

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

www.ukwelcomesrefugees.org

Registered Company: 12679315

Registered Charity: 1195770

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Trustees Annual Report for the Year ended 30th June 2025

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Reference and administrative information

Charity Name:	UK Welcomes Refugees
Charity registration number:	1195770
Company registration number:	12679315
Charitable Status date:	9 th 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 30th June 2021
Rabbi D Rich; (Treasurer) appointed 25th June 2021
Mr A Brown; (Vice-Chair) appointed 2nd February 2024
Rev. M Chitokwindo; appointed 3rd October 2024
Ms M Davies; appointed 8th 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 30th June 2024

In the previous annual report (1st July 2023 to 30th 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.

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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)

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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 10th 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 16th 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

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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 4th and 5th 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 12th 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 began 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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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 21st 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

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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 10th 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 23rd 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 25th 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 12th 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 24th 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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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 29th 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.

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(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 1st July 2025 – 30th 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 5th 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 3rd 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

TRUSTEES ANNUAL REPORT

Year ended 30 June 2025

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 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 1st July 2024 to 30th June 2025.

Year ending 30th June 2025 summary is:

	£ 2025	£ 2024
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.

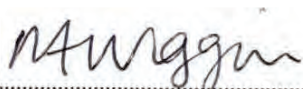
Reserves and Designated Funds

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.

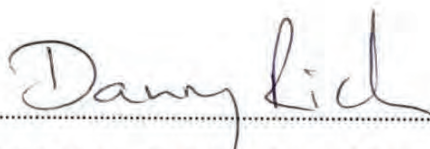
Approval and Signatures

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

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

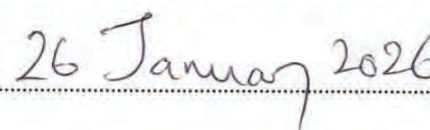


Mr Mark Wiggin, Chair of Trustees



Rabbi Danny Rich, Trustee and Treasurer

Date:



INDEPENDENT EXAMINER'S REPORT

Year ended 30 June 2025

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.

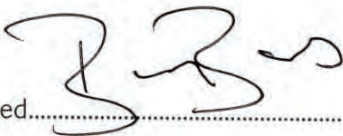
I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

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 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 £
INCOME					
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
EXPENDITURE					
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
NET MOVEMENT IN FUNDS		9,684	13,599	23,283	17,469
FUNDS BROUGHT FORWARD		35,823	90,509	126,332	
FUNDS CARRIED FORWARD		45,507	104,108	149,615	

BALANCE SHEET

Year ended 30 June 2025

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

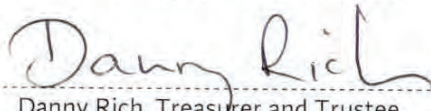
Signed on behalf of the board
Trustee / Director name


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

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 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 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

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

NOTES

Year ended 30 June 2025

Note 3 - Income	Notes	Unrestricted funds £	Restricted funds £	2025 Total funds £	2024 Total funds £
Donations and grants					
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
Income from investments					
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.

Note 4 - Expenditure	Notes	Unrestricted funds £	Restricted funds £	2025 Total funds £	2024 Total Funds £
Cost of raising funds					
Consultancy		-	-	-	8,250
			-	-	8,250
Direct costs of charitable activities					
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
Other costs					
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 £
Governance					
Independent examiner		975	-	975	925
Accountancy fees		5,284	-	5,284	3,604
	6	6,529	-	6,259	4,529
Charity set-up costs					
Legal fees		-	-	-	-
Other support costs					
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

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	90,509	62,785	(49,186)	104,108
General fund	Unrestricted	General purpose (No restriction)	35,823	193,592	(183,908)	45,507
			126,332	256,377	(233,094)	149,615

NOTES

Year ended 30 June 2025

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.