

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
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Website address

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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 27th 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.

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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.

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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

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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	1,423
In person classes	229	73	658	960
Total number of classes	434	997	952	2,383
Total number of participants	4,762	11,835	11,252	27,849
Total number of trained chefs by year end	43	63	79	79

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 integration¹.

¹ 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.

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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

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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.

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TRUSTEES' REPORT YEAR ENDED 30 SEPTEMBER 2022

FINANCIAL REVIEW

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

Migrateful received £993,006 in income during the year (2020/21: £745,326), with £609,102² 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 30th 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.

² including £85,696 relating to older unredeemed gift vouchers.

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TRUSTEES' REPORT

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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 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 27th 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.

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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

27th 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

4th July 2023

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STATEMENT OF FINANCIAL ACTIVITY YEAR ENDED 30 SEPTEMBER 2022

<i>All figures £</i>	<i>Notes</i>	2022 Unrestricted Funds	2022 Restricted Funds	2022 Total	2021 Total
Income from:					
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
Total Income	9	855,875	137,131	993,006	745,326
Expenditure on Cost of Raising Funds:					
Direct costs	2-5	500	0	500	305
Staff costs	2	35,157	5,658	40,815	24,947
Total Cost of Raising Funds		35,657	5,658	41,315	25,252
Expenditure on Charitable Activities:					
<u>Cookery class & catering</u>					
Direct costs		262,675	17,370	280,045	132,745
Staff costs	2	184,738	10,162	194,900	110,886
Cookery class & catering – sub-total		447,413	27,532	474,945	243,631
<u>Chef training</u>					
Direct costs		7,330	5,624	12,954	3,680
Staff costs	2	83,053	6,003	89,056	18,011
Chef training – sub-total		90,383	11,627	102,010	21,691
Chef support costs		676	11,624	12,300	15,100
<u>Support & development costs</u>					
Staff costs	2	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
Support costs – sub-total		192,388	21,363	213,751	134,978
Evaluation and research		16,780	-	16,780	-
Cookery school		25,993	12,900	38,893	8,096
Total Charitable Activities		773,633	85,046	858,679	423,496
Total Expenditure		809,290	90,704	899,994	448,748
Net movement in funds		46,585	46,427	93,012	296,578
Reconciliation of funds					
Total funds brought forward	9,10	318,441	119,248	437,689	141,111
Total funds carried forward		365,026	165,675	530,701	437,689

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.

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BALANCE SHEET AS AT 30 SEPTEMBER 2022

30 September	Notes	2022 Total Funds £	2021 Total Funds £
Fixed assets:			
Tangible fixed assets	6	119,175	-
Tangible fixed assets – work in progress	6	-	68,807
Total fixed assets		119,175	68,807
Current assets:			
Debtors	7	31,227	72,049
Cash		723,608	566,924
Total current assets		754,835	638,973
Liabilities:			
Creditors: amounts falling due within 1 year	8	343,309	270,091
Net current assets		411,526	368,882
Total net assets		530,701	437,689
The funds of the charity:			
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
Total charity funds		530,701	437,689

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



.....
Mary Locke
Chair of trustees

The accompanying notes form part of these financial statements.

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STATEMENT OF CASHFLOWS YEAR ENDED 30 SEPTEMBER 2022

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

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
Net cash provided by (used in) operating activities	236,846	362,684

B. Analysis of Cash and Cash Equivalents

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

NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 30 SEPTEMBER 2022

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

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(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

	2022	2021
	£	£
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
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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 £
Valuation:				
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
Depreciation:				
At 1 October 2021	-	-	-	-
Depreciation charge	28,461	1,333	-	29,794
At 30 September 2022	28,461	1,333	-	29,794
Net Book Value:				
2022	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
Total	31,227	72,049

NOTES TO THE FINANCIAL STATEMENTS
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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
Total	343,309	270,091

<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)
Deferred income at 30 September	327,851	245,933

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:

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	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)

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

Grant maker	Purpose	2021 £
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:

	Balance at 1 Oct 2021 £	Income £	Expenditure £	Balance at 30 Sep 2022 £
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	-
Total	119,248	137,131	90,704	165,675

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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:

	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
Total	46,715	198,570	126,037	119,248

The movement in designated funds during the year and fund balances at the end of the year 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	-
Total	176,161	-	124,560	51,601

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:

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	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
Total	50,000	132,772	6,611	176,161

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 Restricted	2022 Unrestricted Funds		2022 Total Funds
	Funds £	Designated £	General £	£
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)
Total	165,675	51,601	313,425	530,701

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

	2021 Restricted	2021 Unrestricted Funds		2021 Total 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)
Total	119,248	176,161	142,280	437,689

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

	2021 Unrestricted Funds £	2021 Restricted Funds £	2021 Total £
Income from:			
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
Total Income	546,756	198,570	745,326
Expenditure on Cost of Raising Funds:			
Direct costs	305	0	305
Staff costs	10,682	14,265	24,947
Total Cost of Raising Funds	10,987	14,265	25,252
Expenditure on Charitable Activities:			
<u>Cookery class & catering</u>			
Direct costs	122,963	9,782	132,745
Staff costs	79,916	30,970	110,886
Cookery class & catering – sub-total	202,879	40,752	243,631
<u>Chef training</u>			
Direct costs	597	3,083	3,680
Staff costs	6,303	11,708	18,011
Chef training – sub-total	6,900	14,791	21,691
Chef support costs	4,629	10,471	15,100
<u>Support & 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
Support costs – sub-total	89,220	45,758	134,978
Cookery school project	8,096	0	8,096
Total Charitable Activities	311,724	111,772	423,496
Total Expenditure	322,711	126,037	448,748
Net movement in funds	224,045	72,533	296,578
Reconciliation of funds			
Total funds brought forward	94,396	46,715	141,111
Total funds carried forward	318,441	119,248	437,689