

# UK WELCOMES REFUGEES

England & Wales · Charity number 1195770

## Details

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**Status** Registered

**Legal form** Charitable company

**Company number** [12679315](#)

**Registered** 2021-09-09

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

## Contact

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**Address** 85 Waddington Road  
Clitheroe  
BB7 2HN

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**Website** <https://ukwelcomesrefugees.org/>

## Activities

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**Objects:** 1. TO DEVELOP THE CAPACITY AND SKILLS OF THE MEMBERS OF SOCIALLY AND ECONOMICALLY DISADVANTAGED COMMUNITIES IN SUCH A WAY THAT SUCH MEMBERS ARE BETTER ABLE TO IDENTIFY AND HELP MEET THEIR NEEDS AND TO PARTICIPATE MORE FULLY IN SOCIETY;2. TO PROMOTE THE EFFICIENCY AND EFFECTIVENESS OF COMMUNITY CAPACITY BUILDING CHARITIES BY GROWING, EMBEDDING GOOD PRACTICE IN AND SUPPORTING SUCH ORGANISATIONS;3. THE PROMOTION OF THE VOLUNTARY SECTOR FOR THE PUBLIC BENEFIT;THE "VOLUNTARY SECTOR" MEANS CHARITIES AND VOLUNTARY ORGANISATIONS.CHARITIES ARE ORGANISATIONS, WHICH ARE ESTABLISHED FOR EXCLUSIVELY CHARITABLE PURPOSES IN ACCORDANCE WITH THE LAW OF ENGLAND AND WALES.VOLUNTARY ORGANISATIONS ARE INDEPENDENT ORGANISATIONS, WHICH ARE ESTABLISHED FOR PURPOSES THAT ADD VALUE TO THE COMMUNITY AS A WHOLE, OR A SIGNIFICANT SECTION OF THE COMMUNITY, AND WHICH ARE NOT PERMITTED BY THEIR CONSTITUTION TO MAKE A PROFIT FOR PRIVATE DISTRIBUTION. VOLUNTARY ORGANISATIONS DO NOT INCLUDE LOCAL GOVERNMENT OR OTHER STATUTORY AUTHORITIES.4. TO RELIEVE POVERTY AND SICKNESS AMONG PERSONS WHO ARE INTERNALLY DISPLACED OR IN MIGRATION OR WHO ARE ASYLUM SEEKERS OR REFUGEES FLEEING SITUATIONS INCLUDING (BUT NOT LIMITED TO) WAR, PERSECUTION, AND CLIMATE CHANGE;5. TO FURTHER SUCH EXCLUSIVELY CHARITABLE OBJECTS ACCORDING TO THE LAWS OF ENGLAND AND WALES AS THE TRUSTEES IN THEIR ABSOLUTE DISCRETION FROM TIME TO TIME DETERMINE.

**Activities:** UK Welcomes Refugees has established the charity alongside refugee organisations accompanying displaced and resettled refugees within our communities who are in need of support and integration.

## Classification

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- **How:** Provides Advocacy/advice/information, Acts As An Umbrella Or Resource Body
- **What:** General Charitable Purposes, Disability, Economic/community Development/employment
- **Who:** The General Public/mankind

## Geography

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- Northern Ireland
- Scotland
- Throughout England And Wales

## Finances

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Period end	Income	Expenditure	Assets	Employees
2025-06-30	£256,377	£233,094	-	-
2024-06-30	£225,863	£208,394	-	-
2023-06-30	£144,997	£95,948	-	-
2022-06-30	£156,000	£135,233	-	-
2021-06-30	£197,603	£158,556	-	-

## Trustees

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Name	Role	Appointed
<b>Mark Anthony Wiggin</b>	Chair	2021-06-30
Anthony Brown		2024-02-02
Meriel Davies		2025-07-08
Rabbi DANIEL RICH		2021-06-25
Rev Molly Chitokwindo		2024-10-03

**UK WELCOMES REFUGEES**

England & Wales - Charity number 1195770

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# Accounts

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**UK WELCOMES REFUGEES**  
**ANNUAL TRUSTEES REPORT**  
**AND**  
**FINANCIAL STATEMENTS**  
**FOR THE PERIOD ENDED 30 JUNE 2025**

[www.ukwelcomesrefugees.org](http://www.ukwelcomesrefugees.org)  
Registered Company: 12679315  
Registered Charity: 1195770

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## **Trustees Annual Report for the Year ended 30<sup>th</sup> June 2025**

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- 3 Statement of Financial Activities
- 4 Balance Sheet
- 5 Notes to the financial statements

### **Reference and administrative information**

Charity Name:	UK Welcomes Refugees
Charity registration number:	1195770
Company registration number:	12679315
Charitable Status date:	9 <sup>th</sup> September 2021
Country of registration:	Charitable company registered in England and Wales
Registered office:	85 Waddington Road, Clitheroe, BB7 2HN

### **Independent Examiner**

Barker Barnes & Co Limited  
Chartered Accountants  
9 Horseshoe Drive Romsey,  
SO51 7TP

### **Trustees /Directors**

Mr M Wiggin (Chairperson) appointed 30<sup>th</sup> June 2021  
Rabbi D Rich; (Treasurer) appointed 25<sup>th</sup> June 2021  
Mr A Brown; (Vice-Chair) appointed 2<sup>nd</sup> February 2024  
Rev. M Chitokwindo; appointed 3<sup>rd</sup> October 2024  
Ms M Davies; appointed 8<sup>th</sup> July 2025

### **Staff**

Mr S Ryan MBE, CEO (appointed 28 June 2023)  
Mrs J Harvie – Head of Finance, HR & Compliance  
Mr H Chow, Programme Manager  
Ms J Lam, Community Building and Resettlement Lead  
Mr T Auyueng, Project Leader  
Mr WL Kong, Project Leader

**TRUSTEES ANNUAL REPORT**

**Year ended 30 June 2025**

**Forward**

On behalf of the UK Welcomes Refugees trustees, I am pleased to introduce this, our fifth Trustees Annual Report. The Annual Report shares the progress the charity has made towards bringing about its mission ‘to secure the safe and good resettlement of those seeking sanctuary in the UK primarily through the promotion of Community Sponsorship and related initiatives which involve and encourage the active participation and leadership of Civil Society.’

The report reviews our direct project and resettlement activity with refugees, Hong Kong BNO’s and partners. The report also introduces new strategic and operational developments, notably ‘Rebuilding Belonging’ a new UK Welcomes Refugees initiatives bringing communities together as a foundation to the welcome, resettle, include and integrate newcomers into local communities. In a challenging and changing migration and refugee environment this annual report also reflects our immediate priorities and our efforts towards securing longer-term sustainability.

Over the last twelve months, UK Welcomes Refugees (UKWR) has continued to consolidate, extend and mature its work. We have developed new meaningful partnerships within the UK refugee resettlement sector, including the Home Office, the Ministry of Housing, Communities & Local Government (formerly DLUHC), Regional Strategic Partnerships and Local Authorities. By developing partnerships, joining coalitions and alliances, UK Welcomes Refugees is, as our strapline affirms, ‘Building Communities Together’.

The trustees wish to thank everyone at UKWR for their dedication and support - Trustees, staff and volunteers. The Trustees are also appreciative of the charitable and grant making trusts, statutory bodies and individual donors who have supported our important humanitarian work during this period.

Mark Wiggin  
Chair of Trustees

**Charitable Purposes**

The charity’s purposes as set out in the objects contained in the charities Articles of Association are to:

- Support socially and economically disadvantaged communities by developing the capacity and skills of group and community members.
- Help identify and meet their needs to participate more fully in society.
- Promote the voluntary sector for the public benefit.
- Promote the efficiency and effectiveness of community capacity building of charities by growing, embedding good practice in and supporting such organisations.
- Work to relieve poverty and sickness among persons who are internally displaced or in migration or who are asylum seekers or refugees fleeing situations including (but not limited to) war, persecution and climate change.

**Charitable objectives**

UK Welcomes Refugees is committed to supporting refugees by building a network of advocates in the UK. Our work supports refugees and the communities that receive them by promoting partnerships with civil society organisations, national institutions, community, and faith-based sponsors.

**Mission statement**

UK Welcomes Refugees mission is to secure the safe and good resettlement of those seeking sanctuary in the United Kingdom, primarily through the promotion of Community Sponsorship and related initiatives which involve and encourage the active participation and leadership of Civil Society.

**Public Benefit Statement**

The Trustees confirm that they have complied with their duty under sections 4 & 17(5) of the Charities Act 2011 to have regard to the public benefit guidance published by The Charity Commission. The annual report includes a detailed description of the activities undertaken by the Charity during the year to further its charitable purposes for the public benefit. The Trustees have referred to the Charity Commission's guidance on public benefit when reviewing its strategy and objectives and in planning future activities.

**Staffing**

Staffing levels remained stable during the year with no resignations, redundancies or dismissals. We have maintained flexibility in our working practices to allow staff to work from home at agreed times. Staff information exchanges are held weekly and staff meetings are held monthly. During the financial year the following staff were employed with the charity:

- 1 CEO employed for an average of 4 days per week
- 1 Senior Community Organising Officer for an average of 5 days per week
- 3 Project officers each for an average of 2 days per week each
- 1 Finance & Operations manager for an average of 1 day per week

**Review of last years strategic activity for the year ending 30<sup>th</sup> June 2024**

In the previous annual report (1<sup>st</sup> July 2023 to 30<sup>th</sup> June 2024), the trustees set out their goals for the year 2024-25. UKWR can report the following progress:

1. *Seek opportunities to contribute to the remodeling of the community sponsorship scheme.* UKWR has worked in partnership as part of the Community Sponsorship Alliance to shape a more user-friendly and less bureaucratic model of community sponsorship. We still await the outcome of this work from the government. At a community level, UKWR is in the process of registering with the Home Office to become a sponsor under the current Community Sponsorship scheme. We are working with local community groups in Clitheroe such as the local mosque, the Trinity Methodist Community Hub and Christians in Partnership to establish a steering group and volunteers.

**TRUSTEES ANNUAL REPORT**  
**Year ended 30 June 2025**

- 2. Help build a renewed civic society commitment through the new pilot project 'Rebuilding Belonging'.*

UKWR has progressed this pilot into a main strategy working in local communities through partnerships with national, regional and local charities to help bring together communities. This Annual Report highlights the progress made in establishing this innovative project.

- 3. Deliver and evaluate a pilot project in Sutton in partnership with local organisations based there.*

UKWR has progressed the Sutton pilot through the Rebuilding Belonging strategy working in the Sutton communities through a partnership with Caritas Diocese of Southwark to help bring together communities. This Annual Report highlights the progress made.

- 4. Recruit, train and support 10 more UKWR volunteers and assist Hong Kongers with applications for Indefinite Leave to Remain (ILR). UKWR anticipates greater urgency and desire for BN(O)s to understand their entitlements as permanent residents. There will also be a need to resource the Hong Kong community to engage more with other communities.*

UKWR has undertaken research, identified parliamentary support and consulted Hong Kong BNO's in preparation to work in a coordinated way with other Hong Kong based organisations to promote a positive outcome as we prepare to support applicants. Direct and bespoke delivery has yet to secure funding.

- 5. Generate new restricted and unrestricted grant income through successful fundraising to ensure sustainability and build a reserve for the charity.*

UKWR has been successful in securing several grants to promote its mission. Most of the grants have been won through government grants that support the resettlement of Hong Kong BNO's to which the government has allocated funding. The staff have also developed an individual giving funding stream, and the trustees have engaged a review of our fundraising capacity from a professional fundraising organisation. UKWR has yet to secure a major new funding stream.

- 6. Support good governance through trusteeship reflects diversity in lived experience and professional skills and full compliance with Charity Commission standards.*

UKWR has a good mix of ethnic and religious diversity within the trustees but still intend to seek new refugee experience on the Board that matches the excellent ratio of employed refugees within the organisation.

**Significant activity 2024-2025 – performance and achievements**

UKWR projects and services currently target to our beneficiary groups (refugees, community groups and organisations) through three community organising delivery arms: (1) Community Sponsorship and other models of community-led resettlement of refugees from anywhere in the world (2) Hong Kong BNOs and refugees and (3) Rebuilding Belonging - building communities where newcomers can become part of a society within which they can contribute and flourish. In addition to these 3 core activities, UKWR has also carried out (4) a ground-breaking social work programme, (5)

research projects to understand Hong Kong residents' attitudes to resettlement issues and also (6) advocacy strategies to support the needs of UKWR beneficiaries.

**1) Community Sponsorship**

The Community Sponsorship Alliance (CSA) is the main vehicle through which UKWR has supported a wide range of collective activities that promote and support community sponsorship. The membership of the CSA is 11 faith and civic society charities that meet monthly, supported by additional focus group meetings on strategy and governance. Members include Caritas Diocese of Salford, The Salvation Army, Charis, The Pickwell Foundation, n Kings College London, and representation from charities in Wales, Scotland and Northern Ireland.

On the 10<sup>th</sup> of September 2024, UKWR attended the Refugee Council's Resettlement Conference that highlighted the opportunities and challenges faced by the Community Sponsorship scheme, chief amongst these was the lack of available housing for refugees.

A conference held at Kings College on July 16<sup>th</sup> 2024, focused on community-led, safe pathways, and will include a presentation of the safe pathways policy framework developed by this process. The resulting policy framework was sent to the new Ministry of Housing, Communities and Local Government that now has overarching responsibility for UK resettlement policy and practice. UKWR has contributed to the important report 'Expanding Safe Pathways to the UK for Sanctuary Seekers'. The report is a collaborative academic research project led by the Sanctuary Hub at King's College London and the Community Sponsorship Alliance involved research conducted in partnership with civil society organisations working in communities across the UK, policy makers in the Home Office and Ministry for Housing and Communities, and people with lived experience of forced migration. The research involved a series of policy workshops to explore the scope of the problem and to develop potential policy pathways that removes bureaucratic barriers to community sponsorship.

On 21st November 2024, UKWR contributed significantly to a UNHCR-convened Consultation Day on Community Sponsorship in London, led by the UNHCR Representative in the UK and the Policy Officer at UNHCR HQ. Mark Wiggin (Chair UKWR), contributed to the UNHCR Consultation on Community Sponsorship in London. The topic Sharing Best Practice, Learning, and Community-Led Solutions was led by Vicky Tennant, UNHCR Representative to the United Kingdom and Hannah Elford – Policy Officer (Division of International Protection – Resettlement and Complementary Pathways UNHCR HQ). UKWR stressed the need for investment in the principal sponsors if they are to increase the number of lead sponsors and become sustainable and manage the legal responsibilities of the contract, safeguarding and risks whilst demonstrating capability to Local Authorities.

In January 2025, Marisol Reyes Soto from the Community Sponsorship research team at the University of Birmingham contacted UKWR to support a new research project to identify lessons learned from three community-led schemes in the UK, Community Sponsorship, Homes for Ukraine

and Communities for Afghans, and to co-design a new sponsorship model. This follows on from the Birmingham University team's previous evaluation report: Community Sponsorship Evaluation (UK) - University of Birmingham. UKWR was s one of a select group of stakeholders comprising 5 x groups: policymakers, local authorities, refugees, hosts and local communities.

On the 4<sup>th</sup> and 5<sup>th</sup> February 2025 UKWR as part of the Community Sponsorship Alliance met in London for a 2-day strategy conference hosted by the Open Society Foundation. The purpose of the gathering was to understand the appetite and capacity of the members to bid for government grants and match-funding to grow the Community Sponsorship scheme, and to explore the potential for funding to welcome and/or resettle Afghans who served with the British Forces in Afghanistan and who either remain in camps in Pakistan or who remain in temporary hotels and military barracks in the UK.

On the 12<sup>th</sup> of February 2025, the Welcome Coalition, coordinated by The Good Faith Partnership, was officially launched. UKWR joined the Welcome Coalition with members that includes Refugee Council, Refugee Action, Welcome Churches, Reset, City of Sanctuary UK, Refugee Action, CSA, King's College London and Citizens UK. This coalition is in-line with our vision, mission and purpose in both collaborations with others and in growing community sponsorship. In the coming years it will begin to start to build a core group of organisations and create the infrastructure to model what good welcome looks like. The Coalition now comprises 3 x working groups - Local Welcome Communities of Practice, Research & Learning and Strategic Narrative - that will each share and develop thinking and best practice in those areas. UKWR has been invited to contribute to the first and third of these groups.

In March 2025, UKWR worked with the Community Sponsorship Alliance to agree a joint consortium bid for government funding to deliver the new *Communities for Afghans Phase 2* under the control of the Ministry of Housing, Communities and Local Government (MHCLG). Modelled on the Community Sponsorship Scheme, *Communities for Afghans Phase 2* is a 5-year programme with a target resettlement objective of 500 x Afghan families (c 2750 individuals) currently in refugee camps or urban destitution in Pakistan or another neighbouring country. Families will be prioritised based on a range of factors including previous service with British Armed Forces, vulnerability and complexity of need, with the UK government facilitating needs-assisted accommodation where applicable. Total available funding for the Principal Sponsors delivering the scheme over the next 5 years is £4.145 million.

## **2) UK Welcomes Hong Kongers - Building Bridges to Belonging**

A UK Welcomes Refugees goal is to ensure the successful resettlement and integration of Hong Kong British nationals as they look to build a new life here in the UK. UKWR works in London, Birmingham, Milton Keynes and Cambridge.

Since the Hong Kong BNO Visa Scheme opened in January 2021 we have built strong, trusted relationships with Hongkongers in many English regions, notably London, Birmingham, Cambridge,

Milton Keynes and Greater Manchester, helping refugees to settle, build social capital, work and contribute to UK society. Over three years 2021, 2022 and 2023 UKWR has engaged with approx. 19,000 Hongkongers, delivering 341 in-person community activities and gatherings as well as countless webinars and training events online. Our work has built trust and credibility with a community whose trust and confidence has been undermined through their experiences in Hong Kong before they left for the UK.

To date, including 2024-2025 we have engaged with over 20,000 Hongkongers, delivering now 450 in-person community activities and gatherings as well as countless webinars and training events online. Known as the UK Welcomes Hong Kongers network, UKWR has continued to expand, reflected in the growing number of newcomers connected with new and more diverse communities. Our efforts remain focused on enhancing integration and fulfilling our mission to support migrants from around the world especially people from Hong Kong.

#### **London based development**

As UKWR continued to grow across London the goal has been to expand support and networks to other migrant communities, ensuring migrants from around the world have access to vital resources, new friendships, cultural exchange opportunities and emotional well-being support.

During the financial year, UKWR begin a new collaboration with St. Barnabas Church in Brent to expand our reach beyond the Hongkonger community and engage with Ukrainian, Indian, and other migrant groups in the Brent area. Our first initiative was a workshop in March, where we engaged with the church's Hongkonger members. Following this, we worked closely with their outreach team to develop cross-community connections and integration programmes. Examples included:

- Community Tour to the British Museum (January 2025) – Featuring guided storytelling by an expert volunteer specializing in Persian and Egyptian history, enriching participants' understanding of cultural heritage
- Process Drama Workshop February 2025) – Helping participants express emotions, enhance self-reflection, and build self-awareness
- London Job Fair with NHS (7 May)
- Monthly 'Meet-Up' Sessions in Charing Cross for Hong Kong diaspora in Greater London (14/9, 12/10 and 23/11)
- The heritage law in UK seminar (14/9)
- Dragon Boat Festival – Market (15/9)
- Health & Well-Being Seminar- Chinese Medicine and Registered Doctors in UK (12/10)
- Presentation of London Thrive/GLA Mental Health Research Project Findings to LAs and healthcare providers in London (23/10)

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**Year ended 30 June 2025**

**Cambridge based developments**

UKWR enjoys a good connection with Cambridgeshire Council. Events and activities delivered by the Cambridge project, which also continues to expand and broaden its reach amongst the wider community, included:

- Monthly Board Game Meet-Up.
- Monthly meet up with Hong Kongers and others to share in cross-cultural board game activities, as well as allowing time for sharing of participants' feelings and concerns and helping to deepen community understanding and cohesion.
- Cultural event cross-over with Hong Kong Musician sharing and explaining different musical cultures through an online presentation and an in-person live performance.

Examples of delivery over a 3 month period include:

- Bike repair workshop (July 2024)
- International board game session with Cambourne library (August 2024)
- Mindful Walk, Milton Country Park (07/9/24)
- Monthly Board Game Meet-Up (08/9/24)
- Cambourne Library Board-Game Day (15/9/24)
- Half-Term Sports & Games for Local Primary School Children (30/10/24)
- Christmas Punch Needle & Handcraft DIY (16/11/24)
- On the 21<sup>st</sup> December 2024, UKWR organised the Cambridge Mahjong Competition and Christmas Market. A vibrant and packed celebratory event bringing together Eastern and Western Christmas cultural traditions in a shared experience of the joy of Christmas, involving local people from all parts of the community. We also took the opportunity to raise much-needed funds for the charity, raising £1515 on the day.

In February 2025, the Cambridge project organised an Employment Webinar by a Cambridge postman who shared his experience as a postman and offers employment information, advice and support to participants considering a career in the delivery services sector. Also, that month the project organised 'Museum Treasures'. UKWR was invited by Cambridge County Council and Cambridgeshire Library to co-host a seminar event discovering and exploring locally-based cultural treasures from around the world. The seminar was jointly led with experts from the Cambridge University Museum of Archaeology and Anthropology.

Thanks to a £500 grant from Cambridgeshire County Council UKWR was in a position to set up a Cambourne Mahjong Club that is open to local people of all ages and nationalities. The Clubs met at least twice monthly for a 6-month period from March to August 2025. To maintain the club beyond the initial 6 months UKWR will introduce a small membership fee to cover equipment supply and maintenance and venue hire if needed. The longer-term goal is to transition to a volunteer-led model that empowers local people and ensures the club's long-term sustainability. Through an interest in Mahjong it is hoped to promote cultural appreciation, reduce isolation and strengthen community cohesion between people from diverse backgrounds. By creating a welcoming and inclusive space the club will encourage social interaction, improve mental well-being and foster a sense of belonging

### TRUSTEES ANNUAL REPORT Year ended 30 June 2025

for people from very diverse backgrounds. UKWR hopes the project will inspire others to develop their own local initiatives that have a lasting positive impact on the wider community.

#### **Milton Keynes based developments**

On the 10<sup>th</sup> of February 2025, Hei Chow, Senior Project Lead for UKWR was invited to 10 Downing Street to join the Prime Minister for a drinks reception to celebrate the Lunar New Year.

Examples of events delivered by the Milton Keynes project included:

- Adventure based family game day (21/9/24)
- Monthly 'Meet-Up' Sessions for Hong Kong diaspora in MK (21/9/24, 26/10/24, 16/11/24)
- Workshop on Storytelling for Children (5/10/24)
- Seminar on Driving in UK, Play Workshop for Children (26/10/24)
- Refugee Networking Meeting- UKWR presentation about professional refugee employability (4/11/24)
- Showcase of UKWR work at VCSE Networking Event in MK (12/11/24)
- Befriending Workshop, Play Workshop for Children (16/11/24)
- UKWR took part in the Milton Keynes College Open Day (13 May 2025) to promote refugee work and raise awareness to migration issues.

By February 2025 UKWR had secured a new £15K grant to deliver a 6-month West Midlands Employment Training & Support Programme. Activities will include:

- Multicultural markets
- Business start-up training
- Job-hunting support
- Business mentorship programme

In February, UKWR received a £2,500 grant from the South-East Strategic Migration Partnership to help the Hong Kong community access local public services and amenities.

#### **Birmingham based developments**

Many of the developments in the year were a result of working with Solihull Council on a range of business and employment opportunities. Examples of other activities of a short 3-month period included:

- Mid-Autumn Festival Event in partnership with Touchwood Shopping Centre (14/9/24)
- Running a Small Business Workshop Series (9/10,16/10, 22/10/24)
- UK Volunteering Seminar (26/10/24)
- Seminar- RCN & UK Nursing Sector (31/10/24)
- Seminar by Birmingham Centre for Women - support and resources for women experiencing domestic violence, family & marriage counselling, referrals to other relevant organisations (15/11/24)
- Traditional Chinese Medicine Webinar (19/11/24)

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- Conference with Solihull Council and Touchwood Shopping Centre re Lunar New Year Market (15,22/11,29/11/24)
- Bubble Milk Tea Afternoon for Small Business Owners (24/11/24)

Later in the year, jointly between UK Welcomes Refugees and West Midland Hong Kongers Support CIC, a co-hosted community market in Birmingham, was held on 22 and 28 June 2025.

**3) Rebuilding Belonging**

Rebuilding Belonging is an asset-based approach to building community and improving refugee integration and was launched in June 2024 through a pilot with our partner Caritas Westminster and the community of Sutton. It offers a strong focus on empowering and consulting with local people and involving the beneficiaries at the heart of the project. The next phase of our work will involve embedding our work in Sutton and launching Rebuilding Belonging in several more communities. This new pilot project was developed and pioneered as 'building communities where newcomers can become part of a society within which they can contribute and flourish.' We train and equip local volunteers from diverse backgrounds and life experience to listen to local residents, respond to their needs and build community. We seek to build a consensus in favour of humane and realistic migration policies that take account of the needs of those most affected.

UKWR's new community building initiative has been strongly welcomed by all stakeholders to date and is increasingly viewed as prescient, not least in response to the recent violent disorder across many parts of the UK. Our pilot project in Sutton, South London, was initially launched in July to a packed gathering of over 120 local people including Hong Kongers and refugees from other parts of the world. Since then UKWR has carefully recruited and worked with an impressive group of 24 local volunteers across a wide age range, comprising lifelong local residents, Hong Kongers and former refugees from diverse regions of the world. Sessions held in October and November with this group were fizzing with energy, deep sharing and fellowship and featured practical sessions on active listening, starting conversations, asset mapping and community planning.

Building such close friendships between refugees and local people, outside of any formal programme, is a powerful means of 'reverse-engineering' the same local relationships on which the Community Sponsorship (CS) Scheme is based. Our proposed strategy aims to generate those same positive encounters, only this time between larger groups of local people and newcomers.

The new project was first piloted as 'Together we belong in Sutton' - a UKWR initiative in partnership with Caritas Diocese of Southwark. A launch event took place on 23<sup>rd</sup> July 2024 attending by around 105 highly engaged locals; comprising newly arrived migrants and settled people from the local area. Evaluation forms confirmed that 25 participants responded positively to future meetings and 16 respondents confirmed they wished to 'actively' support the initiative going forward. Further to this, UKWR met with the Director and management team for Caritas Westminster on 25<sup>th</sup> September 2024

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to explore a similar pilot in a suitable neighbourhood within the Diocese of Westminster that brings together Hong Kongers, refugees from Iran, Ukraine, Afghanistan and struggling local people.

Organising these community gatherings brings together people of different backgrounds and faiths in person and fosters a strong sense of community through fun and fellowship, including food, live music, games, sport and cultural activities. Key related activities and developments over the year include:

- Christmas Celebration in Sutton (13/12/24). This was a wonderful occasion featuring more deep sharing and celebration of personal stories, communal singing and dancing and special performances of cultural music by Hong Kongers and other migrants as well as a Christmas-themed performance by CEO Sean Ryan MBE.
- Establishing a new 'Rebuilding Belonging' initiative in St Neot's, Cambridge (December 24-February 25) – The inaugural meeting brought together a strong cohort of over 40 Hong Kongers and other local people and connections with interested local stakeholders.
- A planning meeting at Leigh Baptist Church, Greater Manchester (January 25). This meeting was pending the launch of a new 'Rebuilding Belonging' initiative with the local community in Leigh. The planning meeting was followed up with connections being formed with key local stakeholders including a Catholic parish, a Church of England parish, a community choir and local MP Jo Platt.
- Lunar New Year celebration (February 25) - CEO Sean Ryan attended a packed hosted by the Salvation Army in Castleford, West Yorkshire, where he gave a keynote talk about 'Rebuilding Belonging' followed by a music performance including an adapted song in honour of the people of Hong Kong.

During February detailed plans were made for the next interactive session with the core group of lead volunteers in Sutton which is due to take place on 12th March 25. In partnership with Caritas Southwark, the Sutton project is also developing a relationship with a vibrant, multi-ethnic Catholic parish in nearby Croydon. The year saw the extension of Rebuilding Belonging to St Neots, Cambridgeshire and its development in Sutton, South London. In Sutton the following took place:

- February 2025 focused on re-engaging core group members through one-on-one meetings and online discussions, leading to a commitment to future planning.
- The 5th Core Group Meeting on March 12<sup>th</sup> 2025 attracted over 20 participants, emphasizing community outreach and planning for more frequent gatherings.
- A WhatsApp group was established in April 2025 to improve communication among core members.
- Partnerships were strengthened with local organizations, culminating in a significant meeting on 24<sup>th</sup> April 2025 that initiated plans for a collaborative 'Community World Cafe' project. A funding application for £1,400 was submitted to Sutton Community Fund.
- A volunteer-led summer picnic in Wallington took place in June 2025.

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**Year ended 30 June 2025**

Community Building in St Neots included:

- Activities began in March 2025 with a WhatsApp group for the Hongkonger community, which attracted 67 members, and a partnership with New Street Baptist Church.
- Weekly 'Move and Chat' sessions commenced on March 6, promoting physical activity and social interaction, with diverse participation from local British residents and migrants.
- A successful ESOL Open Day on April 28 2025 attracted over 30 migrants, with classes beginning in mid-May 2025.

Next steps for both projects will involve sustaining regular gatherings, applying for community funds, encouraging wider local engagement, and exploring partnerships for language learning and creative activities. UKWR will identify potential leaders within the groups to enhance sustainability and local ownership.

***(4) Employment pathways for Social Workers project***

UKWR's ground-breaking work, in partnership with the British Association of Social Workers and Durham University, is the developed employment pathways for Hong Kong qualified social workers and other nationalities throughout the world to fast-track the recognition of their qualifications, clear barriers to UK registration and find employment. 70 social workers have completed their registration to date with 500 more expected to follow suit in 2026-2028.

Sutton Council recently partnered with UKWR to deliver an internship programme for Hong Kong qualified social workers in the Sutton region, enabling them to register, receive mentoring, work placements and ultimately practice social work in England.

The scheme, which UKWR has developed in partnership with Kingston University, provides participants with supervised practice and formal study sufficient to enable them to meet Social Work England's registration requirements for overseas staff. The scheme thus provides employment for highly skilled Hongkongers and others whilst reducing the shortage of social workers in England. On 25th September 2024, UKWR, Sutton Council and local MP Bobby Dean took part in a media campaign with Chaser News to promote and celebrate the many success stories resulting from the 'Sutton Model' Social Work Programme. A meeting with Sutton Council on the 29<sup>th</sup> October 2023 spent the day monitoring & evaluating the Sutton Social Work Model. 15 local authorities have expressed an interest in the Sutton social work pilot.

UKWR is currently evaluating the pilot with the support of Durham University. Our aim is to develop an implementation model that other local councils can adopt, addressing the UK's social work shortages while offering overseas social workers a structured pathway to employment. This initiative presents a win-win solution—strengthening the UK's social work workforce while supporting migrant professionals to gain UK-recognized qualifications and secure both immigration status long-term employment.

**(5) Research**

In year ended 30 June 2024, UKWR had been funded via the Greater London Authority (GLA) as a lead research organisation to assess the nature and extent of mental health and wellbeing challenges facing Hongkongers in London. Seven Hong Kong-led community organisations, including UKWR collected insights and supported the development and delivery of the report. Our research project resulted in a detailed paper: “Supporting the mental health and wellbeing of Hongkongers in London” featuring a series of recommendations for healthcare and other relevant service providers. UKWR collected detailed insights from the Hong Kong diaspora and worked closely on the development and delivery of the report.

Our findings showed a high percentage of Hongkongers still struggling to navigate a significant culture shift, with a deep sense of loss for their home culture, feelings of dislocation, and the ongoing challenge of understanding and adjusting to the realities of a radically new way of life, norms and intricacies of British life and culture, as well as learning how to redefine their own identity in this new context.

Six key challenges emerged through in-person community gatherings, surveys and feedback, encapsulating our comprehensive analysis of the issues faced:

1. Hongkongers reconciling their different identities as individuals
2. Family dynamics changing as different family members navigate their transition(s)
3. Loneliness and isolation as Hongkongers adapt to their new home and local community
4. Navigating health care services & the NHS with different cultural & practical expectations
5. Navigating the education system with different cultural and practical expectations
6. Challenges around finding fulfilling employment and feeling confident in their ability to retain professional skills and competencies.

The report’s recommendations will enable London’s health and care partners to adopt new approaches, or in some cases adapt existing practice, and thereby ensure the Hong Kong diaspora is more effectively supported towards a thriving future in the Greater London area.

Additional research carried out or directly supported by UKWR included ‘Mental Health Wellbeing Services experiences and needs of Hong Kong Migrants to the UK’ and ‘Challenges and Support needs of Mental Health professionals in the UK’. UKWR collected 843 samples for the former paper (which is a high sample in the refugee community without Gov. support). The research was supervised by Prof. Kim Wah Chung, former Deputy CEO of the Hong Kong Public Opinion Research Institute (PORI).

UKWR also led on another survey about Hong Kong migrants – ‘Opinions on the Main Policies in the UK’. The research was co-organized by UK Welcomes Refugees, Bonham Tree Aid, West Midlands Hong Konger Support CIC.

**(6) Advocacy**

Our Hong Kong-specific advocacy works this year featured a renewed focus on “transnational repression.” In September 2024, UKWR was invited with around 20 other trusted Hong Kong organisations to a closed-door roundtable on this theme as experienced by the Hong Kong diaspora

in the UK, hosted by Amnesty International UK Section, Hong Kong Democracy Council and The Rights Practice. The event brought together 30 participants from over 20 organisations, including civil society actors of Hong Kong diaspora groups, human rights organisations, media workers, scholars and activists, to share their observations, lived experiences and policy recommendations.

Hong Kong Symposium 10th-11th May 2025. Four members of the UKWR staff team were invited to attend this two-day conference. Keynote speakers included Tom Tugendhat MP, Benedict Rogers, founder of Hong Kong Watch, the Inter-Parliamentary Alliance on China and the European Hong Kong Diaspora Alliance. There were also contributions from experts on Tibet, Uyghur Muslims and Japan.

Refugee Week was promoted extensively by UKWR in all its geographical delivery points throughout the UK. A special Therapy Workshop: Relax, Reconnect, and Rebalancing was held on Friday, 27 June 2025 in Milton Keynes as well as events in Solihull and Cambridge.

**Partnerships**

The support and confidence of our partners and networks coupled with their local and national knowledge and experience, has helped us maximize engagement and build momentum for the work of UKWR. Our networks include Catholic and Church of England Dioceses, other Christian churches, mosques, schools, charities, refugee/migrant agencies, libraries, leisure centres, food banks, grassroots community groups, local authorities, councils and Welcome Hubs. UKWR has built good working relationships with the Migration Hub for the East of England, Caritas Westminster, Caritas Southwark, Caritas Salford, The Salvation Army, The Pickwell Foundation and members of the Community Sponsorship Alliance, the University of Kingston, University of Durham and Kings College London, Hong Kong Watch and a variety of Hong Kong based voluntary organisations.

**Priorities and Projects 1<sup>st</sup> July 2025 – 30<sup>th</sup> June 2026**

The trustees have prioritised reviewing the structure and decision-making processes of the charity, fundraising and prioritised the following projects for development if funding allows:

- Rebuilding Belonging – growing the strategy
- Community Champions – training refugees as community organisers
- Welcome Hubs – a centre as a one-stop shop for refugees
- HK Social work programme – developing and scaling up the initiative
- Community Sponsorship – supporting a refugee family through this scheme
- Safe routes/Modern Slavery – advocating for approved pathways for refugees to enter the UK
- Leave to Remain – assisting Hong Kong BNO passport holders to secure early resettlement in the UK.

**Governance and trusteeship**

UK Welcomes Refugees is mindful of the Charity Governance Code issued by the Charity Governance Code Steering Group and seeks to adhere to the seven principles of good governance contained in the code. Trustees have noted the latest Charity Governance Code (2020) and are kept abreast of changes in the law to ensure compliance with the law and relevant regulations. The trustees recognise and understand their roles and legal responsibility and are committed to ensuring the charity is governed effectively and support continual improvement. The trustees have complied with their responsibilities under sections 4 & 17(5) of the Charities Act 2011 and have reviewed the public benefit guidance published by The Charity Commission. The annual report includes a detailed description of the activities undertaken by the charity during the year to further its charitable purposes for the public benefit. The UKWR trustees meet a minimum of five times per year both in-person and virtually, met in-person in Manchester on 5<sup>th</sup> August. The trustees are pleased to welcome Anthony Brown who has joined UKWR as a Trustee. Anthony's work experience is as a former Employment Psychologist with the Department for Work & Pensions (DWP). His current voluntary sector involvement has been as a consultant with Caritas charities with a specialist interest in advocacy, trafficking and Modern-Day Slavery. The trustees also met in-person in London on 3<sup>rd</sup> December at Friends Meeting House, London. The trustees were pleased to welcome Rev Molly Chitokwindo who joined UKWR as Trustee.

**Management**

The CEO is appointed by the trustees to manage the day to day operations of the charity, protecting the charitable purposes of the charity and its values. The CEO reports to the trustees and makes recommendations on activities, fundraising and policy. Supervision and appraisal support the operational management of the charity. All employees and volunteers complete mandatory training relevant to their role. The charity offers staff flexibility in working hours. Line management

meetings are held weekly, management team meetings are held fortnightly, whole staff meetings are held monthly, and Board of Trustees meetings are held quarterly. We continue to be supported by a committed group of over 40 volunteers who support the delivery of all our frontline services.

### **Risk**

Trustees are aware of the risks that face charities and the particular risks associated with providing services to vulnerable migrants and refugees. Our organisational risk register is reviewed regularly and updated and considers risk and mitigation of risk across governance, finance, service delivery and safeguarding issues. A risk register is updated on a regular basis to manage risk by early identification and set out plans to counter any negative impact on the charity. Key risks to the charity include the long-term financial stability of the charity that can be mitigated by the quality of service delivery and positive engagement with funders including statutory commissioners.

### **Safeguarding and Health & Safety**

Safeguarding will always remain an important area of work especially with vulnerable with vulnerable people. An updated safeguarding policy has been extensively re-written to reflect ongoing good

practice. The Charity follows safe recruitment and selection processes for all paid and volunteer roles. The health, safety and welfare policies and procedures are regularly reviewed and staff receive training against the policies.

### **Remuneration**

The trustees in setting the pay policy of the charity take into consideration the cost-of-living, inflationary uplifts and the external market forces of competitive pay awards to similar roles and size organisations in the charity sector. This is done to ensure the charity remains a just and fair employer and supports the retention of valued staff members. UK Welcomes Refugees is in compliance with The Pensions Regulator under the Pensions Act 2008. The charity provides pension arrangements through a money purchase scheme administered by TPT Solutions. UK Welcomes Refugees is a Living Wage employer and will seek to be recognised and accredited as such by the Living Wage Foundation.

### **Funding**

Our funding priority for this period was to secure funds to sustain and enhance our existing services. We are grateful for continued support from our primary funder and the City Bridge Trust with whom we have built a strong relationship. UKWR also benefitted in this period from a variety of local authority and government department grants. UKWR is grateful for the donations made by individuals to the charity. In 2024-25, UKWR secured a grant from Bletchley Council to support our Honk Kong work in Milton Keynes. UKWR was also successful in securing grants from Southwark Diocese; the East of England Strategic Partnership; West Midlands Strategic Migration Partnership; the South-East Strategic Migration Partnership and Cambridgeshire County Council. The trustees agreed to engage Christian Fundraising Consultancy (CFC) and Scenius Consulting and Coaching to assist in the UKWR strategy to secure future funds to ensure the sustainability of the charity.

**TRUSTEES ANNUAL REPORT**  
**Year ended 30 June 2025**

**Finance**

The UKWR financial year is from 1<sup>st</sup> July 2024 to 30<sup>th</sup> June 2025.

Year ending 30<sup>th</sup> June 2025 summary is:

	<b>£ 2025</b>	<b>£ 2024</b>
Income total	£256,377	£225,863
Expenditure total	£233,094	£208,394
Surplus	£23,283	£17,469

From July 2024 to June 2025, operating expenditure £49,238 (2024: £60,903) and staff costs £183,856 (2024: £147,491) have amounted to £233,094 (2024: £208,394). Reserves stand at £149,615 (2024: £126,332) representing approx. 3 months running costs.

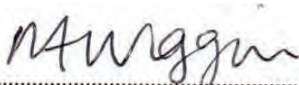
**Reserves and Designated Funds**

The Trustees are aware of the need to maintain adequate reserves to ensure that the Charity's work can continue. Reserves are kept at three months running costs. Reserves are also set up to reflect the anticipated costs of redundancy if the Charity were to discontinue its charitable activities. Designated funds are set aside to enable the Trustees to develop specific areas of charitable work and to meet potential future obligations. This level has been maintained for the period of this report.

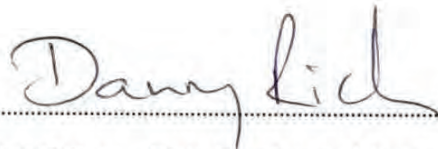
**Approval and Signatures**

This report is prepared in accordance with the small companies regime.

This report was approved by the board signed on its behalf:

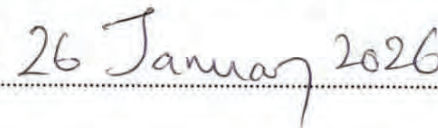


Mr Mark Wiggin, Chair of Trustees



Rabbi Danny Rich, Trustee and Treasurer

Date:



## INDEPENDENT EXAMINER'S REPORT

Year ended 30 June 2025

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### **Independent examiner's report to the trustees of UK Welcomes Refugees Charitable Company ('the charitable company')**

I report to the charity trustees on my examination of the accounts of UK Welcomes Refugees for the period ended 30 June 2025.

#### **Responsibilities and basis of report**

As trustees of the charitable company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006.

Having satisfied myself that the accounts of the charitable company are not required to be audited under Part 16 of the Companies Act 2006 and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011. In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5) (b) of the Charities Act 2011.

#### **Independent examiner's statement**

I confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants in England and Wales (ICAEW), which is one of the bodies listed in section 145 of the Charities Act 2011.

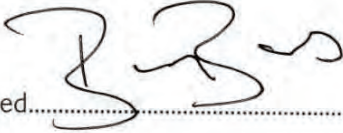
I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the Company as required by section 386 of the Companies Act 2006; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the Companies Act 2006 Act other than any requirement that the accounts give a 'true and fair view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Charities SORP (Statement of Recommended Practice) 2019 (FRS102).

**INDEPENDENT EXAMINER'S REPORT**

**Year ended 30 June 2025**

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.

Signed..........Date.....26/1/2026

Charlotte Barnes FCA  
ICAEW member  
Barker Barnes & Co, 9 Horseshoe Drive, Romsey, SO51 7TP

## STATEMENT OF FINANCIAL ACTIVITIES

Year ended 30 June 2025

	Notes	Unrestricted funds £	Restricted funds £	2025 Total funds	2024 Total funds £
<b>INCOME</b>					
Donations and grants	3	193,319	62,785	256,104	225,592
Investments	3	273	-	273	271
		193,592	62,785	256,377	225,863
<b>EXPENDITURE</b>					
Raising funds	4	-	-	-	8,250
Charitable activities	4	183,908	49,186	233,094	200,144
Charity set-up costs	4	-	-	-	-
		183,908	49,186	233,094	208,394
<b>NET MOVEMENT IN FUNDS</b>		9,684	13,599	23,283	17,469
<b>FUNDS BROUGHT FORWARD</b>		35,823	90,509	126,332	
<b>FUNDS CARRIED FORWARD</b>		45,507	104,108	149,615	

**BALANCE SHEET**  
 Year ended 30 June 2025

	Notes	Unrestricted funds £	Restricted funds £	2025 Total funds £	2024 Total funds £
<b>FIXED ASSETS</b>					
Fixed Assets	2	-	792	792	1,358
<b>CURRENT ASSETS</b>					
Cash at bank	10	47,106	104,142	151,248	126,905
<b>CREDITORS</b>					
Amounts due within one year	9	(1,599)	(826)	(2,425)	(1,931)
<b>NET CURRENT ASSETS</b>		45,507	103,316	148,823	124,974
<b>NET ASSETS</b>		45,507	104,108	149,615	126,322
<b>FUNDS</b>					
Restricted income funds	11	-	104,108	104,108	90,509
Unrestricted funds	11	45,507	-	45,507	35,823
		45,507	104,108	149,615	126,332

The company was entitled to exemption from audit under s477 of the Companies Act 2006 relating to small companies. The members have not required the company to obtain an audit in accordance with section 476 of the Companies Act 2006.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act with respect to accounting records and preparation of accounts.

These accounts have been prepared in accordance with the provisions applicable to small companies subject to the small companies regime and in accordance with the Charities SORP FRS102.

These financial statements were approved and authorised by the board for issue:

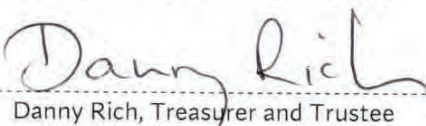
Signed on behalf of the board  
Trustee / Director name

  
Mr Mark Wiggin, Chair of Trustees

Date of approval

26/01/2026

Signed on behalf of the board  
Trustee / Director name

  
Danny Rich, Treasurer and Trustee

26/01/2026

## NOTES

Year ended 30 June 2025

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### Note 1 - Accounting Policies

#### 1.1 Basis of preparation

These accounts have been prepared under the historical cost convention with items recognised at cost or transaction value. The accounts have been prepared in accordance with the Charities SORP and with FRS102 and with the Charities Act 2011.

The charity constitutes a public benefit entity as defined by FRS102.

#### 1.2 Going concern

The trustees are confident in the charity's ability to secure future grant funding. It is in the process of applying for another grant from a private charitable trust which is their current main grant provider. A meeting with main funding partner, the private charitable trust was held on 22 January 2026. The charity will be informed about the decision to issue the grant at a future date.

#### 1.3 Tangible Fixed Assets and Depreciation

Tangible fixed assets are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the cost of the assets, less their estimated residual value, over their expected useful lives on the following bases:

Computers 25% straight line

**NOTES**

Year ended 30 June 2025

**1.4 Governance and support costs**

Support costs have been allocated between governance costs, charity set-up costs and other support costs.

*Governance costs*

Governance costs comprise all costs involving public accountability of the charity and its compliance with regulation and good practice.

*Charity set-up costs*

Charity set-up costs comprise legal fee incurred in obtaining charitable company status,

*Other support costs*

Other support costs include central functions and have been entirely allocated to charitable activity costs, consistent with the use of resources.

**1.5 Basic financial instruments**

Basic financial instruments (comprising cash and creditors) are recognised and measured in accordance with the requirements of FRS102.

**Note 2 – Tangible Assets**

	<b>Computer Fixed Assets £</b>	<b>2025 Total Fixed Assets £</b>
<b>Cost</b>		
As at 1 Jul 2024	2,263	2,263
Additions	-	-
Disposals	-	-
As at 30 Jun 2025	<u>2,263</u>	<u>2,263</u>
<b>Depreciation</b>		
As at 1 Jul 2024	905	905
Depreciation charge	566	566
Disposals	-	-
As at 30 Jun 2025	<u>1,471</u>	<u>1,471</u>
<b>Net Book Value</b>		
As at 30 Jun 2025	<u>792</u>	<u>792</u>
As at 30 Jun 2024	<u>1,358</u>	<u>1,358</u>

**NOTES**

Year ended 30 June 2025

<b>Note 3 - Income</b>	Notes	<b>Unrestricted funds £</b>	<b>Restricted funds £</b>	<b>2025 Total funds £</b>	<b>2024 Total funds £</b>
<b>Donations and grants</b>					
Donations		5,819	-	5,819	792
Grants from other charities		187,500	62,785	250,285	224,800
		193,319	62,785	256,104	225,592
<b>Income from investments</b>					
Bank interest		273	-	273	271
		273	-	273	271
		193,592	62,785	256,377	225,863

Grant income includes a single grant of £187,500 (2024: £112,500) (received in five separate payments of £37,500 each totalling £187,500) from a private charitable trust.

<b>Note 4 - Expenditure</b>	Notes	<b>Unrestricted funds £</b>	<b>Restricted funds £</b>	<b>2025 Total funds £</b>	<b>2024 Total Funds £</b>
<b>Cost of raising funds</b>					
Consultancy		-	-	-	8,250
			-	-	8,250
<b>Direct costs of charitable activities</b>					
Staff costs	7	137,277	46,579	183,856	147,491
Grant payment		-	2,115	2,115	2,115
Project costs		16,184	-	16,184	23,194
Marketing		1,505	-	1,505	1,160
Telephone & internet costs		-	492	492	415
Support costs	5	22,433	-	22,433	21,240
Governance	5	6,259	-	6,259	4,529
		183,658	49,186	232,844	200,144
<b>Other costs</b>					
Legal fees	5	250	-	250	-
		250	-	250	-
		183,908	49,186	233,094	208,394

**NOTES**

Year ended 30 June 2025

**Note 5 – Support costs**

	Notes	Charitable activities £	Other Costs £	2025 Total funds £	2024 Total funds £
<b>Governance</b>					
Independent examiner		975	-	975	925
Accountancy fees		5,284	-	5,284	3,604
	6	6,529	-	6,259	4,529
<b>Charity set-up costs</b>					
Legal fees		-	-	-	-
<b>Other support costs</b>					
Finance and operations		-	-	-	2,791
Consultancy		3,026	-	3,026	-
Depreciation		566	-	566	566
Computer costs		2,155	-	2,155	1,558
Bank charges		60	-	60	60
Travel		7,322	-	7,322	10,198
Meeting room hire		7,720	-	7,720	4,019
Office costs		292	-	292	1,113
Insurance		1,292	-	1,292	935
		22,433	-	22,433	21,240
		28,692	-	28,692	25,769

**Note 6 – Independent examiner’s fees**

	2025 £	2024 £
Independent examination of the accounts	975	925
Other fees: accountancy and related advice	5,284	3,604
	6,529	4,529

In common with many other entities of our size and nature we use our independent examiner to assist with the preparation of the financial statements and other related compliance matters.

**NOTES**

Year ended 30 June 2025

**Note 7 – Staff costs (paid employees)**

	2025	2024
	£	£
Salaries and wages	171,963	133,320
Social security costs	4,555	8,358
Pension costs (defined contribution scheme)	7,338	5,813
	<u>183,856</u>	<u>147,491</u>

No other benefits are provided to employees. No employees are paid more than £60,000 per annum. In addition to paid employees the charity incurred sub-contractor costs of £nil (2024: £2,791) for the 'finance and operations' function.

**Note 8 – Average employee numbers**

	2025	2024
Charitable activities	8	6
	<u>8</u>	<u>6</u>

**Note 9 – Creditors: amounts falling due within one year**

	2025	2024
	£	£
Accruals	975	925
Pension creditor	1,450	-
Taxation and social security	-	1,006
	<u>2,425</u>	<u>1,931</u>

**Note 10 – Cash at bank and in hand**

	2025	2024
	£	£
Bank current account	151,248	126,905
	<u>151,248</u>	<u>126,905</u>



**Note 11 - Charity funds**

<b>Fund name</b>	<b>Type</b>	<b>Purpose and restriction</b>	<b>Fund balances brought forward</b>	<b>Income</b>	<b>Expenses</b>	<b>Fund balance carried forward</b>
			£	£	£	£
Restricted grant income fund	Restricted	For use in the payment of staff salary costs and undertaking charitable activities.	90,509	62,785	(49,186)	104,108
		Not to be used for set-up costs				
General fund	Unrestricted	General purpose (No restriction)	35,823	193,592	(183,908)	45,507
			<b>126,332</b>	<b>256,377</b>	<b>(233,094)</b>	<b>149,615</b>

**NOTES**

**Year ended 30 June 2025**

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**Note 12 – Transactions with trustees and related parties**

**Other related party transactions**

In the current year travel expenses of £251 (2024:£382) were paid to Mr M Wiggin, a trustee.

There were no other related party transactions.

**UK WELCOMES REFUGEES**

England & Wales - Charity number 1195770

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# Accounts

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**UK WELCOMES REFUGEES**  
**ANNUAL TRUSTEES REPORT**  
**AND**  
**FINANCIAL STATEMENTS**  
**FOR THE PERIOD ENDED 30 JUNE 2024**

[www.ukwelcomesrefugees.org](http://www.ukwelcomesrefugees.org)  
Registered Company: 12679315  
Registered Charity: 1195770

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## Trustees Annual Report for the Year ended 30<sup>th</sup> June 2024

### Reference and administrative information

Charity Name:	UK Welcomes Refugees
Charity registration number:	1195770
Company registration number:	12679315
Country of registration	Charitable company registered in England and Wales
Registered office:	85 Waddington Road, Clitheroe, BB7 2HN

### Trustees /Directors

Mr M Wiggin:	(appointed 30 June 2021)	Chair
Rabbi D Rich:	(appointed 25 June 2021)	Treasurer
Ms N Sakr:	(Resigned 30 April 2024)	
Mr A Brown	(appointed 2 February 2024)	
Rev. M Chitokwindo	(appointed 3 October 2024)	

### Staff and Volunteers

Mr S Ryan MBE, CEO (appointed 28 June 2023)  
Mrs J Harvie – Head of Finance, HR & Compliance  
Mr H Chow, Programme Manager  
Ms J Lam, Community Building and Resettlement Lead  
Mr T Auyueng, Project Leader  
Mr WL Kong, Project Leader  
Mr M Abdul Bari MBE (Advisor)

### Independent Examiner

Barker Barnes & Co Limited,  
Chartered Accountants  
9 Horseshoe Drive  
Romsey, SO51 7TP

**Forward**

On behalf of the Board of Trustees of UK Welcomes Refugees (UKWR), I am pleased to introduce this Annual Report covering the work of the charity between July 2023 and June 2024 inclusive.

This latest Annual Report, our fourth report since the charity's formation, details the continuing progress made by the charity in its mission to develop and deliver innovative approaches to community-led welcome and resettlement of migrants and refugees that deliver benefits for both newcomers and host communities.

Key to the UKWR mission is our work to train and equip teams of local volunteers, with diverse backgrounds and life experience, giving them the skills to build relationships between new and settled local residents, listen and respond to local needs and help build community.

Our advocacy work aims to build a consensus in favour of humane and realistic migration policies that take account of the needs of those most affected.

This report also demonstrates the charity's tireless efforts to attract the necessary financial resources to sustain our day-to-day operations and secure the charity's long-term future. Our charity finances are set out in detail in this report, along with our priorities for the year ahead.

UK Welcomes Refugees was initially established in response to the need for increased focus and investment in the Community Sponsorship Scheme, which was first launched in July 2016 and has seen over 1,100 refugees welcomed and resettled by grassroots community groups.

Despite challenges in the UK resettlement landscape due to various pressures, from Covid-19 to recent surges in spontaneous arrivals, continued government interest and civic society goodwill gives cause for optimism that the UK will shortly resume its key role in the resettlement of some of the world's most vulnerable refugees.

Over the course of the reporting year UKWR has strengthened our staff resources, enabling us both to extend our current work and to develop groundbreaking new initiatives that reflect our core objectives of improving welcome, resettlement and integration.

We have further developed our partnerships within the UK and European refugee resettlement sector, and in particular with the Home Office, the Ministry of Housing, Communities & Local Government (formerly DLUHC), Welcome Hubs and Local Authorities in all the areas where operate.

I wish to thank everyone at UKWR for their dedication to the charity - Trustees, staff and volunteers. The Trustees are hugely appreciative of the charitable trusts, statutory bodies and individual donors who have supported our important humanitarian and community building work during this period.

Mark Wiggin  
Chair of Trustees

**Charitable Purposes**

The charity's purposes as set out in the objects contained in the charities Articles of Association are:

- Support socially and economically disadvantaged communities by developing the capacity and skills of local groups and community members
- Help identify and meet the needs of disadvantaged people to participate more fully in society
- Promote the voluntary sector as a public good
- Promote the efficiency and effectiveness of community-led welcome by developing and embedding best practice and supporting the work of similar organisations
- Work to relieve poverty, physical and mental ill-health amongst asylum seekers and refugees fleeing situations including (but not limited to) war, persecution, natural disasters and the impact of climate change

**Additional Objectives**

UK Welcomes Refugees is committed to advocating for refugees and migrants, and other disadvantaged people, including by contributing to shared advocacy with partner organisations on specific issues. Our work helps to build, support and promote strong partnerships with faith and civil society organisations, local communities, local and national government and other relevant institutions.

**Mission statement**

The founding mission of UKWR has been to secure the safe and good resettlement of those seeking sanctuary in the United Kingdom, primarily through the promotion of Community Sponsorship and related initiatives which involve and encourage the active participation and leadership of Civil Society.

**Public Benefit Statement**

The Trustees confirm that they have complied with their duty under sections 4 & 17(5) of the Charities Act 2011 to adhere to public benefit guidance published by The Charity Commission. This annual report includes a detailed description of the activities undertaken by the Charity during the reporting year so as to fulfil its charitable purposes. The Trustees continue to refer to Charity Commission guidance when reviewing our strategy and objectives and determining our current and future activities.

**Staffing and volunteers**

Staffing levels have increased significantly during this year, including a new CEO and Finance Manager, plus the appointment of 3 x new part-time staff. There have been no redundancies or dismissals during the year. We have maintained flexibility in our working practices to allow staff to work from home on the agreed working days and times.

Line management meetings are held weekly, management team meetings are held fortnightly, whole staff meetings are held monthly and Board of Trustees meetings are held quarterly. We continue to be supported by a committed group of over 40 volunteers who support the delivery of all our frontline services.

During the financial year the following staff were contracted by the charity:

- 1 x CEO employed 4 days per week
- 1 Programme Manager employed full-time, 5 days per week
- 1 Community Building Lead employed 3 days per week
- 2 Project Leads employed 3 days per week
- 1 Finance & Operations manager employed 10 hours per week
- 40 x volunteers, mainly supporting the delivery of our frontline services

### **Partnership**

This year has seen a further strengthening of our working relationships with government and other statutory services, faith and civic society, health and social care services, universities and voluntary organisations. Those relationships have greatly enhanced the services we have been able to offer to our beneficiaries, many of whom have found accessing services and support difficult due to their circumstances and language barriers. UKWR has also networked effectively to advocate for migrants and refugees as set out in the significant activity section.

### **Significant activity - achievements and performance**

We seek to achieve our aims by means of frontline community services and activities, planned resettlement support, networking and advocacy and specialist research in collaboration with other research organisations.

Our services fall within three delivery areas:

- (1) Community-led resettlement models, including the Community Sponsorship Scheme
- (2) Resettlement support for Hong Kong BNOs and their families
- (3) Rebuilding Belonging – a relational approach to building community that places migrants and other vulnerable groups at the heart of community development.

### **Community Sponsorship - Promoting community sponsorship schemes and integration of persons in need of international protection**

At the start of the year UKWR and the main principal sponsor organisations undertook research facilitated by the University of Birmingham which found that the current model of community sponsorship needs reform and redesign in order for the scheme to flourish over the long term. UKWR has continued to advocate for the necessary reforms, chiefly as an active contributor to the Community Sponsorship Alliance, which UKWR helped set up and continues to support, including by means of funding for the CSA's administrative and secretariat function.

During the year, UKWR provided connections and support for two Afghan journalists living in exile in Pakistan, culminating in successful work pathway visa applications enabling them to relocate and settle in the Republic of Ireland. Our hands-on experience with these two cases has helped to inform future resettlement support services.

Meanwhile our frontline work with Hong Kong BNOs requires deep connectivity and network-building with local communities across the UK, who thereby become directly involved in the well-being and flourishing of migrants and refugees.

Organisations UKWR has worked with during the year include:

<b>Organisation</b>	<b>Role</b>
GRSI – Global Resettlement Sponsorship Initiative	Overall global initiative to promote and develop community sponsorship backed by Canadian Government and major donors including Porticus. Amnesty is the current 3 yr. partner
Pathways International	Promoting new strategies to improve sponsorship opportunities and part of the GRSI inner groups
United Nations High Commissioner for Refugees	Committed to ensuring good selection processes for refugees and recognising vulnerability as an important criteria
Reset	Home Office-funded training and capacity-building provider
International Catholic Migration Commission - SHARE network	Promoting community sponsorship in Europe and wider migration issues through advocacy and practical services especially in Ukraine and Greece
Community Sponsorship Alliance-UK	An alliance of lead sponsors and other organisations committed to community-led resettlement. Members include Caritas, Salvation Army, Church of England, Charis, Pickwell Foundation, Kings College London, and charities based in Wales, Scotland and Northern Ireland
Sponsor Refugees (CUK)	Communities for Afghans, a Home Office supported pilot project, leads on reforming and adapting community sponsorship to be more accessible.
Welcome Coalition (Good Faith Partnership).	Members include: Refugee Council, Refugee Action, Welcome Churches, Reset, City of Sanctuary UK, King's College London, Pickwell Foundation.
The Dicastery for Promoting Integral Human Development	Vatican's department for promoting fairness and compassion towards migrants and refugees
Refugee Council	National coordination of refugee work and advocacy
Safe Routes Coalition (Kings College London)	A new coalition of advocacy organisations looking to secure safe routes to the UK for refugees

**UK Welcomes Hong Kongers - Building Bridges to Belonging**

A key component of the UKWR mission is to ensure the successful resettlement and integration of Hong Kong British nationals as they look to build a new life here in the UK. Currently our work with Hong Kong BNOs is focused on London, Birmingham, Cambridgeshire and Milton Keynes. We are also developing new opportunities in Greater Manchester and Leeds. Three key elements of the work are:

1. Organising community gatherings that bring together people of different backgrounds and faiths in person, including newcomers and settled local people, to foster a stronger sense of community through fun and fellowship, food, live music, games, sports and cultural activities. Gatherings are community-led and determined by migrants and other local people working together.
2. Identifying and equipping local volunteers to form a core leadership group in their community. We support and equip these groups to meet more people, start conversations in their community and develop deep listening and community asset mapping skills - ensuring relationships involve all parts of the community and ideas for further initiatives come from the community itself.
3. Pioneering a ground-breaking employment resettlement pathway for Hong Kong Social Workers that recognises overseas social work qualifications and experience, and provides UK work placements, training and mentoring in a UK social work context.

Work over the last twelve-month period has included:

- Refugee Week Carnival 24<sup>th</sup> June 2024 with 3 briefing sessions, 21 stall holder applications and 29 volunteer helpers.
- Deliver sessions to the Welcoming Committee for Hong Kongers in Westminster, to mark the third anniversary of the launch of the BN(O) Visa Scheme
- Deliver training sessions, workshops and mutual learning activities to Hong Kong BNO's
- Pioneering an employment resettlement pathway for Hong Kong Social Workers, investigating the most effective ways in which the skills and talents of Hong Kong BNOs can be harnessed within the UK labour market.
- Contribute to the Safety and Security of Hong Kong BNO's by working collectively with HK organisations, local and national government
- Develop new partnership working with trusted Hong Kong agencies, local government and Caritas charities, notably Caritas Westminster, Caritas Southwark and Caritas East Anglia
- Jointly hosting and managing an informative WhatsApp group, with the Welcoming Committee for Hong Kongers, enabling a UK-wide network of Hong Kong-supporting charities, CICs, government and other bodies to share information and best practice concerning resettlement support for Hong Kong BNOs.

**London Project (July 23 to June 24)**

The project has been developing well with over 800 attendees in total engaged in the programmes that include orientation tours, workshops and seminars on issues relevant to the HK community, in-person and on-line meetings. Expert tutors, therapists and other practitioners are provided by UKWR and are encouraged to organise follow-on activities themselves. Some statistics include:

- Over 800 attendees at UKWR-hosted activities
- 321 members of the UKWR WhatsApp group
- 550 people UKWR e-mail newsletter subscribers
- 40 volunteers regularly supporting UKWR activities

Every month, we host a community meetup in Charing Cross for Hongkongers, with an average attendance of 70 people. These monthly meetings enable networking and mutual support amongst Hongkongers as well as affording excellent opportunities for attendees to hear about and access wide-ranging resources and services for Hong Kongers. We also invite other organizations to attend and introduce their services, fostering reciprocal resource sharing and connectivity between Hong Kongers and the wider community across Greater London.

From July 2023 to June 2024, we have organized 46 thematic sharing sessions, both in person or online. Topics have included Life and Death Journey in UK, stress and pain relief, various art workshops, and education sessions on aspects of civic life and health and well-being. We also organized day trips in July and August, as well as two markets in June and September.

We also conducted eight local community tours, partly with a view to attracting new members to join our network. Highlights included a Westminster Walking Tour and a visit to the British Museum.

**Online Integration Programme**

We collaborated with local organizations and groups, including the Neighbourhood Forum, St. John's Church, Waterloo and Carer First to partner with them in supporting local carers. We also conducted an integrative workshop on all aspects of UK culture aimed at new arrivals.

In terms of funding, we have applied for several grants, such as the GLA Empowerment Fund (two proposals) and the GLA Thrive London initiative. Notably, we secured a £2,000 grant from Thrive London, which was awarded to UKWR to co-design and co-deliver a research project led by the charity Thrive LDN, under the coordination of the GLA. Hei and Ho will oversee this project and follow up with the funder to consider next steps.

At the start of May 2024, UKWR launched a monthly Mental Health Station in Charing Cross, initially providing mental health support to 10 beneficiary Hong Kong BNOs. UKWR co-designed a new Community Champion Programme, funded by Hackney Council, with weekly training sessions taking place during May. Seven working groups were set up to develop expertise in response to wide-ranging welfare enquiries from BNO visa holders and their families. A crucial 3-day Hong Kong Symposium also took place in May 2024 in London with 4 UKWR staff attending. On the 15<sup>th</sup> June 2024, UKWR helped organize the Dragon Boat Festival and London Market, delivered in partnership with the Hackney Chinese Community Service.

#### **Birmingham Project**

Between June and August 2023, UKWR delivered the 'Together in Solihull - Welcome Hong Kongers' Project supporting newly arrived Hong Kong BNO refugees to better understand UK culture, health, employment, education and leisure opportunities. The project, supported by Solihull MBC and Heart of England, also provided targeted services and support for children with SEN, elderly Hong Kongers and those seeking secure employment. The project involved 45 volunteers and over 200 direct beneficiaries. The project has demonstrated our capacity to network and engage with Hong Kongers in partnership with multiple agencies including the LA, Trade Unions, local churches and community groups. Examples of specific activities included:

- 15th July 2023 - University student mentorship programme and SEN support webinar for 25 Hong Kongers in the Solihull region for SEN children's parents to understand related local services. 11 children and 15 carers followed up with 4 interactive sessions.
- 6th -21st July 2023 - 3 workshops for 25 elderly participants. Topics included information and resources regarding local transport, local services and state pensions, featuring hands-on practical experience using Google Maps, traveling on public transport etc.
- 22nd July Hong Kong Cultural Festival 2023: Summer of Freedom – celebratory event for cultural sharing involving over 150 people who learned about the recent journey of Hong Kongers through stories, activities and exhibitions. The activities include seminars on labour rights and retirement benefits.
- 19th & 30th July - Webinar Workshop on specific professions with local labour or vocational training groups. 63 participants. "Benefits and Pension Rights" by Speaker, Jabez Lam from Hackney Chinese Community Services, with information about the pension system in the UK and advise for work and retirement, especially for those who settled in the UK in their fifties.
- 27th July - Meeting with representative of Solihull Council to report on the UKWR survey, "Concerned about the adaptation and employment situations of Hong Kongers in Solihull, West Midlands, UK", that had been conducted prior the meeting. 125 survey responses were analysed and discussed and lessons learned.
- August 7th, 14th and 21st preparation for the recruitment and training of 30 community organisers to support the newly arrived Hong Kong communities in the East Midlands, London and Birmingham areas with outreach to include Greater Manchester.
- On 18th February 2024, UKWR celebrated the Year of the Dragon in Birmingham organizing 30 stalls with hot food and drinks, traditional food and special snacks from the streets of Hong Kong.

### TRUSTEES ANNUAL REPORT

Year ended 30 June 2024

- To help celebrate Refugee Week in June 2024, with funding support from Heart of England, UKWR held a multicultural market and Cultural Exchange Day in partnership with St Augustine's Catholic Church, part of the Archdiocese of Birmingham. Refugees from different countries attended and shared their traditional cuisine as well as stories of home and their journeys to the UK and was attended by 25 people.
- We also held a series of Community Station Events and workshops to encourage Hong Kong community engagement with local services and amenities.
- Solihull Council appointed UKWR to be the admin lead for their official TG channel for the Hong Kong diaspora in the region.

#### Milton Keynes Project

A Community Fund grant of £3000 for place-based activities enabled UKWR to set up monthly meetings and workshops attracting between 40 and 60 people. A WhatsApp mutual support group was then set up and now has over 150 members. A regional refugee Networking Meeting, delivered via the Milton Keynes VCSE sector, attracted around 80 participants. A Mental Health Alliance meeting was attended by 26 people and around 300 people attended a Friendship Festival delivered jointly by UKWR and 'Kongtinue' which supports children and young people from Hong Kong through the challenges of resettlement to the UK. UKWR took part in the first-ever Lunar New Year Market in 2024 as a community station about social resource in MK.

#### Cambridge Project

The VCSE Cambridge project, through a local grant, enabled a local Board Game Library Launch Day, launched on 1<sup>st</sup> March 2024 with 10 attendees, and repeated on 10<sup>th</sup> April with 27 attendees, suggesting positive growth. UKWR commissioned research into self-employed market stall ownership amongst Hong Kongers, and how this strengthens participation and belonging whilst helping to maintain Hong Kong culture and cuisine. A press conference was held in Cambridge to present the findings, attended by the East of England Migration Hub.

#### Various Activities and Events:

- **Monthly Boardgame Meet-Up:** Held from April to November, benefitting over 200 participants directly. For three months, sessions took place at Cambridge Library in collaboration with South Cambridgeshire Council.
- **Mindful Walk at Milton Country Park:** Organised in partnership with the East and South East Asian Cambridge (ESEA) group.
- **Wellbeing and Skills Workshops:** Including a wellbeing workshop, a session on food labelling and setting up food businesses, a badminton event, a Cambridge living information-sharing webinar, a bike repair basics workshop, term break play sessions (for Year 4 to Year 6), and a Christmas punch needle handcraft DIY session.

#### Support Networks:

1. A mutual support WhatsApp group for Cambridge Hongkongers with over 100 members.
2. A mutual support WhatsApp group for Hongkongers starting small businesses, also with over 100 members.

**UKWR Hong Kong Social Work Qualifications and Employment project**

The UKWR Hong Kong Social Work initiative has been a ground-breaking advocacy success for UKWR that began with a joint proposal by UKWR, Durham University and the British Social Work Association (BSWA) to a) help overseas qualified social workers transfer Hong Kong social work qualifications and have these ratified by the BSWA, and b) provide UK work placement experience and mentoring. 79 Hong Kong BNO social workers registered to join the programme, with over 1000 potentially eligible social workers in total. A further research paper is being produced and a transnational programme with Durham University and BASW is in development, with 12 local authority councils engaged to date, mutual support groups set up and further training planned. A related Briefing of Practice was released, with Durham University co-authored by UKWR senior worker Hei Chow entitled [Concerns and Experiences of Hong Kong Social Workers in the UK Practice briefing.pdf](#)

Key follow on events included:

- On 18<sup>th</sup> March 2024, a presentation of our research findings at the International Social Work day conference hosted by Brunel University, featuring 280 attendees.
- On the 27<sup>th</sup> April 2024 UKWR co-hosted a meeting of London overseas social workers as part of the advocacy campaign to have their qualifications recognised. 28 people attended. A key outcome is that Hong Kong Social Workers (HKSU) can now become a member of BASW (British Association of Social Workers) to obtain Continuous Professional Development (CPD) resources and online courses.
- On 22<sup>nd</sup> May 2024, 12 Sutton overseas social workers meet up at the Sutton Council Information Day for the recruitment of HK social workers.

**Operational and Strategic plans and activity for the year ending 30 June 2025**

UKWR will continue to deliver and further develop these services, as well as responding to changing factors and emerging needs.

In particular our plans include:

- Contributing to the redesign and relaunch of Community Sponsorship.
- Registering as a partner charity or 'lead sponsor' and provide training, support and safeguarding expertise to two new Community Sponsor applicant communities - one in Clitheroe, Lancashire. As a 'lead sponsor' we will assume legal responsibility for the resettlement of refugee families, assessed by UNHCR as being in need of protection, who have fled conflict or persecution in their home country and have been identified for resettlement to the UK. UKWR will support the groups to find housing, prepare for the family's arrival, provide access to local amenities, healthcare, schools, English language tuition and support towards secure employment and self-sufficiency. Formal responsibility to support the families post-arrival will last for 12 months, whilst affordable housing provision will be for a minimum of two years

### TRUSTEES ANNUAL REPORT

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- Help build stronger, more relational communities that cherish the role of newcomers, through the new 'Rebuilding Belonging' project. Deliver and evaluate the first pilot project in Sutton and roll out the initiative in at least two other communities
- Recruit, train and support 10 new UKWR volunteers as 'Community Champions' who can assist Hong Kong BNOs with applications for Indefinite Leave to Remain (ILR), entitlement to benefits and pathways to employment. This is in response to an expected surge in demand for BN(O)s to understand their evolving needs as permanent UK residents
- Generate new restricted and unrestricted grant income through successful fundraising to ensure sustainability and maintain funding reserves.
- Support good governance and compliance by means of a stronger Board of Trustees with increased diversity in terms of lived experience and professional skills

#### Governance

UKWR is mindful of the Charity Governance Code (2020) and seeks to adhere to the Code's seven principles of good governance. The Trustees have kept abreast of changes in the law in order to ensure compliance with relevant statute and other regulations. The Trustees recognise and understand their roles and legal responsibilities and are committed to ensuring effective governance and continual improvement. The Trustees have complied with their responsibilities under sections 4 & 17(5) of the Charities Act 2011 and have reviewed the public benefit guidance published by The Charity Commission.

#### Management

The CEO is appointed by the Trustees to manage the day-to-day operations of the charity, ensure we adhere to our values and fulfil our charitable purposes. The CEO reports regularly into the Trustees and makes recommendations concerning activities, policies, strategic decisions and fundraising. Ongoing staff supervision and appraisal meetings further support the operational effectiveness of the charity. All employees and volunteers undergo training relevant to their roles, including safeguarding training. The charity offers staff flexibility in terms of working hours.

#### Risk Management

A Risk Register is maintained and kept up-to-date to ensure good risk management, early identification of risks and mitigation measures to minimise any negative impact on the charity and its beneficiaries. A key risk is funding and long-term financial stability. Our breadth of high-quality service delivery, outstanding reputation, strong partnerships and positive engagement with funders all help to mitigate the risk to the charity's future sustainability.

#### Safeguarding and Health & Safety

Our safeguarding policies, one for vulnerable adults and another for children and young people, have been extensively reworked and enhanced during the reporting year to reflect current best practice. The Charity follows safe recruitment and selection processes for all paid and volunteer roles. Our health & safety policies and procedures have also been reworked and enhanced. We also have robust complaints policies and procedures in place.

**Remuneration**

When setting pay policy Trustees take into consideration the cost-of-living, inflationary uplifts and market forces, ensuring our pay awards are competitive and fully commensurate with equivalent roles and sizes of organisation within the charity sector. UKWR places a high value on staff retention and is committed to being a fair and decent employer that prioritises the well-being of all our staff. UKWR complies with The Pensions Regulator under the Pensions Act 2008. The Charity offers employer pension arrangements through a reputable scheme administered by TPT Solutions. UKWR is already a Living Wage employer and is seeking accreditation by the Living Wage Foundation.

**Funding**

Our highest priority during the reporting year has been to secure the necessary funds to sustain and enhance our existing services. We are especially grateful for the continued support of our primary funder and the City Bridge Trust, with each of whom we have built a strong relationship and we greatly value their knowledge, advice and insights. We have also benefitted from a number of local authority and central government grants. UKWR is always touched and grateful for the generous donations made by individuals to the charity.

## UK Welcomes Refugees

### TRUSTEES ANNUAL REPORT

Year ended 30 June 2024

#### Finance Report

Financial Summary for the twelve months ended 30th June 2024 for the period 1<sup>st</sup> July 2023 to 30<sup>th</sup> June 2024.

<b>Income</b>	<b>£</b>
Grants and Donations	225,592
Investments	271
<u>Total</u>	<u>225,863</u>

<b>Expenditure</b>	
Fundraising	8,250
Charitable activities	200,144
<u>Total</u>	<u>208,394</u>

**Total carried forward** 17,469

It was noted at the AGM that it is the policy of UK Welcomes Refugees to maintain a reserve for direct costs of charitable activities equivalent to three months of average direct costs of charitable activities. There are carried forward restricted and unrestricted reserves of £126,332.

#### Reserves and Designated Funds

The Trustees are aware of the need to maintain adequate reserves to safeguard the Charity, its staff and beneficiaries. Reserves are currently retained at an equivalent level to three months of full operating costs and reflect anticipated redundancy and other costs in the event that the Charity were to discontinue its activities.

Designated funds are agreed with staff on an ongoing basis, typically deploying small proportions of unreserved grant funding, and allocated to the delivery of specific areas of work over a fixed period.

#### Approval and Signatures

This report is prepared in accordance with the small companies regime.

This report was approved by the board signed on its behalf:



Mr Mark Wiggin, Chair of Trustees



Anthony Brown, Trustee

Date:

4<sup>th</sup> December 2024

4<sup>th</sup> December 2024

**INDEPENDENT EXAMINER'S REPORT**

Year ended 30 June 2024

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**Independent examiner's report to the trustees of UK Welcomes Refugees Charitable Company ('the charitable company')**

I report to the charity trustees on my examination of the accounts of UK Welcomes Refugees for the period ended 30 June 2024.

**Responsibilities and basis of report**

As trustees of the charitable company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006.

Having satisfied myself that the accounts of the charitable company are not required to be audited under Part 16 of the Companies Act 2006 and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011. In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5) (b) of the Charities Act 2011.

**Independent examiner's statement**

I confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants in England and Wales (ICAEW), which is one of the bodies listed in section 145 of the Charities Act 2011.


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:

1. accounting records were not kept in respect of the Company as required by section 386 of the Companies Act 2006; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the Companies Act 2006 Act other than any requirement that the accounts give a 'true and fair view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Charities SORP (Statement of Recommended Practice) 2019 (FRS102).

**INDEPENDENT EXAMINER'S REPORT**

**Year ended 30 June 2024**

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.

Signed  Date 4/12/2024

Charlotte Barnes FCA  
ICAEW member  
Barker Barnes & Co, 9 Horseshoe Drive, Romsey, SO51 7TP

## STATEMENT OF FINANCIAL ACTIVITIES

Year ended 30 June 2024

	Notes	Unrestricted funds £	Restricted funds £	2024 Total funds	2023 Total funds £
<b>INCOME</b>					
Donations and grants	3	112,500	113,092	225,592	144,855
Investments	3	271	-	271	142
		<u>112,771</u>	<u>113,092</u>	<u>225,863</u>	<u>144,997</u>
<b>EXPENDITURE</b>					
Raising funds	4	-	8,250	8,250	15,460
Charitable activities	4	105,344	94,800	200,144	80,488
Charity set-up costs	4	-	-	-	-
		<u>105,344</u>	<u>103,050</u>	<u>208,394</u>	<u>95,948</u>
<b>NET MOVEMENT IN FUNDS</b>		<u>7,427</u>	<u>10,042</u>	<u>17,469</u>	<u>49,049</u>
<b>FUNDS BROUGHT FORWARD</b>		<u>28,396</u>	<u>80,467</u>	<u>108,863</u>	
<b>FUNDS CARRIED FORWARD</b>		<u><u>35,823</u></u>	<u><u>90,509</u></u>	<u><u>126,332</u></u>	

**BALANCE SHEET**  
 Year ended 30 June 2024

	Notes	Unrestricted funds £	Restricted funds £	2024 Total funds £	2023 Total funds £
<b>FIXED ASSETS</b>					
Fixed Assets	2	-	1,358	1,358	1,017
<b>CURRENT ASSETS</b>					
Cash at bank	10	37,213	89,692	126,905	115,311
<b>CREDITORS</b>					
Amounts due within one year	9	(1,390)	(541)	(1,931)	(7,465)
<b>NET CURRENT ASSETS</b>		35,823	89,151	124,974	107,846
<b>NET ASSETS</b>		35,823	90,509	126,332	108,863
<b>FUNDS</b>					
Restricted income funds	11	-	90,509	90,509	80,467
Unrestricted funds	11	35,823	-	35,823	28,396
		35,823	90,509	126,332	108,863

The company was entitled to exemption from audit under s477 of the Companies Act 2006 relating to small companies. The members have not required the company to obtain an audit in accordance with section 476 of the Companies Act 2006.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act with respect to accounting records and preparation of accounts.

These accounts have been prepared in accordance with the provisions applicable to small companies subject to the small companies regime and in accordance with the Charities SORP FRS102.

These financial statements were approved and authorised by the board for issue:

Signed on behalf of the board  
Trustee / Director name

  
Mr Mark Wiggin, Chair of Trustees

Date of  
approval

4<sup>th</sup> December 2024

Signed on behalf of the board  
Trustee / Director name

  
Anthony Brown, Trustee

4/12/2024

**NOTES**

Year ended 30 June 2024

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**Note 1 - Accounting Policies**

**1.1 Basis of preparation**

These accounts have been prepared under the historical cost convention with items recognised at cost or transaction value. The accounts have been prepared in accordance with the Charities SORP and with FRS102 and with the Charities Act 2011.

The charity constitutes a public benefit entity as defined by FRS102.

**1.2 Income**

*Recognition of income*

Income is recognised in the *Statement of Financial Activities (SoFA)* when the charity becomes entitled to the resources; and it is more likely than not that the charity will receive the resources; and the monetary value can be reliably measured.

*Offsetting*

There has been no offsetting of assets and liabilities, unless required or permitted by the SORP (FRS102) or FRS102.

*Grants and Donations*

Grants and donations are only included in the SoFA when the general income recognition criteria are met.

*Interest receivable*

Interest receivable is accounted for an investment income and is recognised when receipt is probable and can be reliably measured.

**1.3 Tangible Fixed Assets and Depreciation**

Tangible fixed assets are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the cost of the assets, less their estimated residual value, over their expected useful lives on the following bases:

Computers 25% straight line

**NOTES**

Year ended 30 June 2024

**1.4 Governance and support costs**

Support costs have been allocated between governance costs, charity set-up costs and other support costs.

*Governance costs*

Governance costs comprise all costs involving public accountability of the charity and its compliance with regulation and good practice.

*Charity set-up costs*

Charity set-up costs comprise legal fee incurred in obtaining charitable company status.

*Other support costs*

Other support costs include central functions and have been entirely allocated to charitable activity costs, consistent with the use of resources.

**1.5 Basic financial instruments**

Basic financial instruments (comprising cash and creditors) are recognised and measured in accordance with the requirements of FRS102.

**Note 2 – Tangible Assets**

	<b>Computer Fixed Assets £</b>	<b>2024 Total Fixed Assets £</b>
<b>Cost</b>		
As at 1 Jul 2023	1,356	1,356
Additions	907	907
Disposals	-	-
As at 30 Jun 2024	<u>2,263</u>	<u>2,263</u>
<b>Depreciation</b>		
As at 1 Jul 2023	339	339
Depreciation charge	566	566
Disposals	-	-
As at 30 Jun 2024	<u>905</u>	<u>905</u>
<b>Net Book Value</b>		
As at 30 Jun 2024	<u>1,358</u>	<u>1,358</u>
As at 30 Jun 2023	<u>1,017</u>	<u>1,017</u>

**NOTES**

Year ended 30 June 2024

Note 3 - Income	Notes	Unrestricted funds £	Restricted funds £	2024 Total funds £	2023 Total funds £
<b>Donations and grants</b>					
Donations		-	792	792	2,355
Grants from other charities		112,500	112,300	224,800	142,500
		112,500	113,092	225,592	144,855
<b>Income from investments</b>					
Bank interest		271	-	271	142
		271	-	271	142
		112,771	113,092	225,863	144,997

Grant income includes a single grant of £112,500 (2023: £75,000) (received in three separate payments of £37,500 each totalling £112,500) from a private charitable trust.

Note 4 - Expenditure	Notes	Unrestricted funds £	Restricted funds £	2024 Total funds £	2023 Total Funds £
<b>Cost of raising funds</b>					
Consultancy		-	8,250	8,250	15,460
			8,250	8,250	15,460
<b>Direct costs of charitable activities</b>					
Staff costs	7	82,791	64,700	147,491	48,058
Grant payment		-	2,115	2,115	-
Project costs		-	23,194	23,194	2,592
Marketing		1,160	-	1,160	504
Telephone & internet costs		-	415	415	316
Support costs	5	16,864	4,376	21,240	27,205
Governance	5	4,529	-	4,529	1,646
		105,344	94,800	200,144	80,321
<b>Other costs</b>					
Legal fees	5	-	-	-	167
		-	-	-	167
		105,344	103,050	208,394	95,948

## NOTES

Year ended 30 June 2024

## Note 5 – Support costs

	Notes	Charitable activities £	Other Costs £	2024 Total funds £	2023 Total funds £
<b>Governance</b>					
Independent examiner		925		925	880
Accountancy fees		3,604	-	3,604	766
	6	4,529	-	4,529	1,646
<b>Charity set-up costs</b>					
Legal fees		-	-	-	167
		-	-	-	167
<b>Other support costs</b>					
Finance and operations		2,791	-	2,791	3,242
Consultancy		-	-	-	7,000
Depreciation		566	-	566	339
Computer costs		1,558	-	1,558	1,543
Bank charges		60	-	60	63
Travel		10,198	-	10,198	10,527
Meeting room hire		4,019	-	4,019	1,841
Office costs		1,113	-	1,113	1,975
Insurance		935	-	935	675
		21,240	-	21,240	27,205
		25,769	-	25,769	29,018

## Note 6 – Independent examiner's fees

	2024 £	2023 £
Independent examination of the accounts	925	880
Other fees: accountancy and related advice	3,604	766
	4,529	1,646

In common with many other entities of our size and nature we use our independent examiner to assist with the preparation of the financial statements and other related compliance matters.

**NOTES**

Year ended 30 June 2024

**Note 7 – Staff costs (paid employees)**

	2024	2023
	£	£
Salaries and wages	133,320	42,630
Social security costs	8,358	3,249
Pension costs (defined contribution scheme)	5,813	2,179
	<u>147,491</u>	<u>48,058</u>

No other benefits are provided to employees. No employees are paid more than £60,000 per annum. In addition to paid employees the charity incurred sub-contractor costs of £2,971 (2023: £3,242) for the 'finance and operations' function.

**Note 8 – Average employee numbers**

	2024	2023
Charitable activities	6	2
	<u>6</u>	<u>2</u>

**Note 9 – Creditors: amounts falling due within one year**

	2024	2023
	£	£
Accruals	925	880
Staff expenses	-	3,793
Taxation and social security	1,006	2,792
	<u>1,931</u>	<u>7,465</u>

**Note 10 – Cash at bank and in hand**

	2024	2023
	£	£
Bank current account	126,905	115,311
	<u>126,905</u>	<u>115,311</u>

**Note 11 - Charity funds**

<b>Fund name</b>	<b>Type</b>	<b>Purpose and restriction</b>	<b>Fund balances brought forward</b> £	<b>Income</b> £	<b>Expenses</b> £	<b>Fund balance carried forward</b> £
Restricted grant income fund	Restricted	For use in the payment of staff salary costs and undertaking charitable activities.	80,467	113,092	(103,050)	90,509
General fund	Unrestricted	Not to be used for set-up costs	28,396	112,771	(105,344)	35,823
			108,863	225,863	(208,394)	126,332

## NOTES

Year ended 30 June 2024

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### Note 12 – Transactions with trustees and related parties

#### Consultancy

During the year the charity made payments totalling £nil (2023: £nil, 2022: £14,000) to Mr D N Jameson, a former trustee, in respect of consultancy services.

These payments were authorised by the board of trustees/directors. Mr Jameson had experience in growing and maturing a charity and this consultancy arrangement was deemed necessary by the board, until the charity was on a surer footing. The scope of the consultancy service was around fundraising and operational scale-up.

This arrangement was disclosed to the Charities Commission as part of the company's application for charitable status and was therefore effectively approved by the Charities Commission when the company was granted charitable status on 9 September 2021.

The approved payment was a £350 daily rate for one day per week (although the trustee concerned did more work than 1 day a week unpaid). This arrangement ceased when Mr Jameson ceased to be trustee, upon his death in April 2023.

#### Other related party transactions

In the current year travel costs of £10,198 (2023: £10,527), there were expenses paid to a former trustee, Mr D N Jameson of £nil (2023: £3,762) and expenses paid to a trustee, Mr M Wiggin of £382 (2023: £224).

In the prior year office costs of £nil (2023: £1,975) there were expenses paid to a former trustee, Mr D N Jameson of £nil (2023: £1,052).

There were no other related party transactions.

**UK WELCOMES REFUGEES**

England & Wales - Charity number 1195770

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# Accounts

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**UK WELCOMES REFUGEES**  
**ANNUAL TRUSTEES REPORT**  
**AND**  
**FINANCIAL STATEMENTS**  
**FOR THE PERIOD ENDED 30 JUNE 2023**

[www.ukwelcomesrefugees.org](http://www.ukwelcomesrefugees.org)  
Registered Company: 12679315  
Registered Charity: 1195770

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**Trustees Annual Report for the Year ended 30<sup>th</sup> June 2022**

**Reference and administrative information**

Charity Name: UK Welcomes Refugees  
Charity registration number: 1195770  
Company registration number: 12679315  
Country of registration Charitable company registered in England and Wales  
Registered office: 85 Waddington Road, Clitheroe, BB7 2HN

**Trustees /Directors**

Mr M Wiggin:	(appointed 30 June 2021)	Chair
Rabbi D Rich:	(appointed 25 June 2021)	Treasurer
Ms N Sakr:	(appointed 18 June 2020)	Vice Chair
Mr A Al-Rashid:	(appointed 7 January 2021)	
Mr D N Jameson	(appointed 18 June 2020/deceased 24 April 2023)	

**Staff and Volunteers**

Mr D N Jameson, Acting CEO (deceased 24 April 2023)  
Mr S Ryan MBE, CEO (appointed 28 June 2023)  
Mr H Chow, Senior Community Organiser UK Welcomes Hong Kongers  
Ms J Lam, Community Organiser for UK Welcomes Hong Kongers  
Ms S Wood, Finance/Operations Consultant  
Ms J Julia Johnson (Comms Volunteer)  
Mr G G Passarlary (Advisor)  
Mr J Lam (Advisor)  
Mr M Abdul Bari MBE (Advisor)

**Independent Examiner**

Barker Barnes & Co Limited,  
Chartered Accountants  
9 Horseshoe Drive  
Romsey, SO51 7TP

## UK Welcomes Refugees

### TRUSTEES ANNUAL REPORT

Year ended 30 June 2023

#### Forward

On behalf of the UK Welcomes Refugees trustees, I am pleased to introduce this, our third Trustees Annual Report. Over this year (1<sup>st</sup> July 2022- 30<sup>th</sup> June 2023), UK Welcomes Refugees (UKWR) has matured as a new charity and has developed strategic partnerships within the refugee resettlement sector, the Home Office and other government departments. By developing partnerships, coalition and alliances UK Welcomes Refugees is 'Building Communities Together'.

The Annual Report shares the progress the charity has made towards bringing about its mission 'to secure the safe and good resettlement of those seeking sanctuary in the UK primarily through the promotion of Community Sponsorship and related initiatives which involve and encourage the active participation and leadership of Civil Society.' The report reviews our community sponsorship and wider resettlement activity with refugees and Hong Kongers. In a challenging migration and refugee environment the annual report also reflects the focus and efforts towards securing the financial resources needed to maintain day-to-day operations and longer-term sustainability.

The trustees wish to acknowledge Neil Jameson CBE, the founder and inspiration behind the establishing of UK Welcomes Refugees, sadly died on 24<sup>th</sup> April this year. Neil brought his vast experience, networks of community organising and energy to the work of the charity, along with a firm belief in the central role of civil society in the resettlement of refugees and the courage and tenacity to advocate for social justice. Building on Neil's foundations will be Sean Ryan MBE who takes up the role of CEO and brings considerable experience in the development and uptake of Community Sponsorship.

I wish to thank everyone at UKWR for their dedication to the charity - Trustees, staff and volunteers. The Trustees are also appreciative of the charitable trusts, statutory and individual donors who have supported this important humanitarian work during this period. Going forward, our priorities for the year ahead are set out in the pages below as is the financial position of the charity.

Mark Wiggin  
Chair of Trustees

**TRUSTEES ANNUAL REPORT**

**Year ended 30 June 2023**

**Charitable Purposes**

The charity's purposes as set out in the objects contained in the charities Articles of Association are:

- Support socially and economically disadvantaged communities by developing the capacity and skills of group and community members.
- Help identify and meet their needs to participate more fully in society.
- Promotion of the voluntary sector for the public benefit.
- Promote the efficiency and effectiveness of community capacity building of charities by growing, embedding good practice in and supporting such organisations.
- Work to relieve poverty and sickness among persons who are internally displaced or in migration or who are asylum seekers or refugees fleeing situations including (but not limited to) war, persecution and climate change.

**Charitable objectives**

UK Welcomes Refugees is committed to supporting refugees by building a network of advocates in the UK. Our work supports refugees and the communities that receive them by promoting partnerships with civil society organisations, national institutions, community, and faith-based sponsors.

**Mission statement**

UK Welcomes Refugees mission is to secure the safe and good resettlement of those seeking sanctuary in the United Kingdom, primarily through the promotion of Community Sponsorship and related initiatives which involve and encourage the active participation and leadership of Civil Society.

**Public Benefit Statement**

The Trustees confirm that they have complied with their duty under sections 4 & 17(5) of the Charities Act 2011 to have regard to the public benefit guidance published by The Charity Commission. The annual report includes a detailed description of the activities undertaken by the Charity during the year to further its charitable purposes for the public benefit. The Trustees have referred to the Charity Commission's guidance on public benefit when reviewing its strategy and objectives and in planning future activities.

**Staffing**

During the financial year the following staff were contracted by the charity:

- 1 CEO employed for an average of 3 days per week
- 1 Senior Community Organising Officer for an average of 4 days per week
- 3 Project officers each for an average of 2 days per week
- 1 Finance & HR Administrator for an average of 1 day per week

## UK Welcomes Refugees

### TRUSTEES ANNUAL REPORT Year ended 30 June 2023

#### **Achievements and performance**

Services are currently targeted to three beneficiary groups through direct delivery and advocacy: (1) Community Sponsorship and other models of community-led resettlement of refugees from anywhere in the world (2) Afghan refugee resettlement (3) Hong Kong BNOs and their families.

#### *1) Community Sponsorship - Promoting community sponsorship schemes and integration of persons in need of international protection*

An evaluation of the UK Community Sponsorship in June 2023, so hosted by UKWR and attended by 13 of the main principal sponsor organisations and facilitated by the University of Birmingham confirmed that the original model drawn up by the Home Office was now in need of reform and redesign. UK Welcomes Refugees has since then been a key stakeholder both in establishing the newly formed Community Sponsorship Alliance (CSA) and advocating for financial investment in the principal sponsors delivering the scheme.

In December 2022, UKWR staff and Board members met with Danny Kruger MP and 5 Conservative MP's at the House of Commons to lead a workshop on 'Safe and Legal Routes for Refugees'. There was a recognition at the meeting that many of the 'Safe and Legal' routes for refugee resettlement were just not working. The meeting confirmed the key finding of the Woolf Institutes 'Commission on the Integration of Refugees' that over the last 25 years "successive British Governments have consistently seen integration as a secondary concern to the 'primary' task of sorting eligible asylum applications from ineligible ones." A power point by Emma Harrison from RESET exposed that some government routes were not being promoted or used to any significant degree. The advocacy position of UKWR was received with interest. A similar meeting with Stephen Kinnock, Labour MP for Aberavon and Shadow Minister for Immigration was held in January 2023.

The Principal Sponsors Alliance has now combined with a broader alliance of actors to advocate for the expansion of Community Sponsorship and community-led welcome. UK Welcomes Refugees now works in partnership with the Community Sponsorship Alliance and closely with RESET, the charity responsible for administering the community sponsorship scheme on behalf of the Home Office. UKWR networks with over 14 sponsoring charities and 2 main government departments for immigration and refugees. In April 2023, UKWR attended the ICMC/SHARE European Refugee Sponsorship Convention: Honouring community-led welcome, celebrating achievements and looking to the future. UK Welcomes Refugees is thus part of a network of over 150 European actors promoting community sponsorship.

#### *2) The Afghan Community Resettlement Scheme - From hotels to homes*

The Afghan Community Resettlement Scheme (ACRS) was launched in January 2022 with the aim of providing protection to Afghan citizens who are deemed to be most at risk. Those Afghans who have managed to resettle in the UK have also faced various difficulties and struggles. UK Welcomes Refugees worked with over 20 hotels where Afghans remained in bridging accommodation to assist their resettlement. Our work, undertaken to provide a swift and flexible support package to Afghans in hotels was led by a former Afghan refugee, Gulwali Passarlay. This work has been well-received by the Home Office and Government ministers. Along with members of the Community Sponsorship Alliance, UKWR has also been in negotiations with the Department of Levelling Up Housing and

**TRUSTEES ANNUAL REPORT**  
**Year ended 30 June 2023**

Communities (DLUHC) to assist in the resettlement of Afghans currently in Pakistan who are eligible to come to the UK.

UKWR is currently supporting two Afghan journalists currently in Pakistan with their visa application to come to the UK under either the Afghan scheme or work pathways for refugees. This support will assist UKWR in the future looking at alternative safe routes for refugee resettlement.

*3) UK Welcomes Hong Kongers - Building Bridges to Belonging*

The UK Welcomes Hong Kongers project was set up to provide welcome, advice, support and connectivity to Hong Kong BN(O)'s, in order to help them settle and acclimatize to life in the UK. We support Hong Kong BNOs and their families to participate fully in the life of their local community. Launched by the UK government in January 2021, the Hong Kong British National (Overseas) Visa Scheme enables Hong Kong British Nationals (BNO's) to escape an increasingly repressive way of life in Hong Kong and build a new life here in the UK.

UK Welcomes Refugees mission is to ensure the successful resettlement and integration of Hong Kong British nationals as they look to build a new life here in the UK. Our overarching goal is to build enduring friendships between Hong Kongers and local people that help to bridge divides, rebuild trust and reciprocity, reweave a sense of community and belonging and foster the common good. At present UKWR is working in London, Birmingham, Milton Keynes and Cambridge.

In July 2022, the research project findings from the '*Rise to the Challenges: Civic engagement and social integration of BN(O) Hong Kongers in the UK*' was published. UKWR developed this research project with academics and the Good Neighbours Church, England. In total, 586 valid questionnaires were received and the research found that the perceived trust of BN(O) Hong Kongers toward the government and community is rather strong, while their community participation is low. It noted the decline of interest in political activism amongst BNO arrivals and also the reduced interest and engagement in politics by young people. It concluded that due attention must be given to those who 'actively' mistrust the community, especially the younger groups. Society also has to learn to receive Hong Kongers beyond the initial welcoming stage, while mutual learning between Hong Kongers and their British counterparts must be actively fostered. Many of the UKWR activities over the next two years will be based on these research findings.

In April, UKWR coordinated the 'Big Help Out' that brought together 15 organisations to prepare food for homeless people in London and clean up streets and beaches further afield. This was followed by presentation by Hei Chow (UKWR Senior Community Organiser) that focused on the 'Integration Models' developed by the charity that has engaged over 200 people and is leading to the development of volunteer leaders as community organisers. Over the financial year period, UKWR has convened 12 meetings at St. Martin's-in-the-Field to welcome and support Hong Kongers

between 40-60 beneficiaries each meeting. The meeting comprised of information sessions on a wide range of topics that included employment, education and the legal system. Our own trustees and advisors offered inputs on the Jewish and Muslim faiths.

## UK Welcomes Refugees

### TRUSTEES ANNUAL REPORT

Year ended 30 June 2023

#### Operational and Strategic plans and activity for the year ending 30 June 2024

UKWR will continue to deliver high quality, high impact services and projects related to the resettlement and welcome of refugees through community sponsorship, Afghan resettlement and Hong Kong welcome, integration and social cohesion strategies. We will seek opportunities to remodel the community sponsorship scheme and build a renewed civic society commitment through an alliance of pioneering organisations with a track record of success. UK Welcomes Refugees will partner with and collaborate with voluntary sector actors in the field, local authorities, the Home Office and the Department for Levelling Up, Housing & Communities (DLUHC) to advocate for safe routes to resettlement and advocate for the improvements to the community sponsorship model.

#### *Operational plans for 2024*

- Strengthen our unique role and level of engagement as a member of the Community Sponsorship Alliance
- Sponsor a parliamentary event to highlight the importance of community sponsorship and showcase its achievements to-date
- Contribute to the European and Global promotion of Community Sponsorship and learn from the experience of international partners
- Work with partners to convene an annual conference for people involved in Community Sponsorship in the UK
- Contribute to the Afghan Charities Coalition and explore safe and legal resettlement pathways for Afghans still in Pakistan
- Deliver sessions to the Welcoming Committee for Hong Kongers in Westminster, to mark the third anniversary of the launch of the BN(O) Visa Scheme
- Deliver training sessions, workshops and mutual learning activities to Hong Kong BNO's
- Pioneering an employment resettlement pathway for Hong Kong Social Workers, investigating the most effective ways in which the skills and talents of Hong Kong BNOs can be harnessed within the UK labour market.
- Organise gatherings in London and Cambridge aimed at cementing relationships between Hong Kongers and local people.
- Contribute to the Safety and Security of Hong Kong BNO's by working collectively with HK organisations, local and national government
- Develop new partnership working with trusted Hong Kong agencies, local government and Caritas charities, notably Caritas Westminster, Caritas Southwark and Caritas East Anglia

#### *Strategic plans for 2024*

Having the right relationships, policies and assurances in place, remains crucial for the growth and security of UKWR. The current continued financial uncertainty in the charitable sector in relation to small to medium charities (SME's) can take its toll on leadership, staff, volunteers, and trustees alike.

Focusing on the following key priorities and opportunities in 2024 is vital to this charity:

- Income stream diversity and increase core/unrestricted funding to deliver financial stability and enable longer term planning and continuity
- Generate new restricted and unrestricted grant income through successful fundraising to ensure sustainability
- Building a reserve for the charity
- Ensuring governance through trusteeship reflects diversity in lived experience and professional skills and full compliance with Charity Commission standards

### TRUSTEES ANNUAL REPORT

Year ended 30 June 2023

- Evaluating and demonstrating UKWR 'added value' to the refugee resettlement sector;
- Improving our communications and social media strategy with a strong focus on community, place and belonging. UKWR will seek to better disseminate the results of our work and the positive difference our services and advocacy are making to the lives of refugees.
- Recruit, train and support more UKWR volunteers including formal registration, appropriate DBS checks and checked character references, and greater involvement in meetings and regular ongoing communications
- With the growth of both staff and volunteers, UKWR will approve a new Safeguarding Policy, put in place a new Pay Structure for all paid staff and produce new Volunteer Registration Form with protocols.

#### **Governance**

Trustees have noted the latest Charity Governance Code (2020) and are kept abreast of changes in the law to ensure compliance with the law and relevant regulations. The trustees recognise and understand their roles and legal responsibility and are committed to ensuring the charity is governed effectively and support continual improvement. The trustees have complied with their responsibilities under sections 4 & 17(5) of the Charities Act 2011 and have reviewed the public benefit guidance published by The Charity Commission. The annual report includes a detailed description of the activities undertaken by the charity during the year to further its charitable purposes for the public benefit.

#### **Management**

The CEO is appointed by the trustees to manage the day to day operations of the charity, protecting the charitable purposes of the charity and its values. The CEO reports to the trustees and makes recommendations on activities, fundraising and policy. Supervision and appraisal support the operational management of the charity. All employees and volunteers complete mandatory training relevant to their role. The charity offers staff flexibility in working hours. A risk register is updated on a regular basis to manage risk by early identification and set out plans to counter any negative impact on the charity. Key risks to the charity include the long-term financial stability of the charity that can be mitigated by the quality of service delivery and positive engagement with funders including statutory commissioners. Safeguarding will always remain an important area of work with refugees and vulnerable people.

#### **Safeguarding and Health & Safety**

An updated safeguarding policy has been extensively re-written to reflect ongoing good practice. The Charity follows safe recruitment and selection processes for all paid and volunteer roles. A probationary period and supervision confirm the appointment of staff. The health, safety and welfare policies and procedures are regularly reviewed and staff receive training against the policies

#### **Remuneration**

The trustees in setting the pay policy of the charity take into consideration the cost-of-living, inflationary uplifts and the external market forces of competitive pay awards to similar roles and size organisations in the charity sector. This is done to ensure the charity remains a just and fair employer and supports the retention of valued staff members. UK Welcomes Refugees is in compliance with The Pensions Regulator under the Pensions Act 2008. The charity provides pension arrangements through a money purchase scheme administered by TPT Solutions. UK Welcomes Refugees is a Living Wage employer and will seek to be recognised and accredited as such by the Living Wage Foundation.

## UK Welcomes Refugees

### TRUSTEES ANNUAL REPORT

Year ended 30 June 2023

#### Reserves and Designated Funds

The Trustees are aware of the need to maintain adequate reserves to ensure that the Charity's work can continue. Reserves are ideally kept at between three to six months running costs. Reserves are also set up to reflect the anticipated costs of redundancy if the Charity were to discontinue its charitable activities. Designated funds are set aside to enable the Trustees to develop specific areas of charitable work and to meet potential future obligations.

#### Finance Report

Financial Summary for the twelve months ended 30th June 2023 for the period 1<sup>st</sup> July 2022 to 30<sup>th</sup> June 2023.

<b>Income</b>	<b>£</b>
Grants and Donations	144,855
Investments	142
<b>Total</b>	<b>144,997</b>
<b>Expenditure</b>	
Fundraising	15,460
Charitable activities	80,488
<b>Total</b>	<b>95,948</b>
<b>Total carried forward</b>	<b>49,049</b>

It was noted at the AGM that it is the policy of UK Welcomes Refugees to maintain a reserve for direct costs of charitable activities equivalent to three months of average direct costs of charitable activities. There are carried forward restricted and unrestricted reserves of £108,863.

#### Approval and Signatures

This report is prepared in accordance with the small companies regime.

This report was approved by the board signed on its behalf:



Mr Mark Wiggin, Chair of Trustees



Rabbi Daniel Rich, Trustee and Treasurer

Date:

13 February 2024

14 February 2024

**Independent examiner's report to the trustees of UK Welcomes Refugees Charitable Company ('the charitable company')**

I report to the charity trustees on my examination of the accounts of UK Welcomes Refugees for the period ended 30 June 2023.

**Responsibilities and basis of report**

As trustees of the charitable company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006.

Having satisfied myself that the accounts of the charitable company are not required to be audited under Part 16 of the Companies Act 2006 and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011. In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5) (b) of the Charities Act 2011.

**Independent examiner's statement**

I confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants in England and Wales (ICAEW), which is one of the bodies listed in section 145 of the Charities Act 2011.

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:

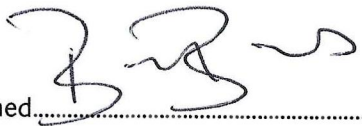
1. accounting records were not kept in respect of the Company as required by section 386 of the Companies Act 2006; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the Companies Act 2006 Act other than any requirement that the accounts give a 'true and fair view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Charities SORP (Statement of Recommended Practice) 2019 (FRS102).

**UK Welcomes Refugees**

**TRUSTEES ANNUAL REPORT**

**Year ended 30 June 2023**

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.

Signed.....

Date 16/2/2024

Charlotte Barnes FCA  
ICAEW member  
Barker Barnes & Co, 9 Horseshoe Drive, Romsey, SO51 7TP

**STATEMENT OF FINANCIAL ACTIVITIES**  
**Year ended 30 June 2023**

	Notes	Unrestricted funds £	Restricted funds £	2023 Total funds	2022 Total funds £
<b>INCOME</b>					
Donations and grants	3	12,355	132,500	144,855	155,994
Investments	3	142	-	142	6
		<u>12,497</u>	<u>132,500</u>	<u>144,997</u>	<u>156,000</u>
<b>EXPENDITURE</b>					
Raising funds	4	-	15,460	15,460	7,517
Charitable activities	4	167	80,321	80,488	122,616
Charity set-up costs	4	-	-	-	5,100
		<u>167</u>	<u>95,781</u>	<u>95,948</u>	<u>135,233</u>
<b>NET MOVEMENT IN FUNDS</b>		<u>12,330</u>	<u>36,719</u>	<u>49,049</u>	<u>20,767</u>
<b>FUNDS BROUGHT FORWARD</b>		16,066	43,748	59,814	
<b>FUNDS CARRIED FORWARD</b>		<u>28,396</u>	<u>80,467</u>	<u>108,863</u>	

**BALANCE SHEET**  
Year ended 30 June 2023

	Notes	Unrestricted funds £	Restricted funds £	2023 Total funds £	2022 Total funds £
<b>FIXED ASSETS</b>					
Fixed Assets	2		1,017	1,017	-
<b>CURRENT ASSETS</b>					
Cash at bank	10	28,396	86,915	115,311	63,906
<b>CREDITORS</b>					
Amounts due within one year	9	-	(7,465)	(7,465)	(4,092)
<b>NET CURRENT ASSETS</b>		28,396	79,450	107,846	59,814
<b>NET ASSETS</b>		28,563	80,467	108,863	59,814
<b>FUNDS</b>					
Restricted income funds	11	-	80,467	80,467	43,748
Unrestricted funds	11	28,396	-	28,396	16,066
		28,563	80,467	108,863	59,814

The company was entitled to exemption from audit under s477 of the Companies Act 2006 relating to small companies. The members have not required the company to obtain an audit in accordance with section 476 of the Companies Act 2006.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act with respect to accounting records and preparation of accounts.

These accounts have been prepared in accordance with the provisions applicable to small companies subject to the small companies regime and in accordance with the Charities SORP FRS102.

These financial statements were approved and authorised by the board for issue:

Signed on behalf of the board  
Trustee / Director name

*Mark Wiggin*  
-----  
Mr Mark Wiggin, Chair of Trustees

Date of approval

*13 February 2024*  
-----

Signed on behalf of the board  
Trustee / Director name

*Danny Rich*  
-----  
Rabbi Daniel Rich, Trustee and Treasurer

*14 February 2024*  
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**NOTES**

Year ended 30 June 2023

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**Note 1 - Accounting Policies**

**1.1 Basis of preparation**

These accounts have been prepared under the historical cost convention with items recognised at cost or transaction value. The accounts have been prepared in accordance with the Charities SORP and with FRS102 and with the Charities Act 2011.

The charity constitutes a public benefit entity as defined by FRS102.

**1.2 Income**

*Recognition of income*

Income is recognised in the *Statement of Financial Activities (SoFA)* when the charity becomes entitled to the resources; and it is more likely than not that the charity will receive the resources; and the monetary value can be reliably measured.

*Offsetting*

There has been no offsetting of assets and liabilities, unless required or permitted by the SORP (FRS102) or FRS102.

*Grants and Donations*

Grants and donations are only included in the SoFA when the general income recognition criteria are met.

*Interest receivable*

Interest receivable is accounted for an investment income and is recognised when receipt is probable and can be reliably measured.

**1.3 Tangible Fixed Assets and Depreciation**

Tangible fixed assets are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the cost of the assets, less their estimated residual value, over their expected useful lives on the following bases:

Computers 25% straight line

**NOTES**

Year ended 30 June 2023

**1.4 Governance and support costs**

Support costs have been allocated between governance costs, charity set-up costs and other support costs.

*Governance costs*

Governance costs comprise all costs involving public accountability of the charity and its compliance with regulation and good practice.

*Charity set-up costs*

Charity set-up costs comprise legal fee incurred in obtaining charitable company status,

*Other support costs*

Other support costs include central functions and have been entirely allocated to charitable activity costs, consistent with the use of resources.

**1.5 Basic financial instruments**

Basic financial instruments (comprising cash and creditors) are recognised and measured in accordance with the requirements of FRS102.

**Note 2 – Tangible Assets**

	<b>Computer Fixed Assets £</b>	<b>2023 Total Fixed Assets £</b>
<b>Cost</b>		
As at 1 Jul 2022	-	-
Additions	1,356	1,356
Disposals	-	-
As at 30 Jun 2023	<u>1,356</u>	<u>1,356</u>
<b>Depreciation</b>		
As at 1 Jul 2022	-	-
Depreciation charge	339	339
Disposals	-	-
As at 30 Jun 2023	<u>339</u>	<u>339</u>
<b>Net Book Value</b>		
As at 30 Jun 2023	<u>1,017</u>	<u>1,017</u>
As at 30 Jun 2022	<u>-</u>	<u>-</u>

## NOTES

Year ended 30 June 2023

Note 3 - Income	Notes	Unrestricted funds £	Restricted funds £	2023 Total funds £	2022 Total funds £
<b>Donations and grants</b>					
Donations		2,355	-	2,355	27,244
Grants from other charities		10,000	132,500	142,500	128,750
		12,355	132,500	144,855	155,994
<b>Income from investments</b>					
Bank interest		142	-	142	6
		142	-	142	6
		12,497	132,500	144,997	156,000

Grant income includes a single grant of £75,000 (received in four separate payments of £18,750 each totalling £75,000) from a private charitable trust.

Note 4 - Expenditure	Notes	Unrestricted funds £	Restricted funds £	2023 Total funds £	2022 Total funds £
<b>Cost of raising funds</b>					
Consultancy		-	15,460	15,460	7,517
			15,460	15,460	7,517
<b>Direct costs of charitable activities</b>					
Staff costs	7	-	48,058	48,058	81,116
Staff redundancy		-	-	-	15,610
Project costs		-	2,592	2,592	-
Marketing		-	504	504	1,901
Telephone & internet costs		-	316	316	-
Support costs	5	-	27,205	27,205	22,459
Governance	5	-	1,646	1,646	1,530
		-	80,321	80,321	122,616
<b>Other costs</b>					
Legal fees	5	167	-	167	5,100
		167	-	167	5,100
		167	95,781	95,948	135,233

## NOTES

Year ended 30 June 2023

## Note 5 – Support costs

	Notes	Charitable activities £	Other Costs £	2023 Total funds £	2022 Total funds £
<b>Governance</b>					
Accountancy fees		766		766	690
Independent examiner		880	-	880	840
	6	1,646	-	1,646	1,530
<b>Charity set-up costs</b>					
Legal fees		167	-	167	5,100
		167	-	167	5,100
<b>Other support costs</b>					
Finance and operations		3,242	-	3,242	8,826
Consultancy		7,000	-	7,000	7,517
Depreciation		339		339	-
Computer costs		1,543	-	1,543	641
Bank charges		63	-	63	96
Travel		10,527	-	10,527	966
Meeting room hire		1,841	-	1,841	506
Office costs		1,975	-	1,975	3,907
Insurance		675	-	675	-
		27,205	-	27,205	22,459
		29,018	-	29,018	29,089

## Note 6 – Independent examiner's fees

	2023 £	2022 £
Independent examination of the accounts	880	840
Other fees: accountancy and related advice	766	690
	1,646	1,530

In common with many other entities of our size and nature we use our independent examiner to assist with the preparation of the financial statements and other related compliance matters.

## NOTES

Year ended 30 June 2023

**Note 7 – Staff costs (paid employees)**

	<b>2023</b>	<b>2022</b>
	<b>£</b>	<b>£</b>
Salaries and wages	42,630	67,837
Social security costs	3,249	6,357
Pension costs (defined contribution scheme)	2,179	6,922
	<u>48,058</u>	<u>81,116</u>

No other benefits are provided to employees. No employees are paid more than £60,000 per annum. In addition to paid employees the charity incurred sub-contractor costs of £3,242 (2022: £8,826) for the 'finance and operations' function.

**Note 8 – Average employee numbers**

	<b>2023</b>	<b>2022</b>
Charitable activities	2	2
	<u>2</u>	<u>2</u>

**Note 9 – Creditors: amounts falling due within one year**

	<b>2023</b>	<b>2022</b>
	<b>£</b>	<b>£</b>
Accruals	880	840
Staff expenses	3,793	-
Taxation and social security	2,792	3,875
	<u>7,465</u>	<u>4,675</u>

**Note 10 – Cash at bank and in hand**

	<b>2023</b>	<b>2022</b>
	<b>£</b>	<b>£</b>
Bank current account	115,311	63,906
	<u>115,311</u>	<u>63,906</u>

**Note 11 - Charity funds**

<b>Fund name</b>	<b>Type</b>	<b>Purpose and restriction</b>	<b>Fund balances brought forward</b> £	<b>Income</b> £	<b>Expenses</b> £	<b>Fund balance carried forward</b> £
Restricted grant income fund	Restricted	For use in the payment of staff salary costs and undertaking charitable activities. Not to be used for set-up costs	43,748	132,500	(95,781)	80,467
General fund	Unrestricted	General purpose (No restriction)	16,066	12,497	(167)	28,396
			<b>59,814</b>	<b>144,997</b>	<b>(95,948)</b>	<b>108,863</b>

**NOTES**

**Year ended 30 June 2023**

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**Note 12 – Transactions with trustees and related parties**

**Consultancy**

During the year the charity made payments totalling £14,000 (2022: £15,034) to Mr D N Jameson, a former trustee, in respect of consultancy services.

These payments were authorised by the board of trustees/directors. Mr Jameson had experience in growing and maturing a charity and this consultancy arrangement was deemed necessary by the board, until the charity was on a surer footing. The scope of the consultancy service was around fundraising and operational scale-up.

This arrangement was disclosed to the Charities Commission as part of the company's application for charitable status and was therefore effectively approved by the Charities Commission when the company was granted charitable status on 9 September 2021.

The approved payment was a £350 daily rate for one day per week (although the trustee concerned did more work than 1 day a week unpaid). This arrangement ceased when Mr Jameson ceased to be trustee, upon his death in April 2023.

**Other related party transactions**

In the current year travel costs of £10,527, there were expenses paid to a former trustee, Mr D N Jameson of £3,762 and expenses paid to a trustee, Mr M Wiggin of £224.

In the prior year office costs of £3,907 there were expenses paid to a former trustee, Mr D N Jameson of £1,052.

There were no other related party transactions.

**UK WELCOMES REFUGEES**

England & Wales - Charity number 1195770

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# Accounts

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**UK WELCOMES REFUGEES**

**ANNUAL TRUSTEES REPORT**  
**AND**  
**FINANCIAL STATEMENTS**

**FOR THE PERIOD ENDED 30 JUNE 2022**

[www.ukwelcomesrefugees.org](http://www.ukwelcomesrefugees.org)  
Registered Company: 12679315  
Registered Charity: 1195770

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## Trustees Annual Report for the Year ended 30<sup>th</sup> June 2022

### Reference and administrative information

Charity Name:	UK Welcomes Refugees
Charity registration number:	1195770
Company registration number:	12679315
Country of registration	Charitable company registered in England and Wales
Registered office:	85 Waddington Road, Clitheroe, BB7 2HN

### Trustees /Directors

Mr M Wigin:	(appointed 30 June 2021)	Chair
Rabbi D Rich:	(appointed 25 June 2021)	Treasurer
Ms N Sakr:	(appointed 7 January 2021)	Vice Chair
Mr D N Jameson	(appointed 18 June 2020)	

### Advisors to the trustees

Mr A Al Rashid  
Dr M A Bari  
Mr G Passarlay  
Mr J Lam

### Staff and Volunteers

Mr D N Jameson, Acting CEO  
Ms N Daniel, Campaign and Strategy Lead  
Ms J Lam, Community Organiser for UK Welcomes Hong Kongers  
Ms H Chow UKWHK  
Ms S Wood, Finance/Operations Consultant

### Independent Examiner

Barker Barnes & Co,  
Chartered Accountants  
9 Horseshoe Drive  
Romsey  
SO51 7TP

## Introduction

I am pleased to introduce this, our second Trustees Annual Report 2021-22. Over this year (1<sup>st</sup> July 2021- 30<sup>th</sup> June 2022), UK Welcomes Refugees (UKWR) has established the charity alongside refugee organisations accompanying displaced and resettled refugees within our communities who are in need of support and integration. UKWR obtained charitable status on the 9<sup>th</sup> September 2021, ably assisted in the fast-track process by Bates Wells Solicitors. The challenge of the past year has been to establish and settle-in the new charity. The trustees, staff and volunteers of UK Welcomes Refugees have risen to that challenge and the combined determination and efforts of all involved continues to enabled the charity to deliver its mission. I extend my appreciation and thanks to all who continue to support UKWR.

Externally, national and international forces continue to generate uncertainties and an increasingly difficult environment that confronts both spontaneous, irregular asylum seekers as well as for those refugees arriving through planned legal pathways. The onset of the Afghan emergency followed by the war in Ukraine led UKWR to re-establish previous links with senior civil servants at the Home Office, with the purpose of assisting newly arrived Afghans via our blended model of community support and adding our experience to the new Homes for Ukraine scheme. In addition, UKWR continued throughout this period to build alliances.

UKWR has focused on 3 major areas for the promotion of Community support and sponsorship. First, the charity has contributed to the wider development of sponsorship through its networks and membership of various development forums. Second, the charity has promoted the development of a Principal Sponsors network to advocate for the schemes funding and development. Finally, UKWR has developed a social integration model with Hong Kongers newly arrived in the UK. The Annual Report covers these developments in more detail.

I am pleased to share the progress the charity has made towards bringing about its mission 'to secure the safe and good resettlement of those seeking sanctuary in the UK primarily through the promotion of Community Sponsorship and related initiatives which involve and encourage the active participation and leadership of Civil Society'.

I wish to thank everyone at UKWR for their dedication to the charity - Trustees, staff and volunteers. The Trustees are also appreciative of the charitable trusts and individual donors who have supported our work during this period. Going forward, our priorities for the year ahead will be to advocate for the streamlining of the Community Sponsorship to enable its growth to assist the resettlement of more refugees and their families in need of protection.

Mark Wiggin  
Chair of Trustees

## Trustees Annual Report 30 June 2022

### Charitable Purposes

The charity's purposes as set out in the objects contained in the charities Articles of Association are:

- Support socially and economically disadvantaged communities by developing the capacity and skills of group and community members.
- Help identify and meet their needs to participate more fully in society.
- Promotion of the voluntary sector for the public benefit.
- Promote the efficiency and effectiveness of community capacity building of charities by growing, embedding good practice in and supporting such organisations.
- Work to relieve poverty and sickness among persons who are internally displaced or in migration or who are asylum seekers or refugees fleeing situations including (but not limited to) war, persecution and climate change.

### Public Benefit Statement

The Trustees confirm that they have complied with their duty under sections 4 & 17(5) of the Charities Act 2011 to have regard to the public benefit guidance published by The Charity Commission. The annual report includes a detailed description of the activities undertaken by the Charity during the year to further its charitable purposes for the public benefit. The Trustees have referred to the Charity Commission's guidance on public benefit when reviewing its strategy and objectives and in planning future activities.

### Mission statement

UK Welcomes Refugees mission is to secure the safe and good resettlement of those seeking sanctuary in the United Kingdom, primarily through the promotion of Community Sponsorship and related initiatives which involve and encourage the active participation and leadership of Civil Society.

### Charitable objectives

UK Welcomes Refugees are committed to supporting refugees by building a network of advocates in the UK. Our work supports refugees and the communities that receive them by promoting partnerships with civil society organisations, national institutions, community, and faith-based sponsors.

### Review of the UKWR strategy

The five key actions that UKWR is committed to have been acted upon and the summary is as follows:

*1. Securing funding to build the capacity of UKWR to convene and support Community Sponsorship partners to deliver a growth agenda to increase the number of refugees accessing safe and legal pathways to resettlement.*

This has been part achieved in that grants for core activities and specific projects has been secured but funding to grow UKWR has yet to be secured.

Key events: on-going grant support from the main benefactor combined with success in securing temporary funding for the UKWR Hong Konger project has enabled the charity to deliver its main objectives. The voluntary contribution of time from trustees has been an important factor in sustainability.

## Trustees Annual Report 30 June 2022

*2. Reworking the current model of Community Sponsorship beyond the UNHCR/Home Office iteration.*

UKWR along with members of the newly created Community Sponsorship Alliance-UK have submitted recommendations to streamline the resettlement process and allow family reunification and naming to be included. Key event: UKWR has met parliamentarians to advocate for these changes.

*3. Investing in the creation of a Principal Sponsors Alliance (PSA) to coordinate and advocate for support and improvements to the scheme.*

Key event: In January 2022, the PSA was established by UKWR at an on-line meeting of 22 organisations followed up by meetings to establish the Terms of Reference. The aim of the PSA is to build the influence of sponsor organisations to advocate for improvements to the current community sponsorship scheme and for sponsors to be better resourced. In February 2022, members engaged with the Sponsorship Agreement Holders representative of Canada.

*4. Contribute to a movement that supports the role of civil society in the welcoming and integration of refugees under the scheme.*

UKWR has been active in partnerships and membership of other networks with other voluntary organisations and charities to promote this goal. Key events: In May 2022, Mark Wiggin (Chair of Trustees & advisor to three Caritas organisations) attended a residential planning event organised by the Pickwell Foundation to establish the Community Sponsorship Alliance-UK organisation to represent the cross section of actors in this resettlement space. From August 2021, UKWR supported the initiatives of Caritas Social Action Network and the St. Vincent de Paul charity in advocating for reforms to the new Immigration and Borders Bill.

*5. Applying our learning to the wider migration community to shape good practice.*

UKWR is a member and regularly contributes to good practice through the European SHARE network promoting community sponsorship in Europe and through the Global Refugee Sponsorship Initiative (Canada) and the International Catholic Migration Commission (Europe). Key event: In May 2022, UKWR participated in the Cologne Inter-Faith Conference on Community Sponsorship with the key note address and workshop on safeguarding.

These strategy goals were confirmed at the UK Welcomes Refugees governance and strategy training event (27<sup>th</sup> June 2022) held at the Royal Society of Arts, London.

## Achievements and performance

1. Establishment of the Principal Sponsors Alliance [PSA].

In November 2021, UKWR convened an introductory meeting of faith based organisations. This was in recognition of the central part FBOs have played in promoting and enabling Community Sponsorship. The event was attended by representatives of twenty-two organisations/groups. These included a number of Caritas and Catholic groups, the Salvation Army, Methodists, Church of England, Church in Wales, Quakers, and the Episcopal Church Scotland. Terms of Reference have followed and subsequent governance documentation developed to broaden membership to all

### Trustees Annual Report 30 June 2022

community sponsor organisations. The PSA was formally inaugurated in January 2022 and established to facilitate:

- Sharing of information and solutions to issues arising
- Presentations by experienced practitioners and specialist speakers on specific aspects of resettlement
- Gathering and sharing of resources
- Liaising with other organisations such as RESET, Sponsor Refugees, and SHARE Network EU, to broaden support for members of the PSA
- Effectively advocating for the role and resourcing of civil society organisations in shaping UK resettlement schemes.

The PSA is now linked with the Global Refugee Sponsorship Initiative [GRSI] and the Sponsorship Agreement Holders Association [SAH] in Canada. UKWR/HK has also been in active discourse with the Scottish Faiths Action for Refugees and Cytûn (Churches Together in Wales), with a view to them becoming partners of the PSA.

#### 2. UK Welcomes Hong Konger

In January 2021, the UK government introduced the British National (Overseas) Visa (BN(O)) scheme to enable people in Hong Kong with BN(O) status and their immediate family members to live, work and study in the UK. Embracing the Government's response to welcome Hong Kong BN(O) passport holders to the UK, the charity launched a pilot integration project to aid the welcome and resettlement of individuals and families from Hong Kong. Our UK Welcomes Hong Kongers project aimed to form a diverse civil society group echoing our vision for a more welcoming world for all. The primary aim is to organise local Welcome Groups in the towns and cities where Hong Kongers settle, and for these groups to become the focus for local agencies and services to offer support, advice and welcome. A series of web-based integration talks and social interaction workshops were held for groups of Hong Kongers who had recently moved to the UK. This pilot scheme was so well received that the work has to- and date benefitted over 200 people will continue, funding permitting, into next year with the aim of targeting a wider geographical area and number of beneficiaries.

Links with Hong Kong community organisations in Birmingham, Belfast, London, and Bristol have been established. In addition, in collaboration with the Chinese congregation at St Martin's in the Fields, UKWHK has developed a "UK Cultural Integration programme". The work focuses on developing volunteers to create community hubs to welcome and support Hong Kongers who are particularly concerned with integration into their new communities. As a result of the success and obvious need for our integration courses, it has been possible to turn an ad hoc arrangement into a firm partnership between UKWHK, Hong Kong Link Up, and St Martin's in the Fields. Links with Hong Kong community organisations in Birmingham, Belfast, London, and Bristol have been established. The 'Integration Models' developed by UK Welcomes Hong Kongers has engaged over 200 people and is leading to the development of volunteer leaders as community organisers. In addition, UKWR secured a grant from the Ministry for Housing, Communities and Local Government to enable the integration of newly arrived Hong Kongers by building a network of local organisations across the UK.

### Trustees Annual Report 30 June 2022

In the year, UKWR developed a research project with academics and the Good Neighbours Church, England. In July 2022, the research project findings from the *'Rise to the Challenges: Civic engagement and social integration of BN(O) Hong Kongers in the UK'* was published. 586 valid questionnaires were received and of these, more than half (57.8%) were women, 40.6% men. The aim of this study was to explore the civic and community life of Hong Kongers in the UK and to understand the challenges they face and the approaches they adopt to meet these challenges in a 'new' society. The research found that the perceived trust of BN(O) Hong Kongers toward the government and community is rather strong, while their community participation is low. It noted the decline of interest in political activism amongst BNO arrivals and also the reduced interest and engagement in politics by young people. It concluded that due attention must be given to those who 'actively' mistrust the community, especially the younger groups. Society also has to learn to receive Hong Kongers beyond the initial welcoming stage, while mutual learning between Hong Kongers and their British counterparts must be actively fostered.

The study enabled a deeper understanding about Hong Kongers and their paths towards social integration. UKWR has used the results of the United Kingdom Welcomes Hong Kongers (UKWHK) feasibility study to begin the development of an integration course for those arriving from Afghanistan, Syria, and elsewhere.

#### 3. Advocacy and networking

In this our second year as a charity, UKWR has worked closely with the voluntary sector, the Home Office and government in relation to the welcoming of refugees and people seeking safety in the UK. Legal routes resettlement numbers have been low as most legal routes are very specific with few people eligible to apply and genuine refugees have very few pathways to access safety. Community-led welcome based on group forming and working together to bring a refugee family to the UK must first apply to the Home Office and then to their local authority to welcome a family. To date 300 groups have welcomed 852 refugees since the scheme launched back in 2016 and only 284 people have arrived in the last 12 months. Community Sponsorship is not fulfilling its potential, especially in comparison to the 33,000 people who arrived through Homes for Ukraine within the first 2 months of the scheme opening.

Contributing to the development of community sponsorship, UKWR continues to advise and support a consortium of community sponsorship providers developing a model of cooperation and collaboration that can be replicated elsewhere. UKWR also provides support through its membership of several national and local community sponsorship organisations. For resettlement to be successful in the UK Community Sponsorship movement needs to start speaking with one voice.

**Trustees Annual Report 30 June 2022**

**Finance Report**

Financial Summary for the twelve months ended 30th June 2022 for the period 1<sup>st</sup> July 2021 to 30<sup>th</sup> June 2022.

<b>Income</b>	<b>£</b>
Grants and Donations	155,994
Investments	<u>6</u>
<b>TOTAL</b>	<b>156,000</b>
<b>Expenditure</b>	
Fundraising	7,517
Charitable activities	112,106
Redundancy cost	<u>15,610</u>
<b>TOTAL</b>	<b>135,233</b>
<b>Total Surplus for the year</b>	<b>20,767</b>

It was noted at the AGM that it is the policy of UK Welcomes Refugees to maintain a reserve for direct costs of charitable activities equivalent to three months of average direct costs of charitable activities. There are carried forward restricted and unrestricted reserves of £59,814.

**Approval and Signatures**

This report is prepared in accordance with the small companies regime.

This report was approved by the board signed on its behalf:

Mark Wiggin

Mr Mark Wiggin, Chair of Trustees

Danny Rich

Rabbi Daniel Rich, Trustee and Treasurer

Date: 28<sup>th</sup> February 2023

1 March 2023

**INDEPENDENT EXAMINER'S REPORT**

**Year ended 30 June 2022**

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**Independent examiner's report to the trustees of UK Welcomes Refugees Charitable Company ('the charitable company')**

I report to the charity trustees on my examination of the accounts of UK Welcomes Refugees for the period ended 30 June 2022.

**Responsibilities and basis of report**

As trustees of the charitable company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006.

Having satisfied myself that the accounts of the charitable company are not required to be audited under Part 16 of the Companies Act 2006 and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011. In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5) (b) of the Charities Act 2011.

**Independent examiner's statement**

I confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants in England and Wales (ICAEW), which is one of the bodies listed in section 145 of the Charities Act 2011.

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:

1. accounting records were not kept in respect of the Company as required by section 386 of the Companies Act 2006; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the Companies Act 2006 Act other than any requirement that the accounts give a 'true and fair view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Charities SORP (Statement of Recommended Practice) 2019 (FRS102).

**INDEPENDENT EXAMINER'S REPORT**  
**Year ended 30 June 2022**

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.

Signed  .....

Date 3 MARCH 2023

Charlotte Barnes FCA  
ICAEW member  
Barker Barnes & Co, 9 Horseshoe Drive, Romsey, SO51 7TP

**STATEMENT OF FINANCIAL ACTIVITIES**  
**Year ended 30 June 2022**

	Notes	<b>Unrestricted funds £</b>	<b>Restricted funds £</b>	<b>2022 Total funds</b>	<b>2021 Total funds £</b>
<b>INCOME</b>					
Donations and grants	2	13,697	142,297	155,994	197,600
Investments	2	6	-	6	3
		<b>13,703</b>	<b>142,297</b>	<b>156,000</b>	<b>197,603</b>
<b>EXPENDITURE</b>					
Raising funds	3	-	7,517	7,517	9,049
Charitable activities	3	-	122,616	122,616	146,867
Charity set-up costs	3	5,100	-	5,100	2,640
		<b>5,100</b>	<b>130,133</b>	<b>135,233</b>	<b>158,556</b>
<b>NET MOVEMENT IN FUNDS</b>		<b>8,603</b>	<b>12,164</b>	<b>20,767</b>	<b>39,047</b>
<b>FUNDS BROUGHT FORWARD</b>		<b>7,463</b>	<b>31,584</b>	<b>39,047</b>	
<b>FUNDS CARRIED FORWARD</b>		<b>16,066</b>	<b>43,748</b>	<b>59,814</b>	

**BALANCE SHEET**

Year ended 30 June 2022

	Notes	Unrestricted funds £	Restricted funds £	2022 Total funds £	2021 Total funds £
<b>CURRENT ASSETS</b>					
Cash at bank	9	16,066	47,840	63,906	43,722
<b>CREDITORS</b>					
Amounts due within one year	8	-	(4,092)	(4,092)	(4,675)
<b>NET CURRENT ASSETS</b>		16,066	43,748	59,814	39,047
<b>NET ASSETS</b>		16,066	43,748	59,814	39,047
<b>FUNDS</b>					
Restricted income funds	10	-	43,748	43,748	31,584
Unrestricted funds	10	16,066	-	16,066	7,463
		16,066	43,748	59,814	39,047

The company was entitled to exemption from audit under s477 of the Companies Act 2006 relating to small companies. The members have not required the company to obtain an audit in accordance with section 476 of the Companies Act 2006.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act with respect to accounting records and preparation of accounts.

These accounts have been prepared in accordance with the provisions applicable to small companies subject to the small companies regime and in accordance with the Charities SORP FRS102.

These financial statements were approved and authorised by the board for issue:

Signed on behalf of the board  
Trustee / Director name

  
Mr Mark Wiggin, Chair of Trustees

Date of  
approval

28/02/2023

Signed on behalf of the board  
Trustee / Director name

  
Rabbi Daniel Rich, Trustee and Treasurer

1 Mar 2023

## NOTES

Year ended 30 June 2022

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### Note 1 - Accounting Policies

#### 1.1 Basis of preparation

These accounts have been prepared under the historical cost convention with items recognised at cost or transaction value. The accounts have been prepared in accordance with the Charities SORP and with FRS102 and with the Charities Act 2011.

The charity constitutes a public benefit entity as defined by FRS102.

#### 1.2 Going concern

The Trustees have considered the charitable company's financial resources. UK Welcomes Refugees is a newly registered charity and as such is actively working to secure the necessary funding to establish and sustain services. Further funding has already been secured and received into the bank after the balance sheet date. Furthermore, the trustees have approached the charity's main grant making trust and donor to invite extensions beyond the current term of April 2022. The charity is actively seeking additional funding of £150k in the next financial year. The Trustees monitor the charity's financial position closely and are prepared to take action to reduce costs and, if necessary, the range of services offered to ensure that charity continues to operate within its means.

The Trustees have a reasonable expectation that the charity is able to continue operations for the foreseeable future, including at least 12 months beyond the date of approval of these financial statements. Accordingly, the going concern basis has been adopted in preparing these financial statements.

#### 1.3 Income

##### *Recognition of income*

Income is recognised in the *Statement of Financial Activities (SoFA)* when the charity becomes entitled to the resources; and it is more likely than not that the charity will receive the resources; and the monetary value can be reliably measured.

##### *Offsetting*

There has been no offsetting of assets and liabilities, unless required or permitted by the SORP (FRS102) or FRS102.

##### *Grants and Donations*

Grants and donations are only included in the SoFA when the general income recognition criteria are met.

##### *Interest receivable*

Interest receivable is accounted for an investment income and is recognised when receipt is probable and can be reliably measured.

**NOTES****Year ended 30 June 2022****1.4 Governance and support costs**

Support costs have been allocated between governance costs, charity set-up costs and other support costs.

*Governance costs*

Governance costs comprise all costs involving public accountability of the charity and its compliance with regulation and good practice.

*Charity set-up costs*

Charity set-up costs comprise legal fee incurred in obtaining charitable company status,

*Other support costs*

Other support costs include central functions and have been entirely allocated to charitable activity costs, consistent with the use of resources.

**1.5 Basic financial instruments**

Basic financial instruments (comprising cash and creditors) are recognised and measured in accordance with the requirements of FRS102.

<b>Note 2 - Income</b>	Notes	<b>Unrestricted funds £</b>	<b>Restricted funds £</b>	<b>2022 Total funds £</b>	<b>2021 Total funds £</b>
<b>Donations and grants</b>					
Donations		3,697	23,547	27,244	100
Grants from other charities		10,000	118,750	128,750	197,500
		13,697	142,297	155,994	197,600
<b>Income from investments</b>					
Bank interest		6	-	6	3
		6	-	6	3
		13,703	142,297	156,000	197,603

Grant income includes a single grant of £118,750 (received in three separate payments of £46,875, £46,875 & £25,000) from a private charitable trust.

**NOTES**

Year ended 30 June 2022

<b>Note 3 - Expenditure</b>	Notes	<b>Unrestricted funds £</b>	<b>Restricted funds £</b>	<b>2022 Total funds £</b>	<b>2021 Total funds £</b>
<b>Cost of raising funds</b>					
Consultancy		-	7,517	7,517	9,049
			7,517	7,517	9,049
<b>Direct costs of charitable activities</b>					
Staff costs	6	-	81,116	81,116	121,822
Staff redundancy		-	15,610	15,610	-
Concert for hope		-	-	-	500
Marketing		-	1,901	1,901	6,697
Support costs	4	-	22,459	22,459	16,928
Governance	4	-	1,530	1,530	920
		-	122,616	122,616	146,867
<b>Other costs</b>					
Support - charity set-up cost	4	5,100	-	5,100	2,640
		5,100	-	5,100	2,640
		5,100	130,133	135,233	158,556

<b>Note 4 – Support costs</b>	Notes	<b>Charitable activities £</b>	<b>Other Costs £</b>	<b>2022 Total funds £</b>	<b>2021 Total funds £</b>
<b>Governance</b>					
Payroll costs		690	-	690	-
Independent examiner		840	-	840	920
	5	1,530	-	1,530	920
<b>Charity set-up costs</b>					
Legal fees		-	5,100	5,100	2,640
		-	5,100	5,100	2,640
<b>Other support costs</b>					
Finance and operations		8,826	-	8,826	5,921
Consultancy		7,517	-	7,517	9,049
Computer costs		641	-	641	278
Bank charges		96	-	96	42
Travel		966	-	966	-
Meeting room hire		506	-	506	-
Office costs		3,907	-	3,907	1,594
Insurance		-	-	-	44
		22,459	-	22,459	16,928
		23,989	5,100	29,089	20,488

**NOTES****Year ended 30 June 2022**

<b>Note 5 – Independent examiner’s fees</b>	<b>2022</b>	<b>2021</b>
	<b>£</b>	<b>£</b>
Independent examination of the accounts	840	800
Other fees: accountancy and related advice	690	120
	<u>1,530</u>	<u>920</u>

In common with many other entities of our size and nature we use our independent examiner to assist with the preparation of the financial statements and other related compliance matters.

<b>Note 6 – Staff costs (paid employees)</b>	<b>2022</b>	<b>2021</b>
	<b>£</b>	<b>£</b>
Salaries and wages	67,837	105,192
Social security costs	6,357	5,311
Pension costs (defined contribution scheme)	6,922	11,319
	<u>81,116</u>	<u>121,822</u>

No other benefits are provided to employees. No employees are paid more than £60,000 per annum. In addition to paid employees the charity incurred sub-contractor costs of £8,826 (2021: £5,921) for the ‘finance and operations’ function.

In addition there was redundancy costs of £15,610, which included a severance payment in recognition of cessation of post of £14,960 and support for wellbeing payment of £650. This payment was authorised and paid in July 2021, prior to UK Welcomes Refugees achieving charitable status.

<b>Note 7 – Average employee numbers</b>	<b>2022</b>	<b>2021</b>
Charitable activities	2	3
	<u>2</u>	<u>3</u>

<b>Note 8 – Creditors: amounts falling due within one year</b>	<b>2022</b>	<b>2021</b>
	<b>£</b>	<b>£</b>
Accruals	840	800
Taxation and social security	3,252	3,875
	<u>4,092</u>	<u>4,675</u>

<b>Note 9 – Cash at bank and in hand</b>	<b>2022</b>	<b>2021</b>
	<b>£</b>	<b>£</b>
Bank current account	63,906	43,722
	<u>63,906</u>	<u>43,722</u>

**NOTES**

**Year ended 30 June 2022**

**Note 10 - Charity funds**

<b>Fund name</b>	<b>Type</b>	<b>Purpose and restriction</b>	<b>Fund balances brought forward</b>	<b>Income</b>	<b>Expenses</b>	<b>Fund balance carried forward</b>
			<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Restricted grant income fund	Restricted	For use in the payment of staff salary costs and undertaking charitable activities. Not to be used for set-up costs	31,584	142,297	(130,133)	43,748
General fund	Unrestricted	General purpose (No restriction)	7,463	13,703	(5,100)	16,066
			<b>39,047</b>	<b>156,000</b>	<b>(135,233)</b>	<b>59,814</b>

**NOTES**

**Year ended 30 June 2022**

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**Note 11 – Transactions with trustees and related parties**

**Consultancy**

During the year the charity made payments totalling £15,034 (2021: £18,098) to Mr D N Jameson, trustee, in respect of consultancy services.

These payments were authorised by the board of trustees/directors. Mr Jameson has experience in growing and maturing a charity and this consultancy arrangement is deemed necessary by the board, until the charity is on a surer footing. The scope of the consultancy service is around fundraising and operational scale-up.

This arrangement was disclosed to the Charities Commission as part of the company's application for charitable status and is therefore effectively approved by the Charities Commission when the company was granted charitable status on 9 September 2021.

The approved payment is a £350 daily rate for one day per week (although the trustee concerned does more work than 1 day a week unpaid) and is expected to continue for a limited time only, being 2 to 12 months beyond August 2021.

**Other related party transactions**

Included in office costs of £3,907, there were expenses paid to a trustee, Mr D N Jameson of £1,052 (2021: £nil).

There were no other related party transactions.

**UK WELCOMES REFUGEES**

England & Wales - Charity number 1195770

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# Accounts

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**UK WELCOMES REFUGEES**

**ANNUAL TRUSTEES REPORT**  
**AND**  
**FINANCIAL STATEMENTS**

**FOR THE PERIOD ENDED 30 JUNE 2021**

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## Trustees Annual Report for the Period 18<sup>th</sup> June 2020 to 30<sup>th</sup> June 2021

### Reference and administrative information

Charity Name:	UK Welcomes Refugees
Charity registration number:	1195770
Company registration number:	12679315
Country of registration	Charitable company registered in England and Wales
Registered office:	85 Waddington Road Clitheroe BB7 2HN

### Trustees /Directors

Mr M Wiggin:	(appointed 30 June 2021)	Chair
Rabbi D Rich:	(appointed 25 June 2021)	Treasurer
Ms N Sakr:	(appointed 7 January 2021)	Vice Chair
Mr D N Jameson	(appointed 18 June 2020)	

*The following individuals served as Directors only, before the company gained charitable status*

Mr P N Eedle	(appointed 30 June 2020, resigned 30 June 2021)
Sir P Fahy	(appointed 23 February 2021, resigned 25 June 2021)
Ms E Jeraj	(appointed 18 June 2020, resigned 7 January 2021)
Mr C Weatherup	(appointed 18 June 2020, resigned 18 June 2021)

<b>Independent Examiner:</b>	Barker Barnes & Co, Chartered Accountants 9 Horseshoe Drive Romsey SO51 7TP
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## Introduction

I am pleased to introduce this, our first, Trustees Annual Report 2020-21. Over this year, UK Welcomes Refugees (UKWR) has established the charity alongside refugee organisations accompanying displaced and resettled refugees within our communities who are in need of support and integration. This is being carried out in the most challenging of environments arising from the Covid-19 pandemic.

The year 2020 was a challenging year for UKWR as the effects of Covid-19 took hold. A moratorium on the resettlement of vulnerable refugees both through government schemes and community sponsorship impacted upon the growth of refugee resettlement and slowed down the fuller involvement of civic society. Nevertheless, we were determined to keep open all our services making the adjustments needed. The Charity in this period sought to develop the best operating structure within the resources available and where possible our services were also delivered on-line. Despite these challenges, UKWR has set out its plans for the future to deliver our mission and build on our strengths.

I wish to thank everyone at UKWR for their dedication to the charity - Trustees, staff and volunteers. The Trustees are also appreciative of the charitable trusts and individual donors who have supported our work during this period.

*Mark Wiggin*

*Chair of Trustees*

## Aims and Purposes

The charity's purposes as set out in the objects contained in the charities Articles of Association are to:

- Support socially and economically disadvantaged communities by developing the capacity and skills of group and community members.
- Help identify and meet their needs to participate more fully in society.
- Promotion of the voluntary sector for the public benefit.
- Promote the efficiency and effectiveness of community capacity building of charities by growing, embedding good practice in and supporting such organisations.
- Work to relieve poverty and sickness among persons who are internally displaced or in migration or who are asylum seekers or refugees fleeing situations including (but not limited to) war, persecution, and climate change.

Our mission statement summaries this as:

***UK Welcomes Refugees mission is to secure the safe and good resettlement of those seeking sanctuary in the United Kingdom, primarily through the promotion of Community Sponsorship and related initiatives which involve and encourage the active participation and leadership of Civil Society***

## Objectives and Activities

UK Welcomes Refugees are committed to supporting refugees by building a network of advocates in the UK. Our work supports refugees and the communities that receive them by promoting partnerships with civil society organisations, national institutions, community, and faith-based sponsors.

A Migration Exchange Report<sup>1</sup> looking into the infrastructure and resources of the UK migration and refugee sector commented on a “lack of strategy and insufficient proactive collaboration, cross-sector communications and information sharing.” The report also concluded that few networks share information and learn from each other advocating for the refugee sector to “pool its collective resources”.

This reflects the experience of UK Welcomes Refugees and addressing these issues has become a central objective for our charity.

## Public benefit Statement

The Trustees confirm that they have complied with their duty under sections 4 & 17(5) of the Charities Act 2011 to have regard to the public benefit guidance published by The Charity Commission. The annual report includes a detailed description of the activities undertaken by the Charity during the year to further its charitable purposes for the public benefit. The Trustees have referred to the Charity Commission’s guidance on public benefit when reviewing its strategy and objectives and in planning future activities.

The main activities and achievements that we have focused on this year are described below. All our charitable activities focus on promotion of the voluntary sector for the public benefit by supporting refugees and the communities that receive them. We seek to build and support an alliance of like-minded advocates, enabling more successful integration of people seeking sanctuary in the UK and more active participation in society.

## Achievements and performance

We are working to strengthen and empower the UK refugee sector to build a vibrant and powerful alliance of partners, one with refugee voices and leadership at its heart. This year UK Welcomes Refugees have garnered significant participation through its public events, listened to the needs of its partners and worked internally to strategically align to the needs of the sector.

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<sup>1</sup> Taking Stock and Facing the Future. The infrastructure and resources of the UK migration and refugee sector. Migration Exchange 2020. *The report was commissioned by the funder network Migration Exchange to review the infrastructure and resources of UK organisations working on migration and refugee issues, with a focus on their capacity to achieve social change.* <https://global-dialogue.org/wp-content/uploads/2020/06/MEXJ8179-Full-report-200518-V2.pdf>

## Trustees Annual Report 30 June 2021

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***A meeting with the Home Office Minister.*** A delegation from the UK Welcomes Refugees met with Chris Philp MP, Minister for Home Office in September 2020. The delegation's constructive conversation with the Minister dealt with several important issues, not least, when resettlement would resume. Stories were shared of how refugees have been welcomed through community sponsorship and the Minister was briefed about UK Welcomes Refugees' plans for a strong, vibrant, and participatory Community Sponsorship movement.

***Let us Dream – The Path to a Better Future.*** This was the first of a series of public events our organisation planned under the theme 'Welcome'. The event was attended online by more than 170 from across the country and saw active participation and leadership from community sponsors and sponsored families. It also brought stories and leadership from prominent people in the Refugee Sector, Faith and nonfaith communities and challenged participants to step up and step in.

***Why Civil Society Must Step Up to Welcome Hong Kongers.*** The second and very important event we organised in partnership with Hong Kong Watch was to challenge both Civil Society and politicians to think ahead of the arrival of Hong Kongers. We set the challenge as follows - "What role should civil society play in building a welcoming country for Hong Kongers?" and asked speakers, including Deputy Mayor for London, Debbie Weekes-Bernard, Stephen Kinnock, Labour MP, Conservative MP Danny Kruger, singer Winston Marshall, to foresee the challenges newly arriving Hong Kongers could face and suggest ways to address these challenges. The event was attended by 100 people in the Webinar and transmitted live on Facebook for Hong Kongers.

***Concert for Hope.*** In March 2021 UK Welcomes Refugees hosted a special celebration of Syria's rich culture, music and people. The online concert included breath-taking musical performances from some of the most outstanding Syrian musicians in the UK, with Maya Youssef (qanun), Adnan Shamdin (tambur), Mariela Shaker (violin) Riyad Nicolas (piano), Osama Kiwan (voice), Raghad Haddad (viola) and Rihab Azar (oud).

We also heard stories of welcome from a well-known former refugee Lord Alf Dubs and prominent Community Sponsor Nick Coke. The concert illustrated the life-changing power of communities coming together to welcome refugees and build hope for the future. It highlighted the way that Community Sponsorship of refugees enriches our culture while fulfilling our international duty to refugees.

## Trustees Annual Report 30 June 2021

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***Welcome Hong Kongers Project.*** Embracing the Government's response to welcome Hong Kong BN(O) passport holders to the UK, UK Welcomes Refugees launched a pilot integration project to aid the welcome and resettlement of individuals and families from Hong Kong.

Our UK Welcomes Hong Kongers project aimed to form a diverse civil society group echoing our vision for a more welcoming world for all. With the primary aim to organise local Welcome Groups in the towns and cities where Hong Kongers settle, and for these groups to become the focus for local agencies, and services to offer support, advice and welcome.

A series of web-based integration talks and social interaction workshops were held for groups of Hong Kongers who had recently moved to the UK. This pilot scheme was so well received the work will continue into next year with the aim of targeting a wider geographical area and number of beneficiaries under the banner of "UK integration for newly arrived Hong Kongers".

### **Networking**

In this our first year as a charity, UKWR has worked closely with the voluntary sector, the Home Office and government in relation to the welcoming of refugees and people seeking safety in the UK. In particular, UKWR has worked with the refugee voluntary sector seeking to establish the Community Sponsorship scheme to create a legal, safe and permanent pathway for refugee resettlement and with British passport holders from Hong Kong. In particular, we have worked with a variety of faith charities including: Caritas Social Action Network members, the Church of England and the Salvation Army. Through RESET we have networked with several community sponsor organisations internationally with the Global Refugee Sponsorship Initiative, the International Catholic Migration Commission and European counterparts to promote Community Sponsorship and resettlement scheme. UKWR is a key partner in the integration process with Hong Kongers' relocating in the UK.

### **Strategic objectives**

In March 2020 the Corona virus pandemic impacted on the national culture and economy of the UK resulting in unprecedented peace-time government restrictions on the activities of every citizen, business, statutory and voluntary service. As a result, setting out confidently specific strategic and operational goals for the charity for the coming years has been challenging but with the easing of government restrictions, the staff team and trustees have agreed the following strategic goals to bring about the mission to 'secure the safe and good resettlement of those seeking sanctuary in the United Kingdom primarily through the promotion of Community Sponsorship and related initiatives which involve and encourage the active participation and leadership of Civil Society.' The UKWR strategy going forward is to support the growth and development of Community Sponsorship and other innovative models of resettlement. We will do this by:

## Trustees Annual Report 30 June 2021

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1. Securing funding to build the capacity of UKWR to convene and support Community Sponsorship partners to deliver a growth agenda to increase the number of refugees accessing safe and legal pathways to resettlement
2. Reworking the current model of Community Sponsorship beyond the UNHCR/Home Office iteration.
3. Investing in the creation of a Principal Sponsors Alliance to coordinate and advocate for support and improvements to the scheme.
4. Contribute to a movement that supports the role of civil society in the welcoming and integration of refugees under the scheme.
5. Applying our learning to the wider migration community to shape good practice.

### Financial Review

The charity generated a surplus of £39,047 in this first year of activity and hence the reserves at 30 June 2021 also stand at £39,047, with a healthy bank balance of £43,722.

Income for the current financial year was £197,600. The principal source of funding was a grant of £187,500 from a private source, representing 95% of total income.

Expenditure totalled £158,556 with £140,458 being spent on charitable activities, of which the principal expense is staff costs of £137,818.

### Going concern

The Trustees have considered the charitable company's ability to continue in operational existence and have a reasonable expectation that it has adequate resources to do so. For this reason, the charitable company has prepared its financial statements on the going concern basis. Further details regarding adoption of the going concern basis is disclosed in the notes to the financial statements.

### Reserves policy

It is the policy of UK Welcomes Refugees to maintain a reserve for direct costs of charitable activities equivalent to three months of average direct costs of charitable activities. This year that target was £34,500, and it was met.

The reserves policy is currently under review for 2021/22.

## Trustees Annual Report 30 June 2021

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### Structure Governance and Management

#### Governing document

UK Welcomes Refugees was incorporated as a company limited by guarantee and not having share capital on 18<sup>th</sup> June 2020. The governing document is its Memorandum and Articles of Association as amended by special resolution on 14 September 2021.

The company was registered as charitable company by the Charities Commission on 9 September 2021. It is recognised as a charitable company for tax purposes by HMRC with effect from the date of incorporation.

#### Recruitment of Trustees

The methods of appointing Trustees is defined in section 25 of the charitable company's Articles of Association where it describes that any person who is willing to act as a Trustee, and who would not be disqualified from acting under the provisions of Article 26, may be appointed to be a Trustee by a decision of the Trustees. There shall always be at least three Trustees.

In practice, Trustees are recruited based on their experience, skills and knowledge of the sector.

All trustees undergo relevant training. During the induction process new Trustees meet with key operational employees. Trustees are encouraged to attend training events where these will facilitate the undertaking of their role. Each trustee takes an area of special interest in the work of the charity. The Trustees monitor performance through regular meetings of the staff and the Trustees meets a minimum of six times per year and receives reports. Supervision and support is at the heart of the operational management system of the Charity.

The Articles of the charity require one-third of trustees to stand down each year, though they may then stand again for re-election. Changes in trustees/directors during the period were in part due to the desire of the trustees to recruit new trustees with lived experience of refugee resettlement and also with experience of representing the issues that are key to the mission of the charity.

#### Safeguarding

UKWR operates a safeguarding policy. UKWR's safe recruitment and selection process aims to ensure that people who are short-listed and selected for job vacancies have the skills and experience that are relevant to the posts. Suitability is tested by means of an application form and a formal interview with a panel of at least two senior members of staff. A probationary period, supervision and appraisal confirm the appointment of staff. UKWR will obtain Disclosure and Barring Service (DBS) checks on all staff members or volunteers who may be working with vulnerable beneficiaries in unsupervised contexts. Risk assessments, lone working policies, needs assessments and support plans as required will be reviewed on a regular basis.

**Trustees Annual Report 30 June 2021**

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**Management**

The Directors of the company (who are also Trustees for the purposes of charity law) are responsible for management of the charity.

Generally, the directors give their time voluntarily and do not receive benefits from the charity, although the board of directors (trustees) has approved payment for consultancy services to one of the trustees. Mr D N Jameson has experience in growing and maturing a charity and this consultancy arrangement is deemed necessary by the board, until the charity is on a surer footing. The scope of the consultancy service is around fundraising and operational scale-up. Details of the amounts paid to trustees are disclosed in the notes to the financial statements.

**Approval and Signatures**

This report is prepared in accordance with the small companies regime.

This report was approved by the board signed on its behalf:

*Mark Wiggin*

.....

Mr Mark Wiggin, Chair of Trustees

*Danny Rich*

.....

Rabbi Daniel Rich, Trustee and Treasurer

Date: *3<sup>rd</sup> March 2022*

*7 March 2022*

**INDEPENDENT EXAMINER'S REPORT**

**Period 18 June 2020 to 30 June 2021**

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**Independent examiner's report to the trustees of UK Welcomes Refugees Charitable Company ('the charitable company')**

I report to the charity trustees on my examination of the accounts of UK Welcomes Refugees for the period ended 30 June 2021.

**Responsibilities and basis of report**

As trustees of the charitable company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006.

Having satisfied myself that the accounts of the charitable company are not required to be audited under Part 16 of the Companies Act 2006 and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011. In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5) (b) of the Charities Act 2011.

**Independent examiner's statement**

I confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants in England and Wales (ICAEW), which is one of the bodies listed in section 145 of the Charities Act 2011.

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:

1. accounting records were not kept in respect of the Company as required by section 386 of the Companies Act 2006; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the Companies Act 2006 Act other than any requirement that the accounts give a 'true and fair view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Charities SORP (Statement of Recommended Practice) 2019 (FRS102).

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.

Signed.....

Date.....14 MARCH 2022

Charlotte Barnes FCA  
ICAEW member  
Barker Barnes & Co, 9 Horseshoe Drive, Romsey, SO51 7TP

**STATEMENT OF FINANCIAL ACTIVITIES**  
**Period 18 June 2020 to 30 June 2021**

	Notes	<b>Unrestricted funds £</b>	<b>Restricted funds £</b>	<b>2021 Total funds £</b>
<b>INCOME</b>				
Donations and grants	2	10,100	187,500	197,600
Investments	2	3	-	3
		<u>10,103</u>	<u>187,500</u>	<u>197,603</u>
<b>EXPENDITURE</b>				
Raising funds	3	-	9,049	9,049
Charitable activities	3	-	146,867	146,867
Charity set-up costs	3	2,640	-	2,640
		<u>2,640</u>	<u>155,916</u>	<u>158,556</u>
<b>NET MOVEMENT IN FUNDS</b>		<u>7,463</u>	<u>31,584</u>	<u>39,047</u>
<b>FUNDS CARRIED FORWARD</b>		<u>7,463</u>	<u>31,584</u>	<u>39,047</u>

**BALANCE SHEET**  
**Period 18 June 2020 to 30 June 2021**

	Notes	Unrestricted funds £	Restricted funds £	2021 Total funds £
<b>CURRENT ASSETS</b>				
Cash at bank	9	7,463	36,259	43,722
<b>CREDITORS</b>				
Amounts due within one year	8	-	(4,675)	(4,675)
<b>NET CURRENT ASSETS</b>		<u>7,463</u>	<u>31,584</u>	<u>39,047</u>
<b>NET ASSETS</b>		<u><u>7,463</u></u>	<u><u>31,584</u></u>	<u><u>39,047</u></u>
<b>FUNDS</b>				
Restricted income funds	10	-	31,584	31,584
Unrestricted funds	10	7,463	-	7,463
		<u>7,463</u>	<u>31,584</u>	<u>39,047</u>

The company was entitled to exemption from audit under s477 of the Companies Act 2006 relating to small companies. The members have not required the company to obtain an audit in accordance with section 476 of the Companies Act 2006.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act with respect to accounting records and preparation of accounts.

These accounts have been prepared in accordance with the provisions applicable to small companies subject to the small companies regime and in accordance with the Charities SORP FRS102.

These financial statements were approved and authorised by the board for issue:

Signed on behalf of the board  
 Trustee / Director name

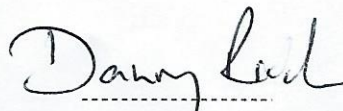
  
 -----  
 Mr Mark Wiggin, Chair of Trustees

Date of approval

3/03/22

Signed on behalf of the board  
 Trustee / Director name

  
 -----  
 Rabbi Daniel Rich, Trustee and Treasurer

  
 -----  
 7 March 2022

## NOTES

Period 18 June 2020 to 30 June 2021

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### Note 1 - Accounting Policies

#### 1.1 Basis of preparation

These accounts have been prepared under the historical cost convention with items recognised at cost or transaction value. The accounts have been prepared in accordance with the Charities SORP and with FRS102 and with the Charities Act 2011.

The charity constitutes a public benefit entity as defined by FRS102.

#### 1.2 Going concern

The Trustees have considered the charitable company's financial resources. UK Welcomes Refugees is a newly registered charity and as such is actively working to secure the necessary funding to establish and sustain services. Further funding has already been secured and received into the bank after the balance sheet date. Furthermore, the trustees have approached the charity's main grant making trust and donor to invite extensions beyond the current term of April 2022. The charity is actively seeking additional funding of £150k in the next financial year. The Trustees monitor the charity's financial position closely and are prepared to take action to reduce costs and, if necessary, the range of services offered to ensure that charity continues to operate within its means.

The Trustees have a reasonable expectation that the charity is able to continue operations for the foreseeable future, including at least 12 months beyond the date of approval of these financial statements. Accordingly, the going concern basis has been adopted in preparing these financial statements.

#### 1.3 Income

##### *Recognition of income*

Income is recognised in the *Statement of Financial Activities (SoFA)* when the charity becomes entitled to the resources; and it is more likely than not that the charity will receive the resources; and the monetary value can be reliably measured.

##### *Offsetting*

There has been no offsetting of assets and liabilities, unless required or permitted by the SORP (FRS102) or FRS102.

##### *Grants and Donations*

Grants and donations are only included in the SoFA when the general income recognition criteria are met.

##### *Interest receivable*

Interest receivable is accounted for an investment income and is recognised when receipt is probable and can be reliably measured.

**NOTES****Period 18 June 2020 to 30 June 2021****1.4 Governance and support costs**

Support costs have been allocated between governance costs, charity set-up costs and other support costs.

*Governance costs*

Governance costs comprise all costs involving public accountability of the charity and its compliance with regulation and good practice.

*Charity set-up costs*

Charity set-up costs comprise legal fee incurred in obtaining charitable company status,

*Other support costs*

Other support costs include central functions and have been entirely allocated to charitable activity costs, consistent with the use of resources.

**1.5 Basic financial instruments**

Basic financial instruments (comprising cash and creditors) are recognised and measured in accordance with the requirements of FRS102.

**Note 2 - Income**

Notes

	<b>Unrestricted funds</b>	<b>Restricted funds</b>	<b>2021 Total funds</b>
	<b>£</b>	<b>£</b>	<b>£</b>
<b>Donations and grants</b>			
Donations	100	-	100
Grants from other charities	10,000	187,500	197,500
	10,100	187,500	197,600
<b>Income from investments</b>			
Bank interest	3	-	3
	3	-	3
	10,103	187,500	197,603

Grant income includes a single grant of £187,500 (received in three separate payments of £62,500) from a private charitable trust.

**NOTES**

Period 18 June 2020 to 30 June 2021

<b>Note 3 - Expenditure</b>	Notes	<b>Unrestricted</b>	<b>Restricted</b>	<b>2021 Total funds £</b>
		<b>funds £</b>	<b>funds £</b>	
<b>Cost of raising funds</b>				
Consultancy		-	9,049	9,049
			9,049	9,049
<b>Direct costs of charitable activities</b>				
Staff costs	6	-	121,822	121,822
Concert for hope		-	500	500
Marketing		-	6,697	6,697
Support costs	4	-	16,928	16,928
Governance	4	-	920	920
		-	146,867	146,867
<b>Other costs</b>				
Support - charity set-up cost	4	2,640	-	2,640
		2,640	-	2,640
		2,640	155,916	158,556

<b>Note 4 – Support costs</b>	Notes	<b>Raising</b>	<b>Charitable</b>	<b>Other</b>	<b>2021 Total funds £</b>
		<b>funds £</b>	<b>activities £</b>	<b>Costs £</b>	
<b>Governance</b>					
Independent examiner	5	-	920	-	920
		-	920	-	920
<b>Charity set-up costs</b>					
Legal fees		-	-	2,640	2,640
		-	-	2,640	2,640
<b>Other support costs</b>					
Finance and operations		-	5,921	-	5,921
Consultancy		-	9,049	-	9,049
Computer costs		-	278	-	278
Bank charges		-	42	-	42
Office costs		-	1,594	-	1,594
Insurance		-	44	-	44
		-	16,928	-	16,928
		-	17,848	2,640	20,488

**NOTES****Period 18 June 2020 to 30 June 2021****Note 5 – Independent examiner’s fees****2021****£**

Independent examination of the accounts  
Other fees: accountancy and related advice

800

120

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 920
 

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In common with many other entities of our size and nature we use our independent examiner to assist with the preparation of the financial statements and other related compliance matters.

**Note 6 – Staff costs (paid employees)****2021****£**

Salaries and wages  
Social security costs  
Pension costs (defined contribution scheme)

105,192

5,311

11,319

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 121,822
 

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No other benefits are provided to employees.

No employees are paid more than £60,000 per annum.

In addition to paid employees the charity incurred sub-contractor costs of £5,921 for the ‘finance and operations’ function.

**Note 7 – Average employee numbers****2021**

Charitable activities

3

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 3
 

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**Note 8 – Creditors: amounts falling due within one year****2021****£**

Accruals  
Taxation and social security

800

3,875

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 4,675
 

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**Note 9 – Cash at bank and in hand****2021****£**

Bank current account

43,722

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 43,722
 

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## NOTES

Period 18 June 2020 to 30 June 2021

**Note 10 - Charity funds**

<b>Fund name</b>	<b>Type</b>	<b>Purpose and restriction</b>	<b>Fund balances brought forward £</b>	<b>Income £</b>	<b>Expenses £</b>	<b>Fund balance carried forward £</b>
Restricted grant income fund	Restricted	For use in the payment of staff salary costs and undertaking charitable activities. Not to be used for set-up costs	-	187,500	(155,916)	31,584
General fund	Unrestricted	General purpose (No restriction)	-	10,103	(2,640)	7,463
			-	197,603	(158,556)	39,047

**NOTES**

**Period 18 June 2020 to 30 June 2021**

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**Note 11 – Transactions with trustees and related parties**

**Consultancy**

During the year the charity made payments totalling £18,098 to Mr D N Jameson, trustee, in respect of consultancy services.

These payments were authorised by the board of trustees/directors. Mr Jameson has experience in growing and maturing a charity and this consultancy arrangement is deemed necessary by the board, until the charity is on a surer footing. The scope of the consultancy service is around fundraising and operational scale-up.

This arrangement was disclosed to the Charities Commission as part of the company's application for charitable status and is therefore effectively approved by the Charities Commission when the company was granted charitable status on 9 September 2021.

The approved payment is a £350 daily rate for one day per week (although the trustee concerned does more work than 1 day a week unpaid) and is expected to continue for a limited time only, being 2 to 12 months beyond August 2021.

**Other related party transactions**

No other remuneration or expenses was paid to any trustees during the period.

There were no other related party transactions.



**UK WELCOMES REFUGEES**

**ANNUAL TRUSTEES REPORT**  
**AND**  
**FINANCIAL STATEMENTS**

**FOR THE PERIOD ENDED 30 JUNE 2021**

## Contents

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## Trustees Annual Report for the Period 18<sup>th</sup> June 2020 to 30<sup>th</sup> June 2021

### Reference and administrative information

Charity Name:	UK Welcomes Refugees
Charity registration number:	1195770
Company registration number:	12679315
Country of registration	Charitable company registered in England and Wales
Registered office:	85 Waddington Road Clitheroe BB7 2HN

### Trustees /Directors

Mr M Wiggin:	(appointed 30 June 2021)	Chair
Rabbi D Rich:	(appointed 25 June 2021)	Treasurer
Ms N Sakr:	(appointed 7 January 2021)	Vice Chair
Mr D N Jameson	(appointed 18 June 2020)	

*The following individuals served as Directors only, before the company gained charitable status*

Mr P N Eedle	(appointed 30 June 2020, resigned 30 June 2021)
Sir P Fahy	(appointed 23 February 2021, resigned 25 June 2021)
Ms E Jeraj	(appointed 18 June 2020, resigned 7 January 2021)
Mr C Weatherup	(appointed 18 June 2020, resigned 18 June 2021)

<b>Independent Examiner:</b>	Barker Barnes & Co, Chartered Accountants 9 Horseshoe Drive Romsey SO51 7TP
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## Trustees Annual Report 30 June 2021

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### Introduction

I am pleased to introduce this, our first, Trustees Annual Report 2020-21. Over this year, UK Welcomes Refugees (UKWR) has established the charity alongside refugee organisations accompanying displaced and resettled refugees within our communities who are in need of support and integration. This is being carried out in the most challenging of environments arising from the Covid-19 pandemic.

The year 2020 was a challenging year for UKWR as the effects of Covid-19 took hold. A moratorium on the resettlement of vulnerable refugees both through government schemes and community sponsorship impacted upon the growth of refugee resettlement and slowed down the fuller involvement of civic society. Nevertheless, we were determined to keep open all our services making the adjustments needed. The Charity in this period sought to develop the best operating structure within the resources available and where possible our services were also delivered on-line. Despite these challenges, UKWR has set out its plans for the future to deliver our mission and build on our strengths.

I wish to thank everyone at UKWR for their dedication to the charity - Trustees, staff and volunteers. The Trustees are also appreciative of the charitable trusts and individual donors who have supported our work during this period.

*Mark Wiggin*

*Chair of Trustees*

### Aims and Purposes

The charity's purposes as set out in the objects contained in the charities Articles of Association are to:

- Support socially and economically disadvantaged communities by developing the capacity and skills of group and community members.
- Help identify and meet their needs to participate more fully in society.
- Promotion of the voluntary sector for the public benefit.
- Promote the efficiency and effectiveness of community capacity building of charities by growing, embedding good practice in and supporting such organisations.
- Work to relieve poverty and sickness among persons who are internally displaced or in migration or who are asylum seekers or refugees fleeing situations including (but not limited to) war, persecution, and climate change.

Our mission statement summaries this as:

***UK Welcomes Refugees mission is to secure the safe and good resettlement of those seeking sanctuary in the United Kingdom, primarily through the promotion of Community Sponsorship and related initiatives which involve and encourage the active participation and leadership of Civil Society***

## Objectives and Activities

UK Welcomes Refugees are committed to supporting refugees by building a network of advocates in the UK. Our work supports refugees and the communities that receive them by promoting partnerships with civil society organisations, national institutions, community, and faith-based sponsors.

A Migration Exchange Report<sup>1</sup> looking into the infrastructure and resources of the UK migration and refugee sector commented on a “lack of strategy and insufficient proactive collaboration, cross-sector communications and information sharing.” The report also concluded that few networks share information and learn from each other advocating for the refugee sector to “pool its collective resources”.

This reflects the experience of UK Welcomes Refugees and addressing these issues has become a central objective for our charity.

## Public benefit Statement

The Trustees confirm that they have complied with their duty under sections 4 & 17(5) of the Charities Act 2011 to have regard to the public benefit guidance published by The Charity Commission. The annual report includes a detailed description of the activities undertaken by the Charity during the year to further its charitable purposes for the public benefit. The Trustees have referred to the Charity Commission’s guidance on public benefit when reviewing its strategy and objectives and in planning future activities.

The main activities and achievements that we have focused on this year are described below. All our charitable activities focus on promotion of the voluntary sector for the public benefit by supporting refugees and the communities that receive them. We seek to build and support an alliance of like-minded advocates, enabling more successful integration of people seeking sanctuary in the UK and more active participation in society.

## Achievements and performance

We are working to strengthen and empower the UK refugee sector to build a vibrant and powerful alliance of partners, one with refugee voices and leadership at its heart. This year UK Welcomes Refugees have garnered significant participation through its public events, listened to the needs of its partners and worked internally to strategically align to the needs of the sector.

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<sup>1</sup> Taking Stock and Facing the Future. The infrastructure and resources of the UK migration and refugee sector. Migration Exchange 2020. *The report was commissioned by the funder network Migration Exchange to review the infrastructure and resources of UK organisations working on migration and refugee issues, with a focus on their capacity to achieve social change.* <https://global-dialogue.org/wp-content/uploads/2020/06/MEXJ8179-Full-report-200518-V2.pdf>

## Trustees Annual Report 30 June 2021

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***A meeting with the Home Office Minister.*** A delegation from the UK Welcomes Refugees met with Chris Philp MP, Minister for Home Office in September 2020. The delegation's constructive conversation with the Minister dealt with several important issues, not least, when resettlement would resume. Stories were shared of how refugees have been welcomed through community sponsorship and the Minister was briefed about UK Welcomes Refugees' plans for a strong, vibrant, and participatory Community Sponsorship movement.

***Let us Dream – The Path to a Better Future.*** This was the first of a series of public events our organisation planned under the theme 'Welcome'. The event was attended online by more than 170 from across the country and saw active participation and leadership from community sponsors and sponsored families. It also brought stories and leadership from prominent people in the Refugee Sector, Faith and nonfaith communities and challenged participants to step up and step in.

***Why Civil Society Must Step Up to Welcome Hong Kongers.*** The second and very important event we organised in partnership with Hong Kong Watch was to challenge both Civil Society and politicians to think ahead of the arrival of Hong Kongers. We set the challenge as follows - "What role should civil society play in building a welcoming country for Hong Kongers?" and asked speakers, including Deputy Mayor for London, Debbie Weekes-Bernard, Stephen Kinnock, Labour MP, Conservative MP Danny Kruger, singer Winston Marshall, to foresee the challenges newly arriving Hong Kongers could face and suggest ways to address these challenges. The event was attended by 100 people in the Webinar and transmitted live on Facebook for Hong Kongers.

***Concert for Hope.*** In March 2021 UK Welcomes Refugees hosted a special celebration of Syria's rich culture, music and people. The online concert included breath-taking musical performances from some of the most outstanding Syrian musicians in the UK, with Maya Youssef (qanun), Adnan Shamdin (tambur), Mariela Shaker (violin) Riyad Nicolas (piano), Osama Kiwan (voice), Raghad Haddad (viola) and Rihab Azar (oud).

We also heard stories of welcome from a well-known former refugee Lord Alf Dubs and prominent Community Sponsor Nick Coke. The concert illustrated the life-changing power of communities coming together to welcome refugees and build hope for the future. It highlighted the way that Community Sponsorship of refugees enriches our culture while fulfilling our international duty to refugees.

## Trustees Annual Report 30 June 2021

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**Welcome Hong Kongers Project.** Embracing the Government's response to welcome Hong Kong BN(O) passport holders to the UK, UK Welcomes Refugees launched a pilot integration project to aid the welcome and resettlement of individuals and families from Hong Kong.

Our UK Welcomes Hong Kongers project aimed to form a diverse civil society group echoing our vision for a more welcoming world for all. With the primary aim to organise local Welcome Groups in the towns and cities where Hong Kongers settle, and for these groups to become the focus for local agencies, and services to offer support, advice and welcome.

A series of web-based integration talks and social interaction workshops were held for groups of Hong Kongers who had recently moved to the UK. This pilot scheme was so well received the work will continue into next year with the aim of targeting a wider geographical area and number of beneficiaries under the banner of "UK integration for newly arrived Hong Kongers".

### Networking

In this our first year as a charity, UKWR has worked closely with the voluntary sector, the Home Office and government in relation to the welcoming of refugees and people seeking safety in the UK. In particular, UKWR has worked with the refugee voluntary sector seeking to establish the Community Sponsorship scheme to create a legal, safe and permanent pathway for refugee resettlement and with British passport holders from Hong Kong. In particular, we have worked with a variety of faith charities including: Caritas Social Action Network members, the Church of England and the Salvation Army. Through RESET we have networked with several community sponsor organisations internationally with the Global Refugee Sponsorship Initiative, the International Catholic Migration Commission and European counterparts to promote Community Sponsorship and resettlement scheme. UKWR is a key partner in the integration process with Hong Kongers' relocating in the UK.

### Strategic objectives

In March 2020 the Corona virus pandemic impacted on the national culture and economy of the UK resulting in unprecedented peace-time government restrictions on the activities of every citizen, business, statutory and voluntary service. As a result, setting out confidently specific strategic and operational goals for the charity for the coming years has been challenging but with the easing of government restrictions, the staff team and trustees have agreed the following strategic goals to bring about the mission to 'secure the safe and good resettlement of those seeking sanctuary in the United Kingdom primarily through the promotion of Community Sponsorship and related initiatives which involve and encourage the active participation and leadership of Civil Society.' The UKWR strategy going forward is to support the growth and development of Community Sponsorship and other innovative models of resettlement. We will do this by:

## Trustees Annual Report 30 June 2021

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1. Securing funding to build the capacity of UKWR to convene and support Community Sponsorship partners to deliver a growth agenda to increase the number of refugees accessing safe and legal pathways to resettlement
2. Reworking the current model of Community Sponsorship beyond the UNHCR/Home Office iteration.
3. Investing in the creation of a Principal Sponsors Alliance to coordinate and advocate for support and improvements to the scheme.
4. Contribute to a movement that supports the role of civil society in the welcoming and integration of refugees under the scheme.
5. Applying our learning to the wider migration community to shape good practice.

### Financial Review

The charity generated a surplus of £39,047 in this first year of activity and hence the reserves at 30 June 2021 also stand at £39,047, with a healthy bank balance of £43,722.

Income for the current financial year was £197,600. The principal source of funding was a grant of £187,500 from a private source, representing 95% of total income.

Expenditure totalled £158,556 with £140,458 being spent on charitable activities, of which the principal expense is staff costs of £137,818.

### Going concern

The Trustees have considered the charitable company's ability to continue in operational existence and have a reasonable expectation that it has adequate resources to do so. For this reason, the charitable company has prepared its financial statements on the going concern basis. Further details regarding adoption of the going concern basis is disclosed in the notes to the financial statements.

### Reserves policy

It is the policy of UK Welcomes Refugees to maintain a reserve for direct costs of charitable activities equivalent to three months of average direct costs of charitable activities. This year that target was £34,500, and it was met.

The reserves policy is currently under review for 2021/22.

## Trustees Annual Report 30 June 2021

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### Structure Governance and Management

#### Governing document

UK Welcomes Refugees was incorporated as a company limited by guarantee and not having share capital on 18<sup>th</sup> June 2020. The governing document is its Memorandum and Articles of Association as amended by special resolution on 14 September 2021.

The company was registered as charitable company by the Charities Commission on 9 September 2021. It is recognised as a charitable company for tax purposes by HMRC with effect from the date of incorporation.

#### Recruitment of Trustees

The methods of appointing Trustees is defined in section 25 of the charitable company's Articles of Association where it describes that any person who is willing to act as a Trustee, and who would not be disqualified from acting under the provisions of Article 26, may be appointed to be a Trustee by a decision of the Trustees. There shall always be at least three Trustees.

In practice, Trustees are recruited based on their experience, skills and knowledge of the sector.

All trustees undergo relevant training. During the induction process new Trustees meet with key operational employees. Trustees are encouraged to attend training events where these will facilitate the undertaking of their role. Each trustee takes an area of special interest in the work of the charity. The Trustees monitor performance through regular meetings of the staff and the Trustees meets a minimum of six times per year and receives reports. Supervision and support is at the heart of the operational management system of the Charity.

The Articles of the charity require one-third of trustees to stand down each year, though they may then stand again for re-election. Changes in trustees/directors during the period were in part due to the desire of the trustees to recruit new trustees with lived experience of refugee resettlement and also with experience of representing the issues that are key to the mission of the charity.

#### Safeguarding

UKWR operates a safeguarding policy. UKWR's safe recruitment and selection process aims to ensure that people who are short-listed and selected for job vacancies have the skills and experience that are relevant to the posts. Suitability is tested by means of an application form and a formal interview with a panel of at least two senior members of staff. A probationary period, supervision and appraisal confirm the appointment of staff. UKWR will obtain Disclosure and Barring Service (DBS) checks on all staff members or volunteers who may be working with vulnerable beneficiaries in unsupervised contexts. Risk assessments, lone working policies, needs assessments and support plans as required will be reviewed on a regular basis.

**Trustees Annual Report 30 June 2021**

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**Management**

The Directors of the company (who are also Trustees for the purposes of charity law) are responsible for management of the charity.

Generally, the directors give their time voluntarily and do not receive benefits from the charity, although the board of directors (trustees) has approved payment for consultancy services to one of the trustees. Mr D N Jameson has experience in growing and maturing a charity and this consultancy arrangement is deemed necessary by the board, until the charity is on a surer footing. The scope of the consultancy service is around fundraising and operational scale-up. Details of the amounts paid to trustees are disclosed in the notes to the financial statements.

**Approval and Signatures**

This report is prepared in accordance with the small companies regime.

This report was approved by the board signed on its behalf:

*Mark Wiggin*

.....

Mr Mark Wiggin, Chair of Trustees

*Danny Rich*

.....

Rabbi Daniel Rich, Trustee and Treasurer

Date: *3<sup>rd</sup> March 2022*

*7 March 2022*

**INDEPENDENT EXAMINER'S REPORT**

**Period 18 June 2020 to 30 June 2021**

---

**Independent examiner's report to the trustees of UK Welcomes Refugees Charitable Company ('the charitable company')**

I report to the charity trustees on my examination of the accounts of UK Welcomes Refugees for the period ended 30 June 2021.

**Responsibilities and basis of report**

As trustees of the charitable company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006.

Having satisfied myself that the accounts of the charitable company are not required to be audited under Part 16 of the Companies Act 2006 and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011. In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5) (b) of the Charities Act 2011.

**Independent examiner's statement**

I confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants in England and Wales (ICAEW), which is one of the bodies listed in section 145 of the Charities Act 2011.

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:

1. accounting records were not kept in respect of the Company as required by section 386 of the Companies Act 2006; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the Companies Act 2006 Act other than any requirement that the accounts give a 'true and fair view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Charities SORP (Statement of Recommended Practice) 2019 (FRS102).

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.

Signed.....

Date.....14 MARCH 2022

Charlotte Barnes FCA  
ICAEW member  
Barker Barnes & Co, 9 Horseshoe Drive, Romsey, SO51 7TP

**STATEMENT OF FINANCIAL ACTIVITIES**  
**Period 18 June 2020 to 30 June 2021**

	Notes	<b>Unrestricted funds</b>	<b>Restricted funds</b>	<b>2021 Total funds</b>
		<b>£</b>	<b>£</b>	<b>£</b>
<b>INCOME</b>				
Donations and grants	2	10,100	187,500	197,600
Investments	2	3	-	3
		<u>10,103</u>	<u>187,500</u>	<u>197,603</u>
<b>EXPENDITURE</b>				
Raising funds	3	-	9,049	9,049
Charitable activities	3	-	146,867	146,867
Charity set-up costs	3	2,640	-	2,640
		<u>2,640</u>	<u>155,916</u>	<u>158,556</u>
<b>NET MOVEMENT IN FUNDS</b>		<u>7,463</u>	<u>31,584</u>	<u>39,047</u>
<b>FUNDS CARRIED FORWARD</b>		<u>7,463</u>	<u>31,584</u>	<u>39,047</u>

**BALANCE SHEET**

Period 18 June 2020 to 30 June 2021

	Notes	Unrestricted funds £	Restricted funds £	2021 Total funds £
<b>CURRENT ASSETS</b>				
Cash at bank	9	7,463	36,259	43,722
<b>CREDITORS</b>				
Amounts due within one year	8	-	(4,675)	(4,675)
<b>NET CURRENT ASSETS</b>		<u>7,463</u>	<u>31,584</u>	<u>39,047</u>
<b>NET ASSETS</b>		<u><u>7,463</u></u>	<u><u>31,584</u></u>	<u><u>39,047</u></u>
<b>FUNDS</b>				
Restricted income funds	10	-	31,584	31,584
Unrestricted funds	10	7,463	-	7,463
		<u>7,463</u>	<u>31,584</u>	<u>39,047</u>

The company was entitled to exemption from audit under s477 of the Companies Act 2006 relating to small companies. The members have not required the company to obtain an audit in accordance with section 476 of the Companies Act 2006.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act with respect to accounting records and preparation of accounts.

These accounts have been prepared in accordance with the provisions applicable to small companies subject to the small companies regime and in accordance with the Charities SORP FRS102.

These financial statements were approved and authorised by the board for issue:

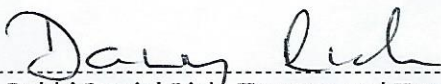
Signed on behalf of the board  
Trustee / Director name

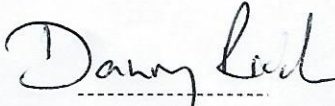
  
-----  
Mr Mark Wiggin, Chair of Trustees

Date of approval

3/03/22

Signed on behalf of the board  
Trustee / Director name

  
-----  
Rabbi Daniel Rich, Trustee and Treasurer

  
-----  
7 March 2022

## NOTES

Period 18 June 2020 to 30 June 2021

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### Note 1 - Accounting Policies

#### 1.1 Basis of preparation

These accounts have been prepared under the historical cost convention with items recognised at cost or transaction value. The accounts have been prepared in accordance with the Charities SORP and with FRS102 and with the Charities Act 2011.

The charity constitutes a public benefit entity as defined by FRS102.

#### 1.2 Going concern

The Trustees have considered the charitable company's financial resources. UK Welcomes Refugees is a newly registered charity and as such is actively working to secure the necessary funding to establish and sustain services. Further funding has already been secured and received into the bank after the balance sheet date. Furthermore, the trustees have approached the charity's main grant making trust and donor to invite extensions beyond the current term of April 2022. The charity is actively seeking additional funding of £150k in the next financial year. The Trustees monitor the charity's financial position closely and are prepared to take action to reduce costs and, if necessary, the range of services offered to ensure that charity continues to operate within its means.

The Trustees have a reasonable expectation that the charity is able to continue operations for the foreseeable future, including at least 12 months beyond the date of approval of these financial statements. Accordingly, the going concern basis has been adopted in preparing these financial statements.

#### 1.3 Income

##### *Recognition of income*

Income is recognised in the *Statement of Financial Activities (SoFA)* when the charity becomes entitled to the resources; and it is more likely than not that the charity will receive the resources; and the monetary value can be reliably measured.

##### *Offsetting*

There has been no offsetting of assets and liabilities, unless required or permitted by the SORP (FRS102) or FRS102.

##### *Grants and Donations*

Grants and donations are only included in the SoFA when the general income recognition criteria are met.

##### *Interest receivable*

Interest receivable is accounted for an investment income and is recognised when receipt is probable and can be reliably measured.

**NOTES****Period 18 June 2020 to 30 June 2021****1.4 Governance and support costs**

Support costs have been allocated between governance costs, charity set-up costs and other support costs.

*Governance costs*

Governance costs comprise all costs involving public accountability of the charity and its compliance with regulation and good practice.

*Charity set-up costs*

Charity set-up costs comprise legal fee incurred in obtaining charitable company status,

*Other support costs*

Other support costs include central functions and have been entirely allocated to charitable activity costs, consistent with the use of resources.

**1.5 Basic financial instruments**

Basic financial instruments (comprising cash and creditors) are recognised and measured in accordance with the requirements of FRS102.

**Note 2 - Income**

Notes

	<b>Unrestricted funds</b>	<b>Restricted funds</b>	<b>2021 Total funds</b>
	<b>£</b>	<b>£</b>	<b>£</b>
<b>Donations and grants</b>			
Donations	100	-	100
Grants from other charities	10,000	187,500	197,500
	10,100	187,500	197,600
<b>Income from investments</b>			
Bank interest	3	-	3
	3	-	3
	10,103	187,500	197,603

Grant income includes a single grant of £187,500 (received in three separate payments of £62,500) from a private charitable trust.

**NOTES**

Period 18 June 2020 to 30 June 2021

<b>Note 3 - Expenditure</b>	Notes			<b>2021 Total funds £</b>
		<b>Unrestricted funds £</b>	<b>Restricted funds £</b>	
<b>Cost of raising funds</b>				
Consultancy		-	9,049	9,049
			9,049	9,049
<b>Direct costs of charitable activities</b>				
Staff costs	6	-	121,822	121,822
Concert for hope		-	500	500
Marketing		-	6,697	6,697
Support costs	4	-	16,928	16,928
Governance	4	-	920	920
		-	146,867	146,867
<b>Other costs</b>				
Support - charity set-up cost	4	2,640	-	2,640
		2,640	-	2,640
		2,640	155,916	158,556

<b>Note 4 – Support costs</b>	Notes				<b>2021 Total funds £</b>
		<b>Raising funds £</b>	<b>Charitable activities £</b>	<b>Other Costs £</b>	
<b>Governance</b>					
Independent examiner	5	-	920	-	920
		-	920	-	920
<b>Charity set-up costs</b>					
Legal fees		-	-	2,640	2,640
		-	-	2,640	2,640
<b>Other support costs</b>					
Finance and operations		-	5,921	-	5,921
Consultancy		-	9,049	-	9,049
Computer costs		-	278	-	278
Bank charges		-	42	-	42
Office costs		-	1,594	-	1,594
Insurance		-	44	-	44
		-	16,928	-	16,928
		-	17,848	2,640	20,488

**NOTES****Period 18 June 2020 to 30 June 2021****Note 5 – Independent examiner’s fees****2021****£**

Independent examination of the accounts  
Other fees: accountancy and related advice

800

120

920

In common with many other entities of our size and nature we use our independent examiner to assist with the preparation of the financial statements and other related compliance matters.

**Note 6 – Staff costs (paid employees)****2021****£**

Salaries and wages  
Social security costs  
Pension costs (defined contribution scheme)

105,192

5,311

11,319

121,822

No other benefits are provided to employees.

No employees are paid more than £60,000 per annum.

In addition to paid employees the charity incurred sub-contractor costs of £5,921 for the ‘finance and operations’ function.

**Note 7 – Average employee numbers****2021**

Charitable activities

3

3

**Note 8 – Creditors: amounts falling due within one year****2021****£**

Accruals  
Taxation and social security

800

3,875

4,675

**Note 9 – Cash at bank and in hand****2021****£**

Bank current account

43,722

43,722

## NOTES

Period 18 June 2020 to 30 June 2021

**Note 10 - Charity funds**

<b>Fund name</b>	<b>Type</b>	<b>Purpose and restriction</b>	<b>Fund balances brought forward £</b>	<b>Income £</b>	<b>Expenses £</b>	<b>Fund balance carried forward £</b>
Restricted grant income fund	Restricted	For use in the payment of staff salary costs and undertaking charitable activities. Not to be used for set-up costs	-	187,500	(155,916)	31,584
General fund	Unrestricted	General purpose (No restriction)	-	10,103	(2,640)	7,463
			-	197,603	(158,556)	39,047

**NOTES**

**Period 18 June 2020 to 30 June 2021**

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**Note 11 – Transactions with trustees and related parties**

**Consultancy**

During the year the charity made payments totalling £18,098 to Mr D N Jameson, trustee, in respect of consultancy services.

These payments were authorised by the board of trustees/directors. Mr Jameson has experience in growing and maturing a charity and this consultancy arrangement is deemed necessary by the board, until the charity is on a surer footing. The scope of the consultancy service is around fundraising and operational scale-up.

This arrangement was disclosed to the Charities Commission as part of the company's application for charitable status and is therefore effectively approved by the Charities Commission when the company was granted charitable status on 9 September 2021.

The approved payment is a £350 daily rate for one day per week (although the trustee concerned does more work than 1 day a week unpaid) and is expected to continue for a limited time only, being 2 to 12 months beyond August 2021.

**Other related party transactions**

No other remuneration or expenses was paid to any trustees during the period.

There were no other related party transactions.



Section A Independent Examiner's Report

Report to the trustees/directors/members of

Charity Name UK Welcomes Refugees

On accounts for the year ended

30 June 2021

Charity no. 1195770 Company no.: 12679315

Set out on pages

1-18 (remember to include the page numbers of additional sheets)

I report to the charity trustees on my examination of the accounts of the Company for the year ended 30 / 06 / 2021.

Responsibilities and basis of report

As the charity's trustees of the Company (who are also the directors of the company for the purposes of company law), you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ("the 2006 Act").

Having satisfied myself that the accounts of the Company are not required to be audited for this year under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ("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

I have completed my examination. I confirm that no material matters have come to my attention (other than that disclosed below \*) which gives me cause to believe that:

- accounting records were not kept in accordance with section 386 of the Companies Act 2006; or
• the accounts do not accord with such records; or
• the accounts do not comply with relevant accounting requirements under section 396 of the Companies Act 2006 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination; or
•the accounts have not been prepared in accordance with the Charities SORP (FRS102).

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.

\* Please delete the words in the brackets if they do not apply.

Signed: [Signature]

Date: 14/3/2022

Name: Charlotte Barnes

**Relevant professional qualification(s) or body (if any):**

ICAEW

**Address:**

Barker Barnes & Co  
9 Horseshoe Drive  
Romsey  
SO51 7TP

**Section B**

**Disclosure**

Only complete if the examiner needs to highlight material matters of concern (see CC32, Independent examination of charity accounts: directions and guidance for examiners).

**Give here brief details of any items that the examiner wishes to disclose.**