

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 24th March 2025)

Edin Basic (appointed 24th March 2025)

Sara Zimmerman (appointed 24th March 2025)

Wayne Holder (appointed 24th March 2025)

Will Cardy (appointed 16th June 2025)

Habib Sadat (resigned 24th March 2025)

Isabel Sachs (resigned 9th 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

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
No. of classes run	744	4,438
No. of participants	9,242	51,529
No. of cuisines	33	45
No. of volunteers	948	2527
No. of chefs who completed training	12 (London) 6 (Bristol)	110
No. of active chefs	62	102
Chefs graduated	13	44
Percentage of graduated chefs (those seeking work) who have gone onto employment or education	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

“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

“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

"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, Grainee 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

"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

“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

“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

“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

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, Sainsbury'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 report¹ 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

¹ 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
Total Trading Income	£702,059	£704,771
Grants & Donations	£227,923	£300,808
Bank Interest	£11,956	£32,467
Total Income	£941,938	£1,038,046

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 24th March 2025)

Edin Basic (appointed 24th March 2025)

Sara Zimmerman (appointed 24th March 2025)

Wayne Holder (appointed 24th March 2025)

Will Cardy (appointed 16th June 2025)

Habib Sadat (resigned 24th March 2025)

Isabel Sachs (resigned 9th 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:



.....
Mary Locke

Chair of Trustees

Date: 8 July 2025

Independent auditors' report

To the trustees of

Migrateful

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

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

(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. This description forms part of our auditor's report.

Independent auditors' report

To the trustees of

Migrateful

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 £
Income from:					
Donations	3	171,958	128,850	300,808	227,923
Charitable activities	4	-	691,131	691,131	684,701
Other trading income	5	-	13,640	13,640	17,358
Investments	6	-	32,467	32,467	11,956
Total income		<u>171,958</u>	<u>866,088</u>	<u>1,038,046</u>	<u>941,938</u>
Expenditure on:					
Raising funds		9,985	59,357	69,342	40,437
Charitable activities					
<i>Cookery classes</i>		62,112	576,697	638,809	644,558
<i>Chef training</i>		71,359	99,640	170,999	148,360
<i>Chef support</i>		14,003	58,406	72,409	65,787
<i>Evaluation and research</i>		-	1,950	1,950	24,456
Total expenditure	8	<u>157,459</u>	<u>796,050</u>	<u>953,509</u>	<u>923,598</u>
Net income and net movement in funds	9	14,499	70,038	84,537	18,340
Reconciliation of funds:					
Total funds brought forward		<u>79,560</u>	<u>469,481</u>	<u>549,041</u>	<u>530,701</u>
Total funds carried forward		<u><u>94,059</u></u>	<u><u>539,519</u></u>	<u><u>633,578</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 £
Fixed assets				
Tangible assets	12		61,924	92,497
Intangible assets	13		6,314	2,562
			68,238	95,059
Current assets				
Debtors	14	46,084		154,872
Current asset investments	15	105,106		165,772
Cash at bank and in hand		640,217		425,228
		791,407		745,872
Liabilities				
Creditors: amounts falling due within 1 year	16	226,067		291,890
Net current assets			565,340	453,982
Net assets	18		633,578	549,041
Funds	19			
Restricted funds			94,059	79,560
Unrestricted funds				
Designated funds			100,801	38,701
General funds			438,718	430,780
Total charity funds			633,578	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 £
Cash used in operating activities:		
Net movement in funds	84,537	18,340
Adjustments for:		
Depreciation charges	30,573	30,573
Amortisation charges	3,157	-
Interest on investments	(32,467)	(11,956)
Decrease / (increase) in debtors	111,644	(123,645)
Decrease in creditors	(65,823)	(51,419)
Net cash provided by / (used in) operating activities	131,621	(138,107)
Cash flows from investing activities:		
Purchase of tangible fixed assets	-	(3,895)
Purchase of intangible assets	(6,909)	(2,562)
Interest on investments	29,611	11,956
Net cash provided by investing activities	22,702	5,499
Increase / (decrease) in cash and cash equivalents in the year	154,323	(132,608)
Cash and cash equivalents at the beginning of the year	591,000	723,608
Cash and cash equivalents at the end of the year	745,323	591,000
Cash and cash equivalents comprises:		
Current asset investments	105,106	165,772
Cash at bank and in hand	640,217	425,228
	745,323	591,000

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.

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.

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
---------------------	-----------------------------

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.

2. Prior period comparatives: statement of financial activities

	Restricted £	Unrestricted £	Restated 2023 Total £
Income from:			
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
Total income	36,464	905,474	941,938
Expenditure on:			
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
Total expenditure	122,579	801,019	923,598
Net income / (expenditure) and net movement in funds	(86,115)	104,455	18,340

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	46,658
Grants	<u>146,150</u>	<u>108,000</u>	254,150
Total income from donations	<u>171,958</u>	<u>128,850</u>	<u>300,808</u>

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>
Total income from donations	<u>36,464</u>	<u>191,459</u>	<u>227,923</u>

4. Income from charitable activities

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

**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

5. Income from other trading income

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

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

6. Income from investments

	2024	2023
	Total	Total
	£	£
Bank interest	32,467	11,956

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
Sub-total	48,468	535,847	136,186	56,303	1,950	174,755	953,509
Allocation of support and governance costs	20,874	102,962	34,813	16,106	-	(174,755)	-
Total expenditure	69,342	638,809	170,999	72,409	1,950	-	953,509

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

							Restated
	Raising funds	Cookery classes	Chef training	Chef support	Evaluation and research	Support and governance	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
Sub-total	30,309	566,033	119,345	53,679	24,456	129,776	923,598
Allocation of support and governance costs	10,128	78,525	29,015	12,108	-	(129,776)	-
Total expenditure	40,437	644,558	148,360	65,787	24,456	-	923,598

Migrateful

Notes to the financial statements

For the year ended 30 September 2024

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

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.

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Notes to the financial statements

For the year ended 30 September 2024

12. Tangible fixed assets

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

13. Intangible fixed assets

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

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Notes to the financial statements

For the year ended 30 September 2024

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>

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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	(181,204)	(188,798)
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	-	-	(226,067)	(226,067)
Net assets at 30 September 2024	<u>94,059</u>	<u>100,801</u>	<u>438,718</u>	<u>633,578</u>
Prior year comparative				
	Restricted funds £	Designated funds £	General funds £	Total funds £
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	-	-	(291,890)	(291,890)
Net assets at 30 September 2023	<u>79,560</u>	<u>38,701</u>	<u>430,780</u>	<u>549,041</u>

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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 £
Restricted funds					
Garfield Weston	-	45,000	(26,250)	-	18,750
Compass Group Foundation	-	25,000	(25,000)	-	-
Paul Hamlyn Foundation	-	20,000	(10,000)	-	10,000
Rayne Foundation	-	20,000	(8,000)	-	12,000
National Lottery Awards for All England	-	19,960	(18,445)	-	1,515
Crowdfunder Chef Training	-	12,906	(2,478)	-	10,428
Aviva Community Fund					
Crowdfunder	-	12,821	(5,241)	-	7,580
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)	-	33,786
Crucible Foundation	26,214	-	(26,214)	-	-
Local Giving	-	81	(81)	-	-
Total restricted funds	79,560	171,958	(157,459)	-	94,059
Unrestricted funds					
<i>Designated funds:</i>					
Bristol Cookery School	-	-	-	75,000	75,000
Cookery School	38,701	-	(12,900)	-	25,801
<i>Total designated funds</i>	38,701	-	(12,900)	75,000	100,801
General funds	430,780	866,088	(783,150)	(75,000)	438,718
Total unrestricted funds	469,481	866,088	(796,050)	-	539,519
Total funds	549,041	1,038,046	(953,509)	-	633,578

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.

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.

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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 £
Restricted funds				
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)	-
Total restricted funds	165,675	36,464	(122,579)	79,560
Unrestricted funds				
<i>Designated funds:</i>				
Cookery School	51,601	-	(12,900)	38,701
<i>Total designated funds</i>	51,601	-	(12,900)	38,701
General funds	313,425	905,474	(788,119)	430,780
Total unrestricted funds	365,026	905,474	(801,019)	469,481
Total funds	530,701	941,938	(923,598)	549,041

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



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

Migrateful

3rd Floor, Finsbury Business Centre
40 Bowling Green Lane,
London, EC1R 0NE