>18,905</b>	<b>22,653</b>	<b>41,558</b>

## MIGRATEFUL

### NOTES TO THE FINANCIAL STATEMENTS YEAR ENDED 30 SEPTEMBER 2020

#### Comparative Statement of Financial Activity for the 1 year 4 days ended 30 September 2019\*

	<i>Further details</i>	2019 Unrestricted Funds £	2019 Restricted Funds £	2019 Total £
<b>Income from:</b>				
Grants		5,000	42,956	47,956
Cookery classes		68,141	-	68,141
Donations		842	-	842
<b>Total Income</b>		<b>73,983</b>	<b>42,956</b>	<b>116,939</b>
<b>Expenditure on:</b>				
<b>Cookery class delivery</b>				
Direct costs		28,673	225	28,898
Employee costs		7,653	4,500	12,153
Sub-total		36,326	4,725	41,051
<b>Chef training</b>				
Direct costs		1,438	3,209	4,647
Employee costs		3,442	4,239	7,681
Sub-total		4,880	7,448	12,328
<b>Chef support costs</b>		490	2,525	3,015
<b>Support costs</b>				
Employee costs		2,593	8,908	11,501
Equipment costs		2,774	445	3,219
Marketing and web/IT costs		1,765	-	1,765
Other costs		2,502	-	2,502
Sub-total		9,634	9,353	18,987
<b>Total Expenditure</b>		<b>51,330</b>	<b>24,051</b>	<b>75,381</b>
<b>Net movement in funds</b>		<b>22,653</b>	<b>18,905</b>	<b>41,558</b>
<b>Reconciliation of funds</b>				
Total funds brought forward		-	-	-
Total funds carried forward		<b>22,653</b>	<b>18,905</b>	<b>41,558</b>

\* The previous financial period was from 27<sup>th</sup> September 2018 to 30<sup>th</sup> September 2019, however the Charity commenced operations on 1<sup>st</sup> April 2019 and hence comparable financial figures represent six months of operation.