

Company number: CE018159
Charity registration number: 1184348

WE BELONG

(A charitable incorporated organisation)

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR FROM 1 APRIL 2022 TO 31 MARCH 2023

WE BELONG

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REFERENCE AND ADMINISTRATIVE INFORMATION

Trustees	Colin Falconer - Chair	
	Jocelyn James - Treasurer	(resigned 16th November 2022)
	Omolade Adedapo	
	Sufina Ahmad	
	Mariam Ajibola	(resigned 1st December 2022)
	Muhammed Arkam Babar	(resigned 1st December 2022)
	Jamilla Hinds-Brough	
	Joel Carter	
	Maheraj Ahmed Lian	(appointed 30th June 2022)
	Buddika Perera- Treasurer	(appointed 22nd March 2023)
	Stewart MacLachlan	(appointed 22nd September 2022)
	Keshon Devonte Smith	(appointed 2nd March 2023)
Chief Executive	Chrisann Jarrett MBE	
Charity registered number	1184348	
Registered office and operational address	EC 1 Offices 338 City Road London EC1V 2PY	
Banker	Metro Bank One Southampton Row London WC1B 5HA	
Accountants	Charity Accounting Services Ltd Spaces 6 Sutton Plaza, Sutton London SM1 4FS	
Independent Examiner	Caroline Sharp FCA, DChA 55 Canberra Road London SE7 8PF	

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TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2023

The Trustees are pleased to present their report together with the financial statements of the charity for the period ended 31 March 2023. Reference and administrative information set out on page 1 forms part of this report. The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with the charity's trust deed, the Charities Act 2011 and Statement of Recommended Practice: Accounting and Reporting Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and the Republic of Ireland (FRS102).

We Belong registered with the Charity Commission on 10 July 2019, becoming a new stand-alone organisation. We Belong builds on a project called Let Us Learn, which was previously hosted by Just for Kids Law. The project expanded beyond its initial remit of campaigning for equal access to higher education to fighting for the rights of young migrants in the UK, including higher education and tackling systemic barriers that prevent young migrants from living a fulfilled life.

We Belong works for the fair treatment of young migrants in the UK and for the removal of barriers preventing their full integration. Our three key objectives are to foster relationships with decision-makers and advocate for young migrants; to raise awareness of the hostile environment and issues around access to higher education; and to empower young migrants to become change agents.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Legal structure of the charity

The charity is constituted as a charitable incorporated organisation and its governing document is a written constitution dated 10 July 2019.

Recruitment and induction of trustees

The Trustees are appointed by the charity trustees and are recruited with regard to their knowledge skills and experience. Trustees are appointed to a fixed 2 year term. Trustees may not serve more than three consecutive terms. There is a comprehensive pre-appointment briefing and a trustee induction process for new Trustees. Training is made available to Trustees as required.

Management and administration

We Belong is administered by the Chief Executive based on the strategic direction set by the trustees. The board of trustees meets four times a year, and has four sub-committees and working groups including the Risk sub-committee, the Safeguarding sub-committee, the HR working group and the Finance committee. The committees each have Terms of Reference approved by the board of trustees and meet quarterly or as required to support the CEO. The board Chair also meets regularly with the CEO to support delivery of the charity strategy and outcomes. Charity Accounting Services provide book-keeping and accounting services to the charity.

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OBJECTS AND ACTIVITIES

Objectives set out in the governing document

- ❑ to help young people advance in life through providing support and activities which develop their skills, capacities and capabilities to enable them to participate in society as mature and responsible individuals.
- ❑ 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.

Charity activities

We Belong works with and for young migrants, who are subject to a hostile environment in the country we and they call home. We fight to end the hostile environment around immigration, ensuring barriers preventing full integration for migrants are removed so that we can contribute to British society.

EXTERNAL CONTEXT

We Belong remains the only organisation in the migration sector focussing solely on long term young migrants, a group often forgotten due to wrongly held assumptions on young people's status and citizenship despite the length of time spent in the UK. Our issue is extremely niche in comparison to the rest of the sector who focus on refugees and asylum seekers. Post- Windrush Scandal we have been able to capitalise on the opportunity to work alongside policy makers as they change their internal practices and engagement with external stakeholders and communities. In 2022, the government announced a consultation on the Bill of Rights which threatens to dilute the Human Rights Act and the main basis for the residency of our beneficiaries. In addition, the Nationality and Borders Bill 2022 gives the Secretary of State the power to revoke citizenship based on public interest. The hostile environment will continue to impact the lives of our young people and their community due to the discretionary power and the reframing of what it means to really belong in the UK. Lastly, the negative narrative on migration continues with the government presiding over a department which continues to issue harsh legislation to address 'illegal migration' while not appreciating the number of children and young adults who will be caught in the crossfire as they intend to crack down on immigration in the UK.

OUR ISSUES AND APPROACHES

Advocacy

The Challenge

There are over 332,000 children and young people growing up in the UK without any formal immigration status. In 2012, the UK Government introduced the longest route to settlement formally known as the ten-year route; young people are entering adulthood facing prolonged uncertainty on this probationary route. The young migrants We Belong support are often granted a limited form of status over a decade, due to high fees and complex laws. This decade is rife with difficulty and impacts a young adult's interaction with society and services, and impacts a young person's identity and sense of belonging.

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In June 2022, after four years of campaigning for a shorter more affordable route to settlement, We Belong managed to secure a major win to immigration private life rules. This change means that young migrants who entered the UK as children and were granted status on the basis of private life will now be on a five year route to settlement as opposed to a ten year route.

We Belong has a great task ahead to ensure young people, their families and civil society organisations interacting with young people who have precarious status are aware of their rights and entitlements and can regularise their status as soon as possible. Early intervention is necessary so that young people face fewer years in legal precarity.

The barriers to status still exist with young people unable to afford Limited Leave to Remain but also unable to get out of the loop and secure settled status due to lack of fee waivers for indefinite leave to remain. Sustained advocacy with a strong data focus will enable the organisation to present a compelling case to the Home Office to introduce fee waivers to address this insurmountable barrier. In addition, it is important that the home office sees these long term young migrants as a special cohort who should not be caught up in the 'unintended consequences' of blanket rules.

Our approach:

As well as fighting to get the most secure status possible for young people to allow them to remain and contribute to British society we work with young people to help advocate their concerns to policy makers at the heart of parliament.

Recognising that young people in difficulty face significant barriers to personal development, we seek to remove those barriers and support them in accessing their rights and advocating for change. This empowers each young person to become independent, confident, and able to reach their full potential. Our advocacy work has the following aims:

- **To foster relationships with parliamentarians and home office civil servants** to aid our campaign goals calling on the government to introduce a shorter and more affordable routes to settlement;
- **To raise awareness** of how the current immigration system affects the life chances of young migrants, as well as their ability to secure and maintain their status;
- **To work with young people** on a one-to-one basis and equip them with the tools necessary to change the status quo. Providing opportunities for young migrants to interact with the decision-makers. We do so by employing the story of self organising tool empowering people to develop their narrative and humanise the debate around immigration in the UK;
- **Integrated Communications** to gather case studies of the real impact of UK immigration policies on young people and build a case for support for our campaigns and wider advocacy;
- **Collaboration and Partnership to advance strategic policy aims:** We work with and alongside civil society organisations to prevent duplication of work, this includes writing joint policy papers to parliamentary enquiries, research and reports as well as focussing on strategic litigation opportunities to accelerate the pace of change.

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Student Finance:

The Challenge:

Seven years after the landmark Supreme Court judgement in the case of *R v Tigere*, we have tracked many young people who as a result of the intervention are successfully securing their student loans on the basis of long residence. However, we continue to support a large number of young people who are wrongfully denied student loans. Through fact finding and interacting with Student Finance England these errors are attributed to general lack of awareness of advisors on the rules of eligibility and resistance to approving student loans for young people with a limited form of immigration status. Advisors' reluctance comes from the fact that they act as gatekeeper simply 'safeguarding public funds' from those whose immigration status is questioned. This leads to young migrants being discriminated against at the assessment stage when engaging with the Student Loans Company (SLC). In addition, we continue to see SLC demand evidence that young people with limited leave will not be able to provide for example, bank statements and in some cases evidence of presence in the UK post 18 where a young person is going through the process of regularising their status.

Our approach:

Our Communities: We raise awareness of student finance rules in schools and communities, ensuring that students, teachers and parents we come in contact with understand the stakes and begin to work towards gathering evidence and preparing themselves for what can be a trying period should the application to student finance not go according to plan.

Collaboration: We work alongside other organisations within the sector such as Access to Higher Education Working Group and Student Finance Vulnerable Stakeholder Group on finding solutions to the policy issues.

Student Loans Company: We established a relationship with Student Loans Company (SLC), through their Funding Information Partners Manager, who is willing to assist the young people we work with who have struggled to access student finance despite being eligible. We have quarterly meetings with members of the SLC team ranging from customer services to senior management in our quest to provide training to advisors and simplify communications so that young people are clear on evidence criteria. In addition, we progress with escalations to SLC where migrant students are facing extended administrative or evidential delays.

Training to University Widening Participation Staff: we provide training to widening participation staff at universities so that staff are able to understand the types of status students may have; tuition fee eligibility; pre-uni interventions and post-uni support systems so that students with limited leave to remain are provided ongoing mental health and wellbeing assistance.

Case Study of a young person who has received support from We Belong with student finance:

We supported a student originally from India, who migrated to the UK as a child aged 3 with her parents. The student had been formatively educated in the UK and achieved highly, receiving offers from Russell Group Universities to study Human Social and Political Science for the 2022 academic year.

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Despite the student beginning her 10 year route to settlement in 2017, she experienced issues accessing student finance pertaining to evidence documents, which were the result of Home Office delays. The student expressed feeling overwhelmed and stressed by the inability to continue her education like her peers and found solace in the support We Belong provided.

The support consisted of advocating for her with The Student Loans Company and her chosen universities on her behalf. We Belong existing strong connections with the Student Loan Company staff, meant her case escalation time was faster than the normal processes. It further highlighted key learning for the SLC to take into consideration and was inputted as a case study into the training We Belong is yet to deliver to SLC staff.

The student was eventually granted her funding in October 2022, however due to the strain on her mental wellbeing, she decided to take a year's break from education. Upon re-applying for student finance for the 2023 academic year, unfortunately the student is now experiencing the same issue as before. Nevertheless there is a great difference in her confidence to resolve the situation and be awarded funding as both the student and her guardian have expressed the gratitude and feelings of reassurance that We Belong can support her again with positive results.

Organisational Activities:

- **Providing Information to Individual Young Migrants:** We maintain a nationwide information line for young people on matters concerning student finance, scholarship and where necessary refer young people to relevant organisations for additional support;
- **Gatherings:** Every month an average of 20 young people attend our social group to meet others with similar experiences;
- **Individuals:** We build individual relationships, foster a sense of belonging and identify motivations through one-to-one meetings with young people;
- **Community Outreach and Immigration Training:** we provide training to local organisations and grassroot groups to disseminate information about the new immigration rules and improve referrals and signposting into our organisation. We hope to extend these trainings to local authorities in Hackney, Southwark, Newham and Barking and Dagenham, these are boroughs in London where we receive the most enquiries;
- **Immigration Advice:** through partnership with Coram We Belong Senior Caseworker: offering legal clinics via drop-ins, check and send services and in some cases representation for young people regularising for the first-time and those who are applying for permanent residence;
- **Maintaining relationships with the Home Office and Civil Servants:** monthly meetings with civil servants on the Appendix FM and simplification committee focussing on deep listening and collating data on young people accessing the 5-year route to settlement;

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- **Schools and University Outreach:** Raising awareness and mobilising children, young people and training educators through training and our Schools Excellence Programme. Our young people visit their own schools and colleges, sharing their experiences through interactive sessions with young people;
- **Upskilling Young Leaders:** this will be done through our 6-week *Schools Empowerment* programme and CPD Accredited Emerging Young Leaders Programme. In addition, within the next two years we will develop a team of 10 Co-producers, young activists embedded in their local community who will assist with community and schools' engagements and deliver our projects.

IMPACT

Impact- Our Influencing Work

Summary of the New Private Life Rules: 5 year route to Settlement introduced 20th June 2022

Those who were either born in the UK or entered as children (below the age of 18), but are now young adults (aged 18 and over)

- *Be aged 18 years and over and has spent least half of his/her life living continuously in the UK (discounting any period of imprisonment);*
- *Have either been born in or entered the UK as a child;*
- *Have held five years limited leave; and*
- *Be eligible for further leave to remain under paragraph 276ADE(iv) of the Immigration Rules and have made an application under those rules.*

To educate our community we worked with our communications consultant and external producers to create two animation videos to ensure information on the new rule changes were accessible. We also published two evaluations on the campaign success and the tactics used over the 4 years of sustained campaigning, inspiring the sector and providing a space for ongoing reflection.

Success stories and quotes from young migrants now securing permanent residence:

Abdul, 26, came to the UK age 10:

"We Belong are fantastic! After years of constant worry and anxiety, I have finally been granted Indefinite Leave to Remain (ILR). Getting ILR has changed my life in so many ways. Most importantly, I now have some sense of stability and I finally feel like I really do belong. I'm extremely grateful to We Belong for their help and support, and I certainly urge others who are eligible to apply."

Sonia, 31, came to UK age 9:

"Thanks to the wonderful works of We Belong. After 22 years in the United Kingdom, I now have my Indefinite Leave. I would particularly like to say a huge thank you to Tania at the Manchester branch who

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constantly checked in on me during the one year of waiting for the Home Office's decision. It was comforting to have someone I could speak to about the process. It hasn't been an easy journey getting here, but I'm grateful that it's now over. I came to England when I was 9 and I am now 31, it's been a long journey. The previous work of the team under 'Let us Learn' was what made it possible for me to get Student Finance and now thanks to their continuous campaign and advocacy for young migrants, many like myself who are proudly British in culture, in speech and have our feet deeply rooted in the soil of Great Britain; having lived the majority of our lives in the UK, are now a step closer to officially becoming 'Proudly British.'

Hasan, 24, arrived in UK age 8:

Even though I am fully integrated with my life in the UK, I felt that I could not call the UK my home until I was completely classed as settled in the UK. I felt so much pressure in my daily life because of this. We Belong helped me with an early ILR application and now, I can now continue with my life like an ordinary citizen and focus on my university and future, like buying my own house and starting an exciting new chapter of my life. Getting an early ILR has truly been life-changing."

Leah, 24, came to UK age 4:

"Getting my ILR really feels surreal. I cannot believe I have settled status after 14 yrs of living in this country with anxiety & fear every year. I came across We Belong 7yrs ago & I know I wouldn't have gotten to this point (& so soon) without God & their advice & advocacy. Literally means the world to me & my family & friends."

We have committed to the following activities to implement the new immigration rules from June 2022:

1. Toolkit Training:

We Belong has been offering civil society groups and community centres working with young people with precarious status a free toolkit training to help guide them in understanding young people's rights and entitlements in light of the new immigration rules on private life.

*We have provided training to **61 charity and community workers and 36 social workers.***

2. Attended regular meetings with Home Office Civil servants:

We are making sure to use the existing channels of communication so we can keep policy leads informed on how the rules are being implemented and let them know about any barriers that young people are facing when it comes to accessing their entitlements. This has led to successive operational changes being implemented as interventions on specific cases where the rules are being misapplied by case workers.

*We have collated over **30 impact stories and have a database of 68 cases** where young people are facing barriers to their settlement in the UK.*

3. Established a three year partnership with Coram Migrant Children Legal Centre:

This partnership was established in September 2022 to address the high demand for free legal advice and representation for young people seeking to regularise their status this includes those applying for their first leave to remain, subsequent renewals and indefinite leave to remain. Since

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then we have recruited a Senior Case Worker at Coram who provides legal advice, support and guidance to our beneficiaries on the 5 year route to settlement.

In February 2023, we launched the We Belong Advice Clinic offering up to 12 sessions to young migrants three wednesdays per month. **Since then, 24 young people have had expert legal advice to progress their cases and applications.**

4. Online information sessions to explain the rules, this was done in partnership with Islington Law Centre and our Senior Caseworker Smita Bajaria at Coram, **206 young people attended these sessions.**

Impact- Student Finance Work

We have worked with **11 schools across London and Manchester** and raised awareness of student finance barriers whilst **engaging with 2,000 young people** through assemblies, career fairs all supported by our Core Group of young activists.

We have also had impact in the following ways:

- **Worked with 11 young people facing barriers to higher education and escalated their cases to SLC**
- **Supported 14 young people with scholarships 11 of whom were successful**
- **Delivered 4 university trainings to 83 widening participation staff members**
- **Submitted a witness statement on the impact of 3c leave delays to young people entering higher education as part of an ongoing Judicial Review case with Bhatt Murphy Solicitors and Ramfel**

Quote from a young people who received a scholarship:

'I am so pleased that I have been awarded a sanctuary scholarship and an unconditional offer for Nursing at King's College London. Thank you so much for all the help and support during this whole process. I am grateful to the organisation and would love to support anyone else applying and assist in any future projects'- young person

Youth Engagement: Our Approach

We believe in providing opportunities for young people to lead and equipping them with the tools to thrive as they engage in activism. We engaged with young people in the following ways:

- 1-1's to develop a relationship, assess support needs, skills and mental wellbeing
- New Client Enquiries- direct information to young people with precarious status
- Work Experience with young people between ages of 16-18 years old
- Co-facilitation where young people in our wider network have the opportunity to deliver our programmes, the introduction of Co-producers as a structured programme is an extension of this
- Monthly gathering to foster a sense of community and a safe space for young migrants to gather
- Core Group engaging with young activists with lived experience who want to participate in our projects and day-to-day decision making

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In March 2023, the Core Group of 12 young migrants from across London and Manchester gathered together over a 3 day strategy Away Weekend to assess We Belong approach to advocacy and shape campaigning plans. The core group then developed a joint approach to implementing the new Out of the Loop Campaign due to launch in April 2023 with each city creating specific regional plans for the first 6 months of the campaign.

Schools Outreach: In August 2022 we created We Belong Schools Excellence Programme which aims to advance three pillars:

1. Education: ensuring that young people are aware of changes in the external environment that will impact the migrant and youth community. Due to the nature of our projects our educational material will focus mostly on barriers to higher education and routes to regularisation.
2. Empowerment: Investment in platform creation and the mobilising of young people to take the lead and be a part of the change they want to see.
3. Employment: ensuring that as young people journey out of education and are free from immigration control, they have viable career options to build economic power. This requires stronger connections post-education options, industry and responding to needs so that young people are able to have access to employment opportunities.

Since the creation of the Schools Excellence programme, We Belong has worked with 2 schools in South London and engaged just over 380 students through the different workshops which focus on values based skills building skills and narrative storytelling. The feedback we have received has been immensely positive, with over 70% of students who have taken part in the sessions expressing the benefits they gained from We Belong support with their learning.

The following quotes are from students have taken part in the programme:

"I learnt from the workshop that there are values I didn't know I possessed and I can achieve what I want by following my values"

"Writing down ambitions and working as a team for the workshop made me think deeply about my goals"

Leadership Programme:

9 young people have graduated from our Emerging Young Leaders programme contributing 144 hours to our CPD accredited course between October 2022-March 2023.

Impact: Youth and Community Engagement Across London and Manchester

- **317 1-1's conducted**
- **166 New Client Enquiries** conducted (including 86 immigration specific enquiries)
- **Enrolled 8 new core group members**
- **3 young people have completed work experience** with We Belong
- **6 personal statement clinics conducted**
- **Over 40 community engagements** raising awareness of We Belong programmes and work

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- Inducted 3 co-producers who have dedicated over 100 hours to We Belong Outreach between September 2022 and March 2023
- 220 young people attending our monthly gatherings over the an 11 month period

Case studies of young people we have worked with in Manchester:

TC

Over the course of the year, our Community engagement officer worked with a particular young person to upskill and empower him. Over the course of the year, he developed in his confidence and knowledge about his own personal circumstances and support available. He committed many hours to volunteering with We Belong, and he successfully co-facilitated training and information sessions. When he first came to We Belong in March 2022, he had never before spoken about his immigration status. As well as signposting him to external opportunities in accordance to his interests, the Community Engagement Officer encouraged him to sign up for the Emerging Young Leaders programme, which he completed remotely. This had a huge impact on his confidence, and he developed a keenness for telling his story of self to others. The young person's diligence and commitment to the EYL programme led to them working with two members of staff to co-deliver the first Manchester EYL programme in early 2023. He inspired the other students, and was a fantastic ambassador for We Belong and the EYL programme. He was also keen to develop his knowledge of the immigration system and empower others. He also co-delivered the toolkit training, both in person and online on multiple occasions. In addition, he volunteered in the Manchester office on a weekly basis from October 2022 onwards, over a period of five months.

FUNDING PROCESS

We Belong submits funding applications either by open grant processes or by invitation from grantmakers. The executive team undertakes a scoping exercise to identify and assess prospective funders ensuring alignment with our work before adding them to our fundraising pipeline. Once a prospective grant is on the Fundraising Pipeline it is then tracked from submission to assessment and finally through to decision. In addition, trustees approved an 18-month Fundraising Strategy which further documents grants on the organisational radar, potential revenue, expenditure and approximate reserves.

FUNDRAISING

Sigrid Rausing Trust: Anna Shea, Senior Programme Manager

The Sigrid Rausing Trust has supported We Belong since 2022. The organisation is remarkable on many levels – not only their relentless pursuit of tangible impact, alongside a vision for longer-term, systemic change, but also their model of thoughtful pastoral care for the young people who are at the heart of the work. They have achieved remarkable successes in a short period of time, but rather than rest on their laurels, they have refocused their energies on ensuring that the legislative changes are both widely

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understood and properly implemented. I am very proud to support We Belong, and have no doubt that they will continue to empower thousands of young people across the UK.

The 2022/23 financial year saw an increase in multi-year grants from trusts and foundations as well as core unrestricted grants enabling the organisation to focus on sustaining projects and staff roles. We raised £470,585 (2022: £372,646) in total income, including a noteworthy grant from the National Lottery Community Fund covering 5-years of organisational expenditure focussing on developing the Manchester Chapter. The flexibility we saw throughout the pandemic continued as our relational funders welcomed changes to restricted submitted budgets enabling us to respond to need and reallocate budget lines. This year we saw income from workshops and conferences amounting to £2,373.

We were able to maintain our Covid-19 Emergency Grants and extend the Hardship fund throughout 2022-2023 making 22 grants for financial support to the amount of £6,754 (2022: 75 grants totalling £14,978). The decrease in grants is attributed to us changing our operations and only receiving grant applications from existing clients once a month, this has enabled the operations team to pace ourselves as we deliver this necessary service with limited resources.

We appreciate all our supporters; without them we would not be able to continue this purpose driven work.

Key Challenges and Learning

- 1. The cost of living imposes additional financial pressures on our beneficiaries which in turn impacts their mental health.**

We have responded to these challenges through our Hardship Fund as well as extended our mental health provision working with a new provider in Manchester and increasing the number of sessions young people have access to in London. We hope to respond to these ongoing pressures by creating designated funds within our Reserves Policy to ring fence these provisions for our beneficiaries, it is clear this is a necessary resource and one which must be sustained as young people face difficulty when going through the immigration system, the lasting impacts also being felt even when young people secure leave to remain, settlement and citizenship.

- 2. Gaps in provision and misinformation amongst service providers working with young people with precarious status.**

One of the key learnings of this year has been regarding the general knowledge of youth workers and practitioners around the immigration system, especially in regards to young people who have precarious status, but who are not asylum seekers. There has been a lot of misinformation and misunderstanding about the specific demographic that We Belong works with. In community outreach engagements, when first engaging with practitioners, it is often assumed that we work with unaccompanied asylum-seeking children, and there seems to be little knowledge of the challenges facing young people who have lived in the UK since childhood.

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This has demonstrated how vital the immigration toolkit trainings are, in explaining what the specific issues are facing young long-term migrants, and how best to support them. This gap in knowledge has only been exacerbated as rules and policies change at a rapid rate. Our legal advice drop-ins for young people have also been invaluable in filling in gaps in provision.

The training we offer has also benefited the organisation by increasing our visibility in the North West as well as increasing the referral links into the organisations with more practitioners better equipped to identify status issues.

3. Strategic approach to community organising in Manchester by embedding ourselves in existing networks.

We scope and approach organisations and grassroots groups who have specific offers that are of interest to We Belong are asking to access existing networks. This has led to We Belong being an official referral partner of the Migrant Destitution Fund. Not only has this enabled us to make direct referrals for the fund, but we have also been able to access networks within the migrant justice and poverty-action sector in Greater Manchester. Similarly, We Belong is now established as a member of Young Manchester, a network of organisations working with youth across the region. This leads to ongoing communication and access for our young people to receive holistic and diverse support depending on their needs. This will further enable We Belong to support the 'whole journey' of a young person and signpost and refer young people to trusted organisations within our growing web of networks.

Governance

We have strengthened our board of trustees by recruiting two experienced trustees Keshon Smith and Maheraj Lian who have a strong track record in working with the organisation. We also welcomed an experienced Treasurer, Buddika Perera and immigration solicitor and policy expert Steward MacLachlan. In November 2022, we conducted a Governance Review which has led to trustees prioritising the distinction between operational and strategic decision making as well as a refocus on succession planning. The latter focusing on the development of younger trustees, clarity on subcommittees and extended membership as well as the introduction of the role of Vice Chair, a position which will be offered to an existing younger board member.

ONGOING DEVELOPMENTS AND FUTURE PLANS

Advocacy

Our Advocacy and Campaigning must continue to activate and sustain the June 2022 win and safeguard it from the hostile environment suite of policies. We will continue to listen to our community and collate impact stories to monitor the implementation of these changes to ensure those eligible are able to access their new rights to settlement in the UK under this accelerated pathway.

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The current cost of securing settlement in the UK for the young people we work with is £2,404. Despite the win, many young people will not be able to secure this status without financial assistance or a home office issued fee waiver.

Michaela's Story:

Michaela, 25, arrived in the UK at age 10, with her two siblings, who were then age 8 and 4. All three have all held limited leave for seven years, and are eligible for settlement under the new rules. Between them they have paid nearly £16,000 in Home Office fees. Michaela's parents recently told them they will no longer be able to contribute towards the cost of the three children's Home Office applications, which means Michaela and her middle sister, Olivia, will need to pay not just their own fees but those of their brother, David, who is in his second year at university. Michaela recently completed a master's degree and is doing a minimum wage job while she applies for graduate entry positions; Olivia is also in low-wage employment. If fee waivers remain unavailable for settlement applications, Michaela says she and her siblings will be stuck on the limited leave to remain loop indefinitely, as it will take many years before they can hope to save enough to cover their fees (which, at current rates, would be circa £7,800 for all three of them). The pressure of having to save up such large sums and prospect of making multiple repeat fee waivers and limited leave applications in the meantime is taking its toll on the two older siblings' mental health.

Emmanuel's Story:

Emmanuel, 26, arrived in the UK at age 8. He has already spent eight years on limited leave to remain and is now eligible for settlement under the 2022 rule. He has already paid more than £4,600 in Home Office fees, which he has always previously funded himself, but his financial situation is increasingly tight and he will not be able to apply for indefinite leave without a fee waiver. Emmanuel works a full-time job in the week, plus a separate part-time job at the weekend to stay afloat financially. From his earnings, he contributes towards the cost of his wife's university fees and also his parents' Home Office fees.

In April 2023 we launched our Out of the Loop Campaign to address the lack of fee waiver.

Investment in Organisational Infrastructure

1. We will be recruiting a Programmes Manager; Community Engagement Officer (London) and Operations Coordinator (Manchester). This is an attempt to invest in organisational infrastructure so that our young team benefits from strong managerial support, moving away from our flat structure and securing additional resources to achieve our implementation and outreach goals.

We have plans to reach, engage and support young people. We will collectively be able to continue to build community ties and increase the engagement of young people. In addition to expansion, we also have plans for a potential partnership with the Duke of Edinburgh's Award over a 24 month period. This partnership will enable We Belong to build resilience, teamwork, and a sense of community with up to 15 marginalised young people annually by providing practical opportunities for personal development whilst gaining a nationally recognised achievement.

Over the course of the next year we will embed our networks across Manchester and the north, starting with renting our very own office space so that young people have a designated hub they can work from. Whilst we nurture a strong link with the London office, the Manchester Chapter will need to learn and discover what is needed as there are different

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TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2023

requirements for the young people depending on location; we have noted that this chapter will need to have its own voice whilst working in cohesion with the London team across campaigns and aligned strategic work plans.

2. We have also recognised the need to reinvest in consultancy support with the reintroduction of our yearly partnership with Principle Consulting advising on all things parliament. In addition, we have recognised the need to create an organisational wide youth organising strategy which focuses on engaging and empowering young people to commit to social change and activism. To do so we will be employing the expertise of a community organiser who will work alongside our Community Engagement Officers across London and Manchester as well as our Co-producers to influence best practice.

Empowering young people to lead

We believe in the benefit of youth organising and centralisation of young people with lived experience. The definition of youth organising we apply at We Belong is the following:

Grounded in racial, gender, and economic justice, youth organising is the process of engaging young people in building power for systemic change. Proximity to the issues is key, so lived experience is essential. There is a focus on the development of individual young people as well as the cohort within the community, which requires an asset-based approach and the building of skills. Youth organising includes the opening of space for those affected by injustice to come together as a community to critically analyse power relations and allocate responsibility. Adults play a role in youth organising by acting as co-facilitators, administrators, or allies. This approach has a 'triple bottom line benefit', positively impacting the community involved, individual leadership development of young activists as well as the issues they are working to change.

We will be employing 10 Co-Producers across London and Manchester

By 2025 we hope to engage over 2,000 young migrants so they can become aware of their immigration status and pathways to settlement. This requires additional capacity, in line with our lived experience activism model as well as partnership working with allies. Thus, we plan to recruit Co-Producers initially in London followed by Manchester. Co-producers will be remunerated to work alongside our Community Engagement Officers. Once inducted we aim to advance these three objectives so that we can reach, engage and empower young people with precarious status:

1. Improve young people's individual outcomes:

- Upskilling and educating them on the inner workings of local authorities, schools and community groups
- Empowering them to speak in public about issues that matter to them
- Developing strategic skills as they collectively create a dissemination plan with a hyperlocal focus

2. Unlock potential so that young migrants can lead, build and sustain movements which will fundamentally change the nature of the migration sector, with:

- Increase in new and existing voices of young people empowered to create change
- Clear pathways for young people to become social change agents and contribute to We Belong activities

WE BELONG

TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2023

3. Influence systemic change

- Relationships: Our young activists will continue to be trusted partners working with the home office to scrutinise and improve policies, cultures and practices
- Insight: Our community outreach will help us to identify emerging problems and engage with young people and local stakeholders to provide viable solutions

FINANCIAL REVIEW

The Trustees reported net incoming resources of £18,408 (2022: £55,526) on all operations for the period under review. The income for the year was £470,585 (2022: £372,646) and expenditure was £452,177 (2022: £317,120). The fund balance at the end of the period of £405,872 (2022: £387,464) comprised unrestricted funds of £344,535 (2022: £342,605) and restricted funds of £61,337 (2022: £44,859).

RESERVES POLICY:

A reserves policy has been established to provide guidelines and principles for maintaining an appropriate level of reserves to ensure the financial stability and sustainability of We Belong. The reserves policy is reviewed annually or as required, and compliance with the policy is reviewed on a quarterly basis with the board and finance subcommittee considering the fundraising strategy, risks, and any operational adjustments needed.

Our reserves policy requires that we retain free reserves in unrestricted funds sufficient to cover six months of normal expenditure. The following items should be excluded from reserves:

- Tangible fixed assets used to carry out the charity's activities.
- Program-related investments, held solely to further the charity's purposes.
- Designated funds set aside to meet essential future spending, such as funding a project that could not be met from future income.
- Commitments that have not been provided for as a liability in the accounts.

RISK MANAGEMENT:

The Trustees actively review the major risks which face the charity on a regular basis, with a risk assessment report available online and highlighted at every Trustee meeting. Financially the Trustees believe that maintaining reserves at adequate levels, combined with an annual review of the controls over key financial systems will provide sufficient resources in the event of adverse conditions. The Trustees have also examined other operational and business risks faced by the charity and believe that the systems in place to mitigate significant risks offers the charity adequate protection.

GOING CONCERN:

The Trustees believe that by maintaining reserves at the levels required by the reserves policy and by regularly reviewing the charity's key financial systems, they can ensure that sufficient resources are in place to mitigate significant financial risks. The Trustees have examined the operational and business risks faced by the charity, and believe that confirmed income for the next 12 months together with the reserves in place offer the charity adequate protection to ensure its continuance as a going concern. The Charity has in place a three year budget to ensure future planning is secure.

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TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2023

PUBLIC BENEFIT:

When planning our activities for the year, the Trustees have considered the Charity Commission's guidance on public benefit. Trustees are clear that there are identifiable benefits to the work that we do - some of these are identified below;

- Trustees are clear that these benefits are for a wide cross-section of the public;
- Trustees are clear that those benefits relate to our aims.
- Trustees are clear that those benefits outweigh any potential risks.

STATEMENT OF THE TRUSTEES' RESPONSIBILITIES

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 CIO's financial activities during the year and of its financial position at the end of the year. In preparing financial statements giving a true and fair view the trustees should follow best practice and:

- ☐ Select suitable accounting policies and then apply them consistently;
- ☐ Observe the methods and principles in the applicable Charities SORP;
- ☐ Make judgements and 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 adequate 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 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 confirm that to the best of their knowledge there is no information relevant to the Independent Examination of which the Examiner is unaware. The Trustees also confirm that they have taken all necessary steps to ensure that they themselves are aware of all relevant financial information and that this information has been communicated to the Examiner.

The Trustees are members of the charity, but this entitles them only to voting rights. The Trustees have no beneficial interest in the charity.

This report was approved by the Board of Trustees on 19 October 2023 and signed on their behalf by:



Colin Falconer
Trustee and Chair
19/10/23

WE BELONG

REPORT OF THE INDEPENDENT EXAMINER TO THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2023

I report to the charity trustees on my examination of the accounts of We Belong for the period ended 31 March 2023.

This report is made solely to the trustees as a body, in accordance with the Charities Act 2011. My examination has been undertaken so that I might state to the trustees those matters I am required to state to them in an independent examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the charity and the trustees as a body, for my examination, for this report, or for the opinions I have formed.

Responsibilities and basis of report

As the charity trustees of the CIO you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the CIO's accounts carried out under section 145 of the 2011 Act. In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

Since the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the ICAEW, which is one of the listed bodies.

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

1. Accounting records were not kept in respect of the CIO as required by section 130 of the Act; or
2. The accounts do not accord with those records; or
3. The accounts do not comply with the applicable requirements concerning 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 considered part of an independent examination.
4. The accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities.

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



Caroline Sharp FCA, DChA
London SE7

Date: 20 October 2023

WE BELONG

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 MARCH 2023

		Unrestricted Funds	Restricted Funds	Total 2023	Total 2022
	Notes	£	£	£	£
Income from :					
Donations and legacies	4	227,184	-	227,184	194,042
Charitable activities	5	3,373	240,028	243,401	178,604
Total Income		230,557	240,028	470,585	372,646
Expenditure on:					
Charitable activities	6	228,627	223,550	452,177	317,120
Total Expenditure		228,627	223,550	452,177	317,120
Net Income for the year		1,930	16,478	18,408	55,526
Transfer between funds		-	-	-	-
Net Movement in funds		1,930	16,478	18,408	55,526
Reconciliation of funds:					
Funds brought forward		342,605	44,859	387,464	331,938
Funds carried forward	12	344,535	61,337	405,872	387,464

All activities derive from continuing operations. There are no other recognised gains and losses other than those stated above. Movements in funds are disclosed in note 12 to the financial statements.

The notes attached on pages 21 to 30 form an integral part of these accounts.

WE BELONG

BALANCE SHEET AS AT 31 MARCH 2023

	Notes	2023 £	2023 £	2022 £	2022 £
CURRENT ASSETS					
Debtors	9	54,473		29,569	
Cash at bank and in hand:		<u>363,216</u>		<u>367,782</u>	
Total current assets		417,689		397,351	
LIABILITIES					
Creditors: amounts falling due within one year	10	<u>11,817</u>		<u>9,887</u>	
Net Current assets			<u>405,872</u>		<u>387,464</u>
NET ASSETS TOTALS			<u>405,872</u>		<u>387,464</u>
THE FUNDS OF THE CHARITY					
Restricted Funds	12		61,337		44,859
Unrestricted Funds	12		344,535		342,605
TOTAL FUNDS			<u>405,872</u>		<u>387,464</u>

Approved by the board of trustees on 19 October 2023 and signed on their behalf by



Colin Falconer
Trustee and Chair
19/10/2023

The notes attached on pages 21 to 30 form an integral part of these accounts.

WE BELONG

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2023

1. Accounting policies

Statutory information

We Belong is a Charitable Incorporated Organisation, registered with the Charity Commission for England and Wales. The registered office and operational address is EC1 Offices, 338 City Road, London EC1V 2PY.

Basis of preparation

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) - (Charities SORP FRS 102), The Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Charities Act 2011.

The financial statements have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair view'. This departure has involved following Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note.

In applying the financial reporting framework, the Trustees have made a number of subjective judgements, for example in respect of significant accounting estimates. Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. The nature of the estimation means the actual outcomes could differ from those estimates. Any significant estimates and judgements affecting these financial statements are detailed within the relevant accounting policy below.

The financial statements are presented in sterling which is the functional currency of the charity and are rounded to the nearest £1.

Public benefit entity

The charity meets the definition of a public benefit entity under FRS 102.

Going concern

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

The Trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

WE BELONG

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2023

Income recognition

Income, whether from exchange or non-exchange transactions, is recognised in the statement of financial activities (SOFA) on a receivable basis, when a transaction or other event results in an increase in the charity's assets or a reduction in its liabilities and only when the charity has legal entitlement, the income is probable and can be measured reliably.

Income subject to terms and conditions which must be met before the charity is entitled to the resources is not recognised until the conditions have been met.

Income from 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.

All income is accounted for gross, before deducting any related fees or costs.

Accounting for deferred income and income received in advance

Where terms and conditions relating to income have not been met or uncertainty exists as to whether the charity can meet any terms or conditions otherwise within its control, income is not recognised but is deferred as a liability until it is probable that the terms or conditions imposed can be met.

Donated goods, facilities and services

Donated professional services and facilities are recognised as income when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use by the charity is probable and that economic benefit can be measured reliably. There were no such donations during the period in question. In accordance with the Charities SORP (FRS 102), the general volunteer time of trustees and volunteers is not recognised with any monetary value.

Fund accounting

- 1) Unrestricted funds are available for use at the discretion of the Trustees in furtherance of the general objectives of the charity.
- 2) Designated funds are unrestricted funds set aside by the Trustees for particular purposes.
- 3) Restricted funds are subjected to restrictions on their expenditure imposed by the donor or through the terms of an appeal.

Recognition of liabilities and expenditure

A liability, and the related expenditure, is recognised when a legal or constructive obligation exists as a result of a past event, and when it is more likely than not that a transfer of economic benefits will be required in settlement, and when the amount of the obligation can be measured or reliably estimated.

Liabilities arising from future funding commitments and constructive obligations, including performance related grants, where the timing or the amount of the future expenditure required to settle the obligation are uncertain, give rise to a provision in the accounts, which is reviewed at the

WE BELONG

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2023

accounting year end. The provision is increased to reflect any increases in liabilities, and is decreased by the utilisation of any provision within the period, and reversed if any provision is no longer required. These movements are charged or credited to the respective funds and activities to which the provision relates.

Allocating costs to activities

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. These include office costs, finance, personnel, payroll and governance costs which support the charity's charitable activities.

Debtors

Debtors are measured at their recoverable amounts at the balance sheet date.

Creditors and provisions

All liabilities are recognised at the end of the financial year.

Financial instruments including cash and bank balances

Cash held by the charity is included at the amount actually held and counted at the year end. Bank balances, whether in credit or overdrawn, are shown at the amounts properly reconciled to the bank statements.

Pension

The charity operates a defined contribution pension scheme and the pension charge represents amounts payable by the charity to the fund in respect of the period.

Fixed assets

Items costing less than £2,500 (previously £1,000) are not capitalised.

2 Liability to taxation

The Trustees consider that the charity satisfies the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 for UK corporation tax purposes. Accordingly, the Charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by chapter 3 part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively on the specific charitable objects of the charity and for no other purpose.

Value Added Tax is not recoverable by the charity and is therefore included in the relevant costs in the Statement of Financial Activities.

**NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2023**

3 Comparison of prior period financial activities

	Notes	Unrestricted Funds £	Restricted Funds £	Total 2022 £	Total 2021 £
Income from :					
Donations and legacies	3	178,907	15,135	194,042	230,114
Charitable activities	4	8,025	170,579	178,604	187,475
Total Income		186,932	185,714	372,646	417,589
Expenditure on:					
Charitable activities	5	95,433	221,687	317,120	232,927
Total Expenditure		95,433	221,687	317,120	232,927
Net Income for the year		91,499	(35,973)	55,526	184,662
Transfer between funds		-	-	-	-
Net Movement in funds		91,499	(35,973)	55,526	184,662
Reconciliation of funds:					
Funds brought forward		251,106	80,832	331,938	147,276
Funds carried forward	12	342,605	44,859	387,464	331,938

WE BELONG

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2023

		Unrestricted funds	Restricted funds	Total 2023	Total 2022
		£	£	£	£
4	Donations				
	General donations	35,984	-	35,984	12,042
	Grants from trust and foundations				
	AB Charitable Trust	30,000	-	30,000	25,000
	Paul Hamlyn Foundation	-	-	-	60,000
	Tudor Trust	30,000	-	30,000	30,000
	Hollick Family Foundation	-	-	-	10,000
	Esmée Fairbairn	46,200	-	46,200	42,000
	Sigrid Rausing Trust	60,000	-	60,000	-
	Anonymous Charitable Trust	25,000	-	25,000	15,000
	Total Donations	227,184	-	227,184	194,042
	2022 analysis	Unrestricted funds	Restricted funds	Total 2022	
		£	£	£	
	General donations	11,907	135	12,042	
	Anonymous Family Trust	-	15,000	15,000	
	Other grants	167,000	-	167,000	
		178,907	15,135	194,042	
5	Income from charitable activities	Unrestricted funds	Restricted funds	Total 2023	Total 2022
		£	£	£	£
	Grants from trusts and foundations				
	Barrow Cadbury Trust	-	14,000	14,000	25,000
	Ben & Jerry's Foundation Fund of Tides Foundation	-	-	-	16,560
	Unbound Philanthropy	1,000	60,000	61,000	65,000
	Trust for London	-	30,000	30,000	20,000
	National Lottery Community Fund	-	75,228	75,228	19,019
	John Ellerman Foundation	-	30,000	30,000	30,000
	Blagrove Trust	-	30,000	30,000	-
	Centre for Youth Impact		800	800	-
	Workshop & Conference	2,373	-	2,373	3,025
		3,373	240,028	243,401	178,604

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NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2023

2022 analysis	Unrestricted funds £	Restricted funds £	Total 2022 £
<i>Unbound Philanthropy</i>	5,000	60,000	65,000
<i>Other grants</i>	-	110,579	110,579
<i>Workshop & Conference</i>	3,025	-	3,025
	8,025	170,579	178,604

6 Charitable expenditure

6a Direct programme costs

	Unrestricted funds £	Restricted funds £	Total 2023 £	Total 2022 £
Staff cost (note 7)	73,497	172,179	245,676	173,007
Communications	31,365	615	31,980	26,543
Other programme costs	45,229	7,122	52,351	28,011
Emergency Grants	6,754	-	6,754	14,978
Total direct programme costs	156,845	179,916	336,761	242,539
2022 analysis	53,754	188,785	242,539	

22 Covid grants (2022: 75) were made to individuals to cover emergency livelihood costs.

6b Supports costs

	Unrestricted funds £	Restricted funds £	Total 2023 £	Total 2022 £
Training and recruitment	9,305	6,599	15,904	3,333
Office rent	25,678	30,209	55,887	35,101
Insurance	1,009	-	1,009	958
Telephone & internet	1,298	-	1,298	273
Printing, postage & stationery	1,556	378	1,934	1,496
Travel, accomodation & subsistence	9,677	1,842	11,519	5,182
IT support and software	2,093	-	2,093	4,056
Accounting service fee	10,440	-	10,440	5,526
Equipment costs	1,563	-	1,563	13,381
Other expenses	6,713	4,606	11,319	2,775
Total support costs	69,332	43,634	112,966	72,081
2022 analysis	39,179	32,902	72,081	

WE BELONG

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2023

6c Governance costs

	Unrestricted funds £	Restricted funds £	Total 2023 £	Total 2022 £
Meeting expenses	450	-	450	750
Independent examiner fee	2,000	-	2,000	1,750
Total governance costs	2,450	-	2,450	2,500
2022 analysis	2,500	-	2,500	
Total Charitable expenditure	228,627	223,550	452,177	317,120
2022 analysis	95,433	221,687	317,120	

7 Staff costs and emoluments

	2023 £	2022 £
Wages and salaries	221,409	157,468
Social security costs	17,716	10,815
Employer's contribution to defined contribution pension scheme	6,551	4,724
	245,676	173,007
The average number of headcount of staff	7	5

No employee received remuneration amounting to more than £60,000 in the period.

The total remuneration to the key management personnel, including employers NI and pension, was £57,443 (2022:£65,901).

8 Trustees' remuneration and reimbursed expenses

Neither the trustees nor any persons connected with them have received any remuneration from the charity or any related entity. No trustees claimed or received payment for expenses in 2023 (2022: One trustee was paid £89 for travel and meeting expenses).

In 2022 one trustee was awarded a hardship grant of £300 under the same terms and application procedures as other grant recipients. The trustee was not involved in the grant making process. No such grants were awarded to trustees in 2023.

WE BELONG

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2023

9 Debtors

	2023	2022
	£	£
Trade debtors	4,051	20,895
Accrued grant income	37,614	-
Prepayments	12,808	8,674
	54,473	29,569

10 Creditors: amounts falling due within one year

	2023	2022
	£	£
Accruals	3,200	4,410
Pension payable	1,223	1,050
Trade creditors	1,276	272
HMRC Tax and NI payable	6,118	4,155
	11,817	9,887

11 Net assets by funds

	Unrestricted £	Restricted £	2023 Total £
At 31 March 2023			
Fixed assets	-	-	-
Current assets	356,352	61,337	417,689
Current liabilities	11,817	-	11,817
Net assets	344,535	61,337	405,872

	Unrestricted £	Restricted £	2022 Total £
At 31 March 2022			
Fixed assets	-	-	-
Current assets	388,465	8,886	397,351
Current liabilities	9,887	-	9,887
Net assets	378,578	8,886	387,464

WE BELONG

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2023

12 Movement in funds

	Balance 1 April 2022	Income	Expenditure	Funds transfer	Balance 31 March 2023
	£	£	£		£
Unrestricted Funds					
General fund	342,605	230,557	(228,627)	-	344,535
Total unrestricted funds	342,605	230,557	(228,627)	-	344,535
Restricted Funds					
<i>Barrow Cadbury Trust</i>	-	14,000	(14,000)	-	-
<i>Ben & Jerry's Foundation Fund of Tides Foundation</i>	9,142	-	(9,142)	-	-
<i>Unbound Philanthropy</i>	25,000	60,000	(60,000)	-	25,000
<i>Trust for London</i>	-	30,000	(27,163)	-	2,837
<i>National Lottery Community Fund</i>	717	75,228	(57,868)	-	18,077
<i>John Ellerman Foundation</i>	10,000	30,000	(28,836)	-	11,164
<i>Blagrove Trust</i>	-	30,000	(25,741)	-	4,259
<i>Youth Impact</i>	-	800	(800)	-	-
Total restricted funds	44,859	240,028	(223,550)	-	61,337
Total funds	387,464	470,585	(452,177)	-	405,872

12 Movement in funds (continued) - purposes of restricted funds

Barrow Cadbury Trust- To support We Belong campaigning work on issues relating to immigration; citizenship; higher education and support youth development.

Ben & Jerry's Foundation Fund of Tides Foundation - Leadership Academy which includes Leadership programme and Youth Summit.

Unbound Philanthropy- Organising and Mobilising Immigrant Youth

Blagrove Trust- Funding the implementation of the policy win for Chasing Status and the role of Policy and Public Affairs Officer

Trust for London- We Belong Chasing Status Project- Pathways to settlement

National Lottery Community Fund- We Belong Youth Voice Partnerships covering the Manchester Chapter.

John Ellerman Foundation - Funding activities empowering young migrants.

Emergency COVID grants - This is funded through a combination of unrestricted grants.

Youth Impact: The Centre for Youth Impact funded a survey on youth voice.

Anonymous Family Trust - For the delivery of Let Us Learn and Leadership Academy programmes.

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NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2023

Prior year movement in funds

	Balance 1st April 2021 £	Income £	Expenditure £	Funds transfer	Balance 31 March 2022 £
Unrestricted Funds					
General fund	251,106	186,932	(95,433)	-	342,605
Total unrestricted funds	251,106	186,932	(95,433)	-	342,605
Restricted Funds					
<i>Barrow Cadbury Trust</i>	(135)	25,135	(25,000)	-	-
<i>Ben & Jerry's Foundation Fund of Tides Foundation</i>	-	16,560	(7,418)	-	9,142
<i>Unbound Philanthropy</i>	25,000	60,000	(60,000)	-	25,000
<i>Trust for London</i>	18,013	20,000	(38,013)	-	-
<i>Nelson Foundation</i>	16,440	-	(16,440)	-	-
<i>Lush Charity Pot</i>	3,987	-	(3,987)	-	-
<i>National Lottery Community Fund</i>	-	19,019	(18,302)	-	717
<i>John Ellerman Foundation</i>	-	30,000	(20,000)	-	10,000
<i>Emergency COVID Grant</i>	17,527	-	(17,527)	-	-
<i>Anonymous Family Trust</i>	-	15,000	(15,000)	-	-
Total restricted funds	80,832	185,714	(221,687)	-	44,859
Total funds	331,938	372,646	(317,120)	-	387,464

13. Related party transactions

No trustees received grants from our Hardship Fund. (2022: One received £300).

One trustee received £126 (2022: £563) for working on the Emerging Young Leaders Alumni programme.

One trustee made unrestricted donations to the charity totalling £248 (2022: One trustee donated a total of £240).

There are no other related party transactions to disclose for 2023 or 2022.