

Company number: CE018159
Charity registration number: 1184348

WE BELONG

(A charitable incorporated organisation)

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR FROM 1 APRIL 2023 TO 31 MARCH 2024

WE BELONG

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REFERENCE AND ADMINISTRATIVE INFORMATION

Trustees	Colin Falconer - Chair until resignation 01 April 2024 Omolade Adedapo - resigned 23 October 2023 Sufina Ahmad Jamila Hinds-Brough Joel Carter Maheraj Ahmed Lian - Interim Chair from 01 April 2024 Buddika Perera - Treasurer Stewart MacLachlan Keshon Devonte Smith
Chief Executive	Chrisann Jarrett MBE
Interim CEO	Raewyn Jones - 04 September 2023 – 04 July 2024
Charity Number	1184348
Banker	Metro Bank One Southampton Row London, W1B 5HA
Accountants	Charity Accounting Services (CAS) Ltd 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 2024

The Trustees are pleased to present their report together with the financial statements of the charity for the period ended 31 March 2024. 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, updated in September 2021.

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 Programmes and 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. During the 2023/24 fiscal year, Charity Accounting Services provide book-keeping and accounting services to the charity.

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The Trustees consider that the Board of Trustees and the Senior Management team comprise the key management personnel of the charity in charge of directing and controlling, running and operating the Charity on a day-to-day basis. All Trustees give of their time freely and no Trustee received remuneration in the year, Details of Trustees' expenses and related party transactions are disclosed in note 6 to the accounts. Remuneration of Management personnel was agreed and decided by the Board of Trustees and based on current market rates for charities.

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

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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

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.

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 taken on the significant task 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 Ongoing Commitment: Empowering Young Leaders

We Belong has evolved into a respected organisation that empowers young leaders to advocate for change and to raise awareness about the impact of damaging Home Office policies. Our current campaign, "Out of the Loop," urges the Home Office to help young migrants secure their permanent status and draw attention to the spiralling fees that are adding additional financial burden to young people who call the UK home.

Our approach is to provide a safe platform for young people to collaborate, raise their voice, and receive one-on-one advice, training, and opportunities in areas like education, leadership, employability and immigration support.

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WHAT WE OFFER

Immigration Support: Through our Legal Advice Clinic, we provide support to young people with precarious status and help them understand their immigration situation. We also provide interactive training for organisations that work with young migrants (schools, colleges and universities, community centres), as well as information and resources to better support young people with their immigration status.

University Support: We support with university and scholarship applications, student finance cases, as well as workshops on personal statements and career guidance.

Emerging Young Leaders Programme: This six-week CPD-accredited course matches participants with experienced mentors based on their interests, motivations, and aspirations. Through weekly guided sessions, young people develop their leadership style, achieve their goals, and build confidence and resilience.

Co-Producers, Core Group Members, and Volunteers: We provide opportunities for young people to become advocates for young migrants in their community and gain hands-on work experience by assisting our Outreach and Community Engagement Team. We value their time and can accommodate their schedule.

A safe space and community: We are always here to help with guidance, one-on-one support, and opportunities to connect with other young migrants. We host monthly gatherings where young people come together through storytelling, food, and engaging activities.

OUR ANNUAL PLAN AND DATA COLLECTION TO TRACK PROGRESS

We belong has an Annual Plan which is developed by leadership at the organisation in conjunction with staff members and approved by the board annually. The Annual Plan is a comprehensive roadmap articulating our strategic vision and delineating the course of action for the upcoming financial year. It highlights our Theory of Change which has a key focus on lived experience engagement, KPI's and a clear monitoring and evaluation framework to assess our activities so that the organisation can create lasting impact.

We have three key outcomes:

1. **WE ENGAGE:** Young people feel connected, informed, and supported; wellbeing is improved.
2. **WE EMPOWER:** Young people are empowered to take action for better outcomes for themselves as individuals, and to take action for systems change.

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3. **WE BUILD:** Policy makers are influenced to remove barriers to equal and fair treatment.

These outcome pillars interact with our organisational goals:

1. **To ensure better opportunities and outcomes for individuals by directly engaging young migrants.**
2. **To remove barriers to equal and fair treatment through systemic change.**

We monitor and evaluate our impact using the following tools for Data Collection:

- **Raw Data** from our CRM System Lamplight which tracks participation, case notes and records of activities. In addition, to Monday.com project management tracker, Eventbrite records of events and activities, media coverage, social media interactions as well as through interviews and creative methods.
- **Judgement:** Qualitative review of casework with our immigration caseworker and research reports.

Opinion: the development of surveys, interviews, observations, feedback forms completed at our events, podcasts, blog posts and video.

OUR IMPACT: YOUNG PEOPLE AS LEADERS

We Belong's work has empowered young migrants to understand their rights and effectively engage with communities, schools, universities, government, and parliament to influence decisions. This has led to real change, such as our successful "Chasing Status" campaign mentioned above, which halved the 10-year route to settlement, securing a 5-year route for these young people who have lived in the UK for most of their lives.

Our values and lived experience are integrated in everything we do and throughout every aspect of the organisation. We continue to be youth-led with many of We Belong's leaders being young people who have experienced the positive impact of the organisation themselves. Some of our original campaigners from 'Let Us Learn' continue to lead alongside our dedicated Board of Trustees, setting goals to benefit the next generation of young activists. We are in an exciting phase of growth, poised to remain a beacon of light for many years to come.

ACTIVITIES AND ACHIEVEMENTS

GOAL 1: To ensure better opportunities and outcomes for individuals by directly engaging young migrants.

Our Services: Empowering Young People to Reach Their Full Potential

We Belong has built its services to support and empower young migrants to pursue opportunities and move on with their lives whilst we also assist them with their immigration

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status. We provide a safe environment for young people to build a community, receive leadership training, university and career support, work placements, and opportunities to engage with other young migrants.

1:1 Support

In the past year, We Belong has made significant strides in empowering young migrants. The support network in London and Manchester has been expanded, offering more one-to-one meetings, advice, advocacy, and essential eligibility information, including addressing mental health and well-being. Additionally, the onboarding process for new co-producers has been completed, fostering team cohesion. Four new co-producers joined us in January 2024 and will be working with the team for one year to develop and deliver our projects.

During the reporting period there were **941 sessions attended by 378 individual young people**. The sessions ranged from one-to-one meetings, advice sessions, personal statement development, student finance discussions, to mental health and wellbeing support across both the London and Manchester chapters.

Educational Support

10 students have been supported individually through the year with their scholarship applications, and 14 attended a February scholarship session. Two young people were subsequently awarded a scholarship to attend University.

Gatherings

Every month an average of 10 to 15 young people attend our social group to meet others with similar experiences. Both London and Manchester chapters have had **12 gatherings each over the reporting period with 249 attendees in total**. The average gathering satisfaction rating was 96.5% with 87.5% of respondents saying they would recommend the gathering to others.

As an example, the September 2023 London gathering was held We Belong's London offices. The theme of the gathering was storytelling in the form of a book reading by migrant author and poet, JJ Bola. The gathering was well received with 100% of attendees stating that they would recommend the event to their friends or colleagues.

Legal Advice Clinic

This Project began initially as one that would provide legal advice to young adults seeking Indefinite Leave to Remain (ILR) under the new private life Immigration Rules and following on from the successful campaigning work of We Belong. This was the first time a legal advice project had been set up as part of We Belong. Since its inception in September 2022, We Belong's legal advice clinic, in collaboration with Coram, has made significant strides in empowering young people in immigration matters. As of March 2024, the legal advice clinic had given advice to **81 young people**

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A recent survey conducted in January 2024 revealed that 93% of respondents felt empowered by the clinic, with over 77% finding the information provided very clear. Testimonials from beneficiaries underscore the tangible impact of the partnership, such as expediting residency processes and enabling pursuit of life aspirations. Overwhelmingly the young people reported feeling comfortable asking questions in the legal advice clinics, and that their individual concerns were addressed. Comments included practical advice on how we can improve (such as more clinics) as well as comments on the impact of the clinic, such as the following:

"I am extremely grateful for the clinics and We Belong's opportunity. You guys (along with the lawyer from Coram) are the reasons why I'm now an indefinite leave holder. You have saved me waiting another 2.5 years, I have a new lease on life and can finally pursue my dreams with my family. Thank you all."

Community Engagement and Partnerships

There has been a focus on community engagement, with partnerships formed with organisations like the youth mental health charity 42nd Street, community organising has been strengthened, and network connections have been expanded with local authorities and grassroots groups. The Immigration Toolkit training sessions have been offered, empowering civil society groups and community centres to understand young people's rights, with significant participation and increased accessibility through online options with 73 registrations for online training sessions and 61 professionals attending our trainings

Educational Outreach

We Belong continues educational outreach cross London and Manchester. This year saw a spurt in activity with the development of our Schools Excellence Programme and increased engagement with Academy chains to raise awareness of barriers to higher education and inspire leadership amongst pupils from ethnic minority backgrounds.

The We Belong School's Excellence Programme has been developed with the clear objective of equipping and developing young changemakers to affect change in society. Schools have a choice of the full programme or a selection of specific sessions which include career exploration, skills assessments, problem solving, goal setting, CV writing or leadership through activism. This year, **the programme was delivered to 496 students** at Ark All Saints Academy year 7 and year 9 students delivered by our Youth Development Lead and three Core Group Members. 71% of the students who completed the Year 7 sessions felt empowered, 49% better equipped to set goals, 20% feeling more confident to work as a team and 23% noting improvements in their problem solving and negotiation skills.

In addition, we engaged students through the following activities:

- Careers Fair: over 1,400 students in attendance across 6 sixth forms and colleges with the We Belong team directly **engaging 265 students**.
- Information Sessions: **38 students receiving information** and guidance on access higher education.
- School Assemblies: **220 students engaged** through schools' assemblies.

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- Work Experience: **4 work experience students** joined the We Belong team across 4 weeks through our ongoing partnership with Inspire who facilitated placements between schools and organisations.

University Staff Training

We deliver staff training to Widening Participation Officers at universities across the UK so that admission staff are better equipped to develop or expand Sanctuary Scholarships and understand and apply student finance rules as it pertains to migrant students with limited or precarious immigration statuses. This year **we empowered 57 staff across three universities** which includes Oxford University Somerville College, University of Gloucester and University of Reading.

Migrant Mood Project

Migrant Moods is a podcast produced by We Belong's Core Group, a team made up of lived-experience young migrants who assist our outreach efforts and lead our organisation. The podcast began as an avenue for them to share their personal stories and experiences of growing up as migrants in the UK and has become a great resource for young people who have begun listening in the last year. They also invite guest speakers and other members of the community to discuss issues that affect young migrants in the UK and aim to connect with other young people to share resources and opportunities for education, advocacy, art and creativity, and employment.

Since April 2023, **nine episodes** have been produced on topics such as 'Power of Choice', 'Migration and the Media' and 'Access to Higher Education' with a **total of 355 listeners across Spotify and Youtube**.

To further upskill our team of young changemakers to speak boldly on and offline, our Communications Consultant and Legal Journalist Fiona Bawdon has delivered media training to 14 Core Group members.

Emerging Young Leaders (EYL) Programme

Often young people move from first engaging with We Belong, to attending gatherings and engaging with one-to-one support before embarking on the EYL programme. This 6-week CPD accredited programme was held in February 2023 in Manchester, with 5 young people attending. The depth of impact of this programme is described here by two of the course participants, Isla and Sami (Siblings).

Sami, 20, whose immigration status bars him from working or studying. Before contacting We Belong, Sami spent months barely leaving the house as his friends went off to university or began their careers. We Belong's one-to-one support and Emerging Young Leaders (EYL) programme had been transformative: 'a stepping stone to everything I do today.'

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He says of We Belong: *'They give you an accredited qualification to feel empowered to be able to make the difference you want to make. I struggled with my mental health, anxiety and depression. It was the one-to-one support that made me feel comfortable, that encouraged me to grow and do things I wouldn't have imagined.'*

As well as being part of the Manchester core group, Sami now volunteers at multiple social justice organisations, is a trustee of a charity and Co-chair of the #iwill movement. He fundraises for Safe Passage and writes about his experiences to help other young migrants.

Ilsa, 21, who describes the uncertainty of waiting for the Home Office to resolve her status as 'running on a treadmill with no destination. You are just running and running.' After finding out her unresolved status would prevent her from attending university, Ilsa contacted We Belong during her A-levels. Despite her initial setback, We Belong helped Ilsa find purpose and empowered her to help others through EYL. *'I can do so many things with my life. I can help so many people.'*

As a member of the Emerging Young Leaders cohort of 2023, she delivered an incredible graduation speech that touched the hearts of mentors, participants and staff alike. She is now participating again in EYL in 2024, but this time as a facilitator, empowering and inspiring more young people who were in the same situation as her before.

"This course is truly life-altering. I guarantee it will transform your lives in ways you cannot yet imagine. Embrace the lessons, seize the opportunities, and step into the greatness that awaits you."

GOAL 2: To remove barriers to equal and fair treatment through systemic change

"Out of the Loop" Campaign

In 2017, We Belong launched the **"Chasing Status"** campaign to advocate for a shorter and more equitable path to settlement.

This led to significant a win in 2022 halving the 10-year route to settlement for young migrants who have spent most of their lives in the UK. This concession means this cohort of young migrants can apply for settlement and it removes the barriers to education and employment, allowing them to move on with their lives much sooner. However, We Belong soon noticed that young people were often caught in a loop of high fees and precarious status.

On Wednesday, 19th of April 2023, We Belong publicly launched its campaign called **"Out of the Loop"** calling on the immigration minister to take urgent action to ensure all young migrants can secure their permanent status in the UK. We Belong's primary ask is for the Home Office to introduce a fee waiver scheme for indefinite leave to remain (ILR)

applications for those qualifying under the new five-year route who cannot afford to secure the settled status they are eligible for.

The landscape shifted on July 13th 2023 with the Government's announcement of plans to increase the immigration health surcharge by a staggering 66% and raise visa application costs by at least 20%. Limited Leave to Remain (LLR) application will surge by an alarming 540% since 2014. Young migrants applying for limited leave to remain will bear the weight of a hefty £3,845 per applicant. Furthermore, the cost of applying for Indefinite Leave to Remain skyrocketed to £3,085, a 20% increase from the previous £2,404. Given the current cost-of-living crisis, these spikes could force many young individuals and families into financial difficulties, potentially being pushed out their lawful status due to unaffordability. In response, in addition to the ILR fee waiver, We Belong expanded the campaign ask to include a comprehensive review of the current Home Office fees, including the impact on the lives of young migrants who have grown up in the UK, to inform a new, fairer route to settlement.

Development of a Policy and Parliamentary Working Group

We Belong has established a working group dedicated to young members of the migrant community, aligning with the organisation's core values of a youth-led approach and ensuring their active involvement in decision-making processes. This group aims to forefront the voices of young migrants in parliamentary and policy discussions, emphasising regular biweekly meetings for ongoing collaboration.

The group currently has 8 members who will play a vital role in supporting preparation for parliamentary events, and additionally, one of its members will actively contribute to quarterly strategy meetings alongside the CEO, communications team, and policy team. This initiative reflects our commitment to empowering young voices and ensuring their integral role in shaping the organisational strategies and direction.

IMPACT

We have received testimonies from young people who benefited from the rule change. Some of them have continued to support We Belong in various capacities, such as Co-Producers, participating in films, mobilising young people for our events, and even attending our gatherings to make placards for our ongoing Out of The Loop Campaign.

'When I found out I could get my indefinite leave five years earlier, I actually cried because it meant I could get on with my life so much sooner. It was a really life-changing moment. Even though I've lived here a long time, limited leave affected everything, from being able to go to university to job offers. I've even been let go from jobs for not having a British passport. Now I can work for companies that I couldn't have before.'

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Dishita, 24; arrived UK age 5; works in operations and project management for tech start-ups.

'It's been a big weight off my shoulders, having indefinite leave to remain. The fact I'll be eligible to apply for citizenship soon as well is massively freeing. It means I will be able to give back to the communities I grew up in. I can now go on a six month secondment abroad for my job, which I couldn't have done before.'

Daniel, 26; law graduate; now trainee solicitor at UK-based large American corporate law firm

'Not having indefinite leave made me very anxious. When I was doing my apprenticeship at a big insurance corporation, they didn't understand my visa, so I had to leave. The same thing happened when I got an internship. I was treated like I was an illegal immigrant. Having settlement takes all that stress and worry away. You can live a normal life, just like everyone else.'

Sherif, 22; arrived UK age 5; studying banking and finance; working part-time; ambition to become football agent.

'I just graduated in 2020, and spending so much money on these renewals while I was at university was really, really hard. Having indefinite leave is just a genuine joy. It confirms what I feel inside. I now don't have to be scared the Home Office will decide they don't want me. The UK is my home. I feel I can really start my life and my future is all set. My husband and I are now saving for a deposit on a house.'

Adeola, 27; arrived UK age 7; actuarial science graduate; now working as investment analyst.

GOAL 3: To build a strong and resilient team and organisation

During the period We Belong has expanded and restructured, including:

- Recruitment of key personnel including a Programme Manager and Communications Officer in London and an Operations in Manchester. We Belong has expanded from 7 to 11 employees (including Interim CEO).
- New senior team members mean supervision can now be distributed amongst a Senior Leadership Team.
- Welcoming new Youth Development Lead and London Community Engagement Officer, enhancing team diversity and expertise.
- CEO Chrisann Jarratt went on Maternity Leave from September 2023, and Interim CEO Raewyn Jones joined the team.

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- Efforts to align strategies between Manchester and London for cohesive growth have been going well and are enhanced with Operations support based there from August 2023.
- **Safeguarding:** We continue to monitor and report on any safeguarding issues, including low level safeguarding concerns, as per our policies. There have been no major safeguarding incidents over the reporting period. We Belong Safeguarding policies and procedures were updated in December 2023 and have been included in a wider Programmes and Safeguarding Handbook.

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. We Belong has been implementing an 18-month Fundraising Strategy which further documents grants on the organisational radar, potential revenue, expenditure and approximate reserves.

FUNDRAISING

The 2023/24 financial year saw another 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 £641,570 (2023: £470,585) in total income, including a noteworthy unrestricted grant from Sigrid Rausing Trust of £75,000 per year for three years, starting 1 July 2023. This year we saw income from workshops and conferences amounting to £3,770 (2023: £2,373).

The Emergency grant fund has been restructured as a Support fund to respond to the needs of young migrants grappling with the combination of a cost-of-living crisis and the spiralling cost of Home Office fees. Throughout 2023/24 we delivered 35 grants to 18 individuals totalling £6,930 (2023: 22 grants totalling £6,754).

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

KEY CHALLENGES AND LEARNING

1. **We are seeing an increasingly challenging environment for influencing parliamentarians, particularly with so many changes in senior administration and an increasingly hostile environment for immigration.**

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We believe there is an opportunity to lay the groundwork a possible new incoming government in the next 12 months, gathering information and creating briefing papers and the case studies needed to help civil servants in their role of briefing incoming Ministers.

Recognising the importance of individual voices in driving change, we have developed a user-friendly MP template. This template is designed to assist young people in reaching out to their MP regarding their concerns with the Home Office fee hikes. Through our active engagement in a National Day of Action We Belong took the opportunity to shine a spotlight on our ongoing campaign, urging young people affected by these excessive fees to share their stories with us. Our data collection has strengthened our campaign ask and further elevated the voices of those directly impacted.

Core group and Parliamentary working group members continue to help us shape campaign aims. Each member brings their unique lived experience of immigration and education. We maintain a group of 14 core group members across London and Manchester.

- 2. We are hearing of the impact of the increasingly hostile environment for migrants, including recent fee hikes compounded by the current cost of living crisis. This is having a negative impact on mental health.**

Our case studies illustrate the increasingly harsh environment facing young migrants in the UK. We Belong's response is to remain steadfast in our support to individual Young People, and committed to addressing the broader impact of fee increases and ensuring that financial obstacles do not obstruct young people and children from benefiting from the recent rule change. We Belong has reviewed the Support Fund (formerly referred to the Hardship Fund) policies and processes as we anticipate the need for this funding will increase significantly in future.

Over the year we have increased access to a supportive community that provides knowledge and emotional support to young migrants on their pathway to settlement.

- 3. We have experienced challenges sustaining relationship with the Home Office and Civil Servants.**

Coordinating meetings with the Home Office (HO) civil servants has proven challenging over the reporting period. We initially benefited from the support of a dedicated team established in response to the Wendy Williams Review report, which greatly assisted us in scheduling meetings. Unfortunately, we learned that this team has been disbanded. Anticipating potential difficulties in scheduling meetings with the HO, we maintain optimism that, given the relationships developed over time, we will identify a new contact within the HO team to facilitate and coordinate future meetings.

- 4. We have noticed emerging themes from our Legal Advice Clinic.**

There has been a substantial group of young people who are eligible for early ILR and are confidently applying independently, aligning with the empowering spirit of We Belong.

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Young people have felt empowered to submit their applications without the need for additional legal assistance.

We have noticed a small cohort of young people who have sought our assistance with their Indefinite Leave to Remain (ILR) applications who have after a year, returned to us for guidance on their citizenship applications. The prohibitive cost of legal consultation and cuts to legal aid have made it difficult for them to seek professional assistance elsewhere. While our advice clinic primarily supports Limited Leave applications and Indefinite Leave to Remain, we have extended our service to offer guidance and support for citizenship application. These individuals approach us with specific questions, already knowledgeable about the necessary steps but seeking reassurance. This has been a rewarding experience as we get to see them at the end of their immigration journey.

GOVERNANCE

In June 2023, the Board confirmed the appointment of Buddika Perera, a qualified accountant with over 15 years' experience, as Treasurer. As part of We Belong's succession planning, Maheraj Lian who had a strong connection with the organisation prior to becoming a Trustee was elected as Vice Chair in September 2023. The Chair, Colin Falconer, resigned at the end of this reporting period, and Maheraj Lian has stepped up as Interim Chair.

The Board also conducted a full skills and experience review in March 2024, and has adopted an updated equality, inclusion, and diversity policy to guide recruitment. The Board has made considerable progress in strengthening governance policies and procedures over the period, with the adoption of an expanded suite of finance policies, updated HR policies, as well as an updated and expanded set of safeguarding and programmes policies. The risk register has been expanded and is reviewed quarterly at quarterly meetings.

In terms of strategy and generative discussion, the Board has had two away days over the period and has reviewed and approved strategic and business/operational plans for the organisation.

ONGOING DEVELOPMENTS AND FUTURE PLANS

After thoroughly examining various strategic options for the future, the board has endorsed the option of focussing on embedding the recent policy win. This option is seen as the most logical progression for the organisation, offering opportunities for continued impact and engagement. Efforts will be made to communicate the ongoing purpose of the organisation post-policy win and to ensure adequate resources for this continued transition. There is also support for a broader focus on young person lived experience leadership and aligning with the desires of young people. Our team will work towards developing a hyperlocal focus which continues to engage MP's but also extending our networks to local councils, working with local groups to engage young people to ensure early intervention and access of rights

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and entitlements. We also hope to review the development of our Manchester Chapter with the view to embed our services in Greater Manchester.

FINANCIAL REVIEW

The Trustees reported net incoming resources of £45,034 (2023: £18,408) on all operations for the period under review. The income for the year was £641,570 (2023: £470,585) and expenditure was £596,536 (2023: £452,177). The fund balance at the end of the period of £450,906 (2023: £405,872) comprised unrestricted funds of £449,028 (2023: £344,535) and restricted funds of £1,878 (2023: £61,337). Further details of grant income can be found within note 12 to the accounts. All expenditure supports the key objectives of the charity as described above. As stated within the Reserves Policy below, the nature and quantity of reserves will be reviewed on a regular basis and adjusted to reflect any changes in the Charity's financial position. The trustees and senior staff consider it a priority to secure sufficient income to ensure the long-term future of the Charity.

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 We Belong:

- To have sufficient free reserves to cover the budgeted operating costs for a minimum of 4 (minimum) to 6 (maximum) months, as a measure of financial preparedness for unforeseen circumstances and short-term operational challenges.
- To align with the expectations and requirements of potential funders, including grantors and donors, while considering the impact of reserve levels on grant applications.
- To enable and accelerate the delivery of We Belong's three-year strategic plan.

Reserve Calculation Method

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.

WE BELONG

TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2024

- Commitments that have not been provided for as a liability in the accounts.

The total reserves of the charity at 31 March 2024 were £450,906 (2023: £405,872), of which £1,878 (2023: £61,337) were held in restricted funds. The unrestricted funds totalled £449,028 (2023: £344,535). As per Trustees decision, £150,000 was transferred to a designated fund. The board have approved the creation of an Investment Fund allocating £150,000 from the current free reserves in a fixed term designated fund. This strategic move will sustain the critical support provided by We Belong to young migrants and staff navigating the complexities of the immigration system and enhance our fundraising efforts by demonstrating efficient use of surplus funds. The remaining general free reserves are £299,028.

To ensure financial preparedness for unforeseen circumstances and short-term operational challenges, the charity aims to maintain sufficient free reserves to cover budgeted operating costs for the following financial year a period of 4 (minimum £265,000) to 6 (maximum £400,000) months. Given the anticipated deficit budget and challenges in raising funds, the difference between the maximum reserves and held reserves will be utilised for operational needs.

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.

Risks identified and action taken to mitigate the risk:

Governance risk related to loss of a key board post holder; Immediate action is being taken due to the unexpected resignation of the Chair at the March Meeting. Interim Chair and support person are in place, a recruitment plan has been agreed and is being implemented. Recruitment challenges are apparent, with no expressions of interest to date.

HR risk: risk mitigations in place, new staff have been trained, and an enhanced wellbeing package proposed in the Annual Plan. Wellbeing funding of £6K has been received from two funders to support this area.

HR loss of lived experience: the organisation is conducting a review of this area for consideration by the Board.

Finance and Fundraising Risk as we enter a new budget and planning period. Appointment of Finance Lead to help reduce the risk. Board and senior staff consider long term strategic direction for WB growth, including implications for the reserves policy.

WE BELONG

TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2024

Reputational damage, negative media risk: we are mitigating risk by reviewing communication channels when campaigning materials are developed.

GOING CONCERN:

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.

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 TRUSTEE'S 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.

WE BELONG

TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2024

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 Friday 4th October 2024 and signed on their behalf by:

Maheraj Lian, Trustee and Interim Chair
[04/10/2024]

WE BELONG

REPORT OF THE INDEPENDENT EXAMINER TO THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2024

I report to the charity trustees on my examination of the accounts of We Belong for the period ended 31 March 2024.

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: **7 October 2024**

WE BELONG

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 MARCH 2024

		Unrestricted Funds	Restricted Funds	Total 2024	Total 2023
	Notes	£	£	£	£
Income from:					
Donations and legacies	4	383,713	-	383,713	227,184
Charitable activities	5	3,770	254,087	257,857	243,401
Total Income		387,483	254,087	641,570	470,585
Expenditure on:					
Charitable activities	6	282,990	313,546	596,536	452,177
Total Expenditure		282,990	313,546	596,536	452,177
Net Income for the year		104,493	(59,459)	45,034	18,408
Transfer between funds		-	-	-	-
Net Movement in funds		104,493	(59,459)	45,034	18,408
Reconciliation of funds:					
Funds brought forward		344,535	61,337	405,872	387,464
Funds carried forward	12	449,028	1,878	450,906	405,872

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 24 to 34 form an integral part of these accounts.

WE BELONG

BALANCE SHEET AS AT 31 MARCH 2024

	Notes	2024 £	2024 £	2023 £	2023 £
CURRENT ASSETS					
Debtors	9	53,953		54,473	
Cash at bank and in hand:		<u>427,063</u>		<u>363,216</u>	
Total current assets		481,016		417,689	
LIABILITIES					
Creditors: amounts falling due within one year	10	<u>30,110</u>		<u>11,817</u>	
Net Current assets			<u>450,906</u>		<u>405,872</u>
NET ASSETS TOTALS			<u>450,906</u>		<u>405,872</u>
THE FUNDS OF THE CHARITY					
Restricted Funds	12		1,878		61,337
Designated Fund	12		150,000		-
General Funds	12		299,028		344,535
TOTAL FUNDS			<u>450,906</u>		<u>405,872</u>

Approved by the board of trustees on Friday 4th October 2024 and signed on their behalf by **Maheraj Lian, Trustee and Interim Chair**.

Friday 4th October 2024

The notes attached on pages 24 to 34 form an integral part of these accounts.

WE BELONG

CASH FLOWS

AS AT 31 MARCH 2024

Cash Flows Statement

	Note	2024 £	2023 £
Cash flows from operating activities:			
Cash used by operating activities	A	63,847	(4,566)
Cash flows from investing activities			
Purchase of tangible fixed assets		-	-
Decrease in cash and cash equivalents in the year		63,847	(4,566)
Cash and cash equivalents at the beginning of the year		363,216	367,782
Total cash and cash equivalents at the end of the year		427,063	363,216

A RECONCILIATION OF NET MOVEMENT IN FUNDS TO NET CASH USED IN OPERATING ACTIVITIES

	2024 £	2023 £
Net movement in funds	46,534	18,408
(Increase)/decrease in debtors	520	(24,904)
Increase / (decrease) in creditors	18,293	1,930
Net cash used in operating activities	63,847	(4,566)

B. ANALYSIS OF CHANGES IN CASH AND CASH EQUIVALENTS

	At 1 April 2023 £	Cash flows £	Other Changes £	At 31 March 2024 £
Cash and cash equivalents	363,216	63,847	-	427,063
	363,216	63,863	-	427,063

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2024

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.

WE BELONG

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2024

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.

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.

WE BELONG

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2024

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 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 are not capitalised.

**NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2024**

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

3. Comparison of prior period financial activities

		Unrestricted Funds	Restricted Funds	Total 2024	Total 2023
	Notes	£	£	£	£
Income from :					
Donations and legacies	4	383,713	-	383,713	227,184
Charitable activities	5	3,770	254,087	257,857	243,401
Total Income		387,483	254,087	641,570	470,585
Expenditure on:					
Charitable activities	6	282,990	313,546	596,536	452,177
Total Expenditure		282,990	313,546	596,536	452,177
Net Income for the year		104,493	(59,459)	45,034	18,408
Transfer between funds		-	-	-	-
Net Movement in funds		104,493	(59,459)	45,034	18,408
Reconciliation of funds:					
Funds brought forward		344,535	61,337	405,872	387,464
Funds carried forward	12	449,028	1,878	450,906	405,872

WE BELONG

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2024

4. Donations

	Unrestricted funds £	Restricted funds £	Total 2024 £	Total 2023 £
General donations	14,713	-	14,713	10,984
Grants from trust and foundations				
AB Charitable Trust	-	-	-	30,000
Paul Hamlyn Foundation	66,000	-	66,000	-
Tudor Trust	63,000	-	63,000	30,000
Anonymous	90,000	-	90,000	50,000
Civic Power Fund	10,000	-	10,000	-
Esmée Fairbairn	65,000	-	65,000	46,200
Sigrid Rausing Trust	75,000	-	75,000	60,000
Total Donations	383,713	-	383,713	227,184

The amount of £227,184 received in 2023 has been recorded entirely under unrestricted funds.

Donations were received from three (2023: two) funders who are known to We Belong but wish to remain anonymous.

5. Income from charitable activities

	Unrestricted funds £	Restricted funds £	Total 2024 £	Total 2023 £
Grants from trusts and foundations				
Barrow Cadbury Trust	-	23,500	23,500	14,000
Unbound Philanthropy	-	60,000	60,000	61,000
Trust for London	-	30,000	30,000	30,000
National Lottery Community Fund	-	75,587	75,587	75,228
John Ellerman Foundation	-	30,000	30,000	30,000
Tudor Trust-wellbeing	-	2,000	2,000	-
Blagrave Trust	-	33,000	33,000	30,000
Centre for Youth Impact	-	-	-	800
Workshop & Conference	3,770	-	3,700	2,373
	3,770	254,087	257,857	243,401

WE BELONG

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2024

2023 analysis	Unrestricted funds £	Restricted funds £	Total 2023 £
<i>Unbound Philanthropy</i>	1,000	60,000	61,000
<i>Other grants</i>	-	180,028	180,028
<i>Workshop & Conference</i>	2,373	-	2,373
	3,373	240,028	243,401

6. Charitable expenditure

6a. Direct programme costs

	Unrestricted funds £	Restricted funds £	Total 2024 £	Total 2023 £
Staff cost (note 7)	69,435	273,551	342,986	245,676
Communications	30,370	429	30,799	31,980
Other programme costs	65,524	4,596	70,120	52,351
Support Fund/Emergency Grants	6,930	-	6,930	6,754
Total direct programme costs	172,259	278,576	450,835	336,761
2023 analysis	156,845	179,916	336,761	

35 Support grants were made to 18 individuals totalling £6,930 (2023: 22 grants totalling £6,754).

6b. Supports costs

	Unrestricted funds £	Restricted funds £	Total 2024 £	Total 2023 £
Training, recruitment and HR cost	20,341	4,188	24,529	15,904
Office rent	47,983	21,270	69,253	55,887
Insurance	1,102	-	1,102	1,009
Telephone & internet	2,463	-	2,463	1,298
Printing, postage & stationery	1,571	-	1,571	1,934
Travel, accommodation & subsistence	5,866	9,327	15,193	11,519

WE BELONG

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2024

IT support and software	1,747	42	1,789	2,093
Accounting service fee	11,340	-	11,340	10,440
Equipment costs	4,504	58	4,562	1,563
Other expenses	12,193	85	12,278	11,319
Total support costs	109,110	34,970	144,080	112,966
<i>2023 analysis</i>	<i>69,332</i>	<i>43,634</i>	<i>112,966</i>	
6c. Governance costs				
	Unrestricted funds	Restricted funds	Total 2024	Total 2023
	£	£	£	£
Meeting expenses	667	-	667	450
Independent examiner's fee	954	-	954	2,000
Total governance costs	1,621	-	1,621	2,450
<i>2023 analysis</i>	<i>2,450</i>	<i>-</i>	<i>2,450</i>	
Total Charitable expenditure	282,990	313,546	596,536	452,177
<i>2023 analysis</i>	<i>228,627</i>	<i>223,550</i>	<i>452,177</i>	

7. Staff costs and emoluments

	2024 £	2023 £
Wages and salaries	306,453	221,409
Social security costs	27,237	17,716
Employer's contribution to defined contribution pension scheme	9,296	6,551
	342,986	245,676
The average number of headcount of staff	7	5

The total remuneration to the key management personnel, including employers NI and pension, was £182,469 (2023: £245,676).

WE BELONG

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2024

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. One trustee was reimbursed £245 for travel expenses related to attendance at Board meetings in 2024 (2023: Nil).

9. Debtors

	2024	2023
	£	£
Trade debtors	2,431	4,051
Accrued grant income	37,793	37,614
Prepayments	13,729	12,808
	53,953	54,473

10. Creditors: amounts falling due within one year

	2024	2023
	£	£
Accruals	4,860	3,200
Deferred income	13,000	-
Pension payable	2,463	1,223
Trade creditors	22	1,276
Tax and Social security	9,764	6,118
	30,110	11,817

11. Net assets by funds

	Unrestricted	Restricted	2024 Total
	£	£	£
At 31 March 2024			
Fixed assets	-	-	-
Current assets	479,138	1,878	481,016
Current liabilities	30,110	-	30,110
	449,028	1,878	450,906

WE BELONG

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2024

	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

12. Movement in funds

	Balance 1 April 2023 £	Income £	Expenditure £	Funds transfer	Balance 31 March 2024 £
Unrestricted Funds					
General fund	344,535	387,483	(282,990)	(150,000)	299,028
Designated fund	-	-	-	150,000	150,000
Total unrestricted funds	344,535	387,483	(282,990)		449,028
Restricted Funds					
Barrow Cadbury Trust	-	23,500	(23,500)	-	-
Tudor Trust-wellbeing	-	2,000	(2,000)	-	-
Unbound Philanthropy	25,000	60,000	(85,000)	-	-
Trust for London	2,837	30,000	(32,837)	-	-
National Lottery Community Fund	18,077	75,587	(93,664)	-	-
John Ellerman Foundation	11,164	30,000	(41,164)	-	-
Blagrave Trust	4,259	33,000	(35,381)	-	1,878
Total restricted funds	61,337	254,087	(313,546)	-	1,878
Total funds	405,872	641,570	(596,536)	-	450,906

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

Designated Fund - The board have approved the creation of an Investment Fund allocating £150,000 from the current free reserves to a fixed term designated fund.

WE BELONG

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2024

This strategic move will sustain the critical support provided by We Belong to young migrants and staff navigating the complexities of the immigration system and enhance our fundraising efforts by demonstrating efficient use of surplus funds.

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

Unbound Philanthropy – Organising and Mobilising Immigrant Youth.

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.

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

Prior year 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</i>	9,142	-	(9,142)	-	-
<i>Fund of Tides Foundation</i>					
<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</i>					18,077
<i>Community Fund</i>	717	75,228	(57,868)		
<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

**NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2024**

13. Related party transactions

In 2023 one trustee received £126 for working on the Emerging Young Leaders Alumni programme (2024: nil).

No trustees made donations to the charity (2023: One trustee donated a total of £248). There are no other related party transactions to disclose for 2024 or 2023.