

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

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Trustees Annual Report for the Year ended 30th 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

TRUSTEES ANNUAL REPORT
Year ended 30 June 2024

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

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Year ended 30 June 2024

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.

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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.

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Organisations UKWR has worked with during the year include:

Organisation	Role
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 24th 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.

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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.

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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 15th 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.

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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 1st March 2024 with 10 attendees, and repeated on 10th 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.

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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 18th March 2024, a presentation of our research findings at the International Social Work day conference hosted by Brunel University, featuring 280 attendees.
- On the 27th 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 (HKSW) can now become a member of BASW (British Association of Social Workers) to obtain Continuous Professional Development (CPD) resources and online courses.
- On 22nd 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

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Year ended 30 June 2024

- 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.

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Year ended 30 June 2024

Finance Report

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

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

Expenditure	
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: 4th December 2024

4th December 2024

INDEPENDENT EXAMINER'S REPORT

Year ended 30 June 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 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 £
INCOME					
Donations and grants	3	112,500	113,092	225,592	144,855
Investments	3	271	-	271	142
		112,771	113,092	225,863	144,997
EXPENDITURE					
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	-	-	-	-
		105,344	103,050	208,394	95,948
NET MOVEMENT IN FUNDS		7,427	10,042	17,469	49,049
FUNDS BROUGHT FORWARD		28,396	80,467	108,863	
FUNDS CARRIED FORWARD		35,823	90,509	126,332	

BALANCE SHEET

Year ended 30 June 2024

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

4th December 2024

Signed on behalf of the board
Trustee / Director name


Anthony Brown, Trustee

4/12/2024

NOTES

Year ended 30 June 2024

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

	Computer Fixed Assets £	2024 Total Fixed Assets £
Cost		
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>
Depreciation		
As at 1 Jul 2023	339	339
Depreciation charge	566	566
Disposals	-	-
As at 30 Jun 2024	<u>905</u>	<u>905</u>
Net Book Value		
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 £
Donations and grants					
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
Income from investments					
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 £
Cost of raising funds					
Consultancy		-	8,250	8,250	15,460
			8,250	8,250	15,460
Direct costs of charitable activities					
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
Other costs					
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 £
Governance					
Independent examiner		925		925	880
Accountancy fees		3,604	-	3,604	766
	6	4,529	-	4,529	1,646
Charity set-up costs					
Legal fees		-	-	-	167
		-	-	-	167
Other support costs					
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

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.	80,467	113,092	(103,050)	90,509
		Not to be used for set-up costs				
General fund	Unrestricted	General purpose (No restriction)	28,396	112,771	(105,344)	35,823
			108,863	225,863	(208,394)	126,332

NOTES

Year ended 30 June 2024

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 Wiggins 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.