

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

www.ukwelcomesrefugees.org
Registered Company: 12679315
Registered Charity: 1195770

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Trustees Annual Report for the Year ended 30th 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 Wiggan:	(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 (1st July 2022– 30th 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 24th 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

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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

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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

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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.

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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

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- 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

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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 1st July 2022 to 30th June 2023.

Income	£
Grants and Donations	144,855
Investments	142
Total	144,997

Expenditure	
Fundraising	15,460
Charitable activities	80,488
Total	95,948

Total carried forward 49,049

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).

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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 £
INCOME					
Donations and grants	3	12,355	132,500	144,855	155,994
Investments	3	142	-	142	6
		12,497	132,500	144,997	156,000
EXPENDITURE					
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
		167	95,781	95,948	135,233
NET MOVEMENT IN FUNDS		12,330	36,719	49,049	20,767
FUNDS BROUGHT FORWARD		16,066	43,748	59,814	
FUNDS CARRIED FORWARD		28,396	80,467	108,863	

BALANCE SHEET
Year ended 30 June 2023

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


Mr Mark Wiggin, Chair of Trustees

Date of
approval

13 February 2024

Signed on behalf of the board
Trustee / Director name


Rabbi Daniel Rich, Trustee and Treasurer

14 February 2024

NOTES

Year ended 30 June 2023

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

Deprecation

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

	Computer Fixed Assets £	2023 Total Fixed Assets £
Cost		
As at 1 Jul 2022	-	-
Additions	1,356	1,356
Disposals	-	-
As at 30 Jun 2023	<u>1,356</u>	<u>1,356</u>
Depreciation		
As at 1 Jul 2022	-	-
Depreciation charge	339	339
Disposals	-	-
As at 30 Jun 2023	<u>339</u>	<u>339</u>
Net Book Value		
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 £
Donations and grants					
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
Income from investments					
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 £
Cost of raising funds					
Consultancy		-	15,460	15,460	7,517
			15,460	15,460	7,517
Direct costs of charitable activities					
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
Other costs					
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 £
Governance					
Accountancy fees		766		766	690
Independent examiner		880	-	880	840
	6	1,646	-	1,646	1,530
Charity set-up costs					
Legal fees		167	-	167	5,100
		167	-	167	5,100
Other support costs					
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)**

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

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

	2023	2022
Charitable activities	2	2
	2	2

Note 9 – Creditors: amounts falling due within one year

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

Note 10 – Cash at bank and in hand

	2023	2022
	£	£
Bank current account	115,311	63,906
	115,311	63,906

Note 11 - Charity funds

Fund name	Type	Purpose and restriction	Fund balances brought forward £	Income £	Expenses £	Fund balance carried forward £
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
			59,814	144,997	(95,948)	108,863

NOTES

Year ended 30 June 2023

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.