



A Company Limited by Guarantee

Report and Financial Statements

For the Year Ended 31 March 2023

Charity no: 1092265

Company no: 4361627

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Legal and administrative information

Charity Name and Number

Asylum Welcome

Registered Charity number: 1092265

Registered as a Company Limited by Guarantee, number: 04361627

Trustees

Limyaa Ali

Alison Baxter (co-opted January 2023)

Linda Bond

Susan Ni Chriodain (resigned at AGM Sept 2022)

Abdoul Ma Diallo (resigned June 2022)

Thomas Espley (resigned at AGM Sept 2022))

Valerie Johnson (Co-chair)

Lucy Keating

Dr Tina Leonard

Dr David Levy

Humphrey Lloyd (Treasurer)

Clare Miller

Tony Samuel (Co-chair)

Chief Executive/Director

Mark Goldring CBE

Registered Office

Unit 7, Newtec Place, Magdalen Road, Oxford OX4 1RE

Auditors/Independent Examiners

Critchleys Audit LLP, Beaver House, 23-28 Hythe Bridge St., Oxford OX1 2EP

Bankers

The Cooperative Bank plc, PO Box 250, Skelmersdale WN8 6WTCAF

Bank Ltd., Kings Hill, West Malling, Kent ME19 4TA

Report of the Trustees

For the year ended 31 March 2023

The Trustees are pleased to present their report together with the financial statements of the charity for the year ended 31 March 2023.

The legal and administrative information set out on page 3, above, forms part of this report. The financial statements comply with current statutory requirements, the Articles of Association, and the Statement of Recommended Practice – Accounting and Reporting by Charities.

Aims and Objects

The charity's objects are to provide charitable assistance, operating principally from Oxfordshire, for the relief of poverty, sickness, and distress and for educational purposes, for the benefit of asylum seekers, refugees and vulnerable migrants who have a humanitarian need for assistance in the UK, including those detained within the legal or penal system.

The charity expresses its Vision, Mission and Values as follows:

Our Vision

Asylum seekers, refugees and vulnerable migrants who have a humanitarian need for assistance in the UK, including those detained within the legal or penal system, feel welcome, safe, and confident as members of a caring community. They live in dignity with hope for the future: they can exercise their rights and have their cases fairly considered, they can access services to meet their needs, and they have opportunities to share their talents and achieve their aspirations.

Our Mission

Asylum Welcome welcomes, advises and empowers asylum seekers, refugees, and migrants so that they find safety and can thrive in Oxford and Oxfordshire.

Our Values

Common humanity: We are all one people, part of a local and a global community.

Social justice: A fair and compassionate society provides rights and opportunities for all people.

Voluntary action: By enabling volunteers to give their time generously to help others, much can be achieved.

Structure, Governance and Management

Asylum Welcome is a company limited by guarantee and a registered charity governed by its Articles of Association.

The directors of the charitable company ("the charity") are its Trustees for the purposes of charity law, and throughout this report are collectively referred to as the "Trustees". As set out in the Articles of Association, the members of the charitable company who attend the Annual General Meeting elect the Trustees.

The Board of Trustees ("the Board") governs the charity and consists of not less than 5 and not more than 13 Trustees, elected, normally for a three-year term, by the Members at the Annual General Meeting ("AGM"). In addition to the elected Trustees, the Board may co-opt up to three more between AGMs. A Trustee co-opted by the Trustees may only serve office until the next AGM, at which point they must retire, and Members have the opportunity to appoint them as a Trustee.

A Director is appointed by the Board to manage the day-to-day operation of the charity and to lead the staff team and the volunteers. The Director has delegated authority, within the terms of the delegation appointed by the Board, for operational matters including finance, employment, and asylum/refugee-related issues.

The Director leads a team of staff who in turn work with volunteers to deliver the services of the charity.

In 2022/23 staff numbers increased markedly from 28 (23 FTE) at the end of 2021/22 to 45 (30 FTE) at the end of 2022/23 to meet the needs of a growing number of clients. This reflected the continued Afghanistan and Ukraine crises and the rapid rise of new asylum seekers dispersed by the Home Office to hotels in Oxfordshire (more details in our overview on page 9).

In 2022/23 the Board saw the resignation of three valued Trustees.

Susan Ni Chriodain left to focus more on her expanding business career and Tom Espley because he moved out of the area to take up a new job. Tom was our Treasurer for three years and Susan chaired our People and Governance committee for three years. During the year we also said farewell to Abdoul Ma Diallo, a Trustee for two years, who also acted briefly as Company Secretary. Abdoul had to return to his home country of Senegal when his work visa expired.

We thank all three former Trustees for their valuable contributions.

We then welcomed Joanna Steele as our new Company Secretary. Jo is a volunteer who brings many years of Company Secretary experience both in the commercial and charity sectors.

During 2022/23 we also co-opted a new Trustee, Alison Baxter, formerly a Trustee of Sanctuary Hosting, which merged with Asylum Welcome in December 2022. Alison was Chair of Sanctuary Hosting from 2018 to 2022 and brings with her enormous knowledge (and personal experience) of hosting (see more about Sanctuary Hosting in our section on Services).

At the end of 2022/23, we had 10 Trustees, many of whom have been in post for 2-4 years, with two Trustees now with seven years on the Board. This has provided valuable continuity at a time when many new staff have joined the charity.

At the end of 2022/23, we also completed a Skills Audit amongst Trustees, to identify strengths and weaknesses in the skills and experience within our current Board and to identify areas where we would welcome additional expertise.

We continue to seek people with a range of skills and experience upon which we can draw. In particular, we are looking for people who have some knowledge and experience of the reality of refugee experiences in the UK, asylum, immigration or resettlement policy and practice, research, or programming in relevant fields. This may have been gained in many ways, including:

- Lived experience of being a refugee or migrant – meaning that someone has come to the UK as a refugee or asylum seeker or has lived with or grown up alongside people who did, and they want to use their experience to help Asylum Welcome help others.
- Through their work, paid or voluntary, in a role that has given them relevant knowledge and insight that can help steer Asylum Welcome's work going forward.

We welcome expressions of interest from people of all ages and backgrounds. However, as we have many youth clients and want to broaden the range of perspectives on our Board, we particularly want to encourage applications from people under the age of 30.

The Board appoints a Finance Committee of 3-4 Trustees, chaired by the Treasurer, with the Director and Finance Manager in attendance. A similar People and Governance Committee oversees policy development and human resources. Other 'ad hoc' groups of Trustees meet to advise the Board or Director on governance issues, depending on their skills and experience. These committees are generally delegated to deliberate and formulate proposals to be agreed upon by the Board. The Director normally attends Board meetings in an executive/advisory capacity.

The activities of the charity are guided by the Strategic Plan (2020-2023) agreed by Trustees. However, during those three years, Asylum Welcome's work was significantly shaped by the most dramatic and unpredictable global issues.

Thankfully, the Covid-19 pandemic was not a major issue during 2022/23, although its effects on our clients and volunteers continued, as many feared attending in-person meetings and events.

But this past year saw the full effect of Russia's ongoing war in Ukraine, resulting in the UK's Homes for Ukraine scheme, and two other noteworthy events:

- a) the ongoing difficulties facing Afghans given a secure route to the UK, and housed in two hotels in Oxfordshire.
- b) the new asylum seekers who crossed the Channel in small boats, dispersed by the Home Office into Oxfordshire (and across the UK), many from the overcrowded Manston migrant processing centre in Kent, and housed in four hotels across the county.

Asylum Welcome has provided a range of services to try to ameliorate the difficult and traumatic situations that so many faced, and continue to face. This is detailed more fully in the reports below.

The situation facing thousands of new asylum seekers who crossed the Channel during 2022/23 has been well-documented in the media. Indeed, at many times it has been the leading media story as the Home Office has overseen a shameful rise in the backlog of asylum claims as well as introducing the Illegal Migration Bill to bolster Home Office powers over and beyond the Nationality and Borders Act, itself only passed into law in April 2022. The Government's 'hostile environment' has taken on a new and even harsher feel, as it demonises asylum seekers and refugees with even greater ferocity.

These multiple challenges are more fully explored in the reports on our Programme and Services below. The Board recognises and applauds the fact that the charity has boosted its advocacy programme as a result. It is important to note that the work to develop a new Strategic Plan for the period of 2023 to 2026 commenced this year and is currently in progress.

On a strategic matter, the Board welcomes the merger with Sanctuary Hosting in the last year. Sanctuary Hosting works mainly in Oxford/Oxfordshire but also has activities in the wider Thames Valley, primarily Reading and Milton Keynes.

In 2021, Sanctuary Hosting initiated a dialogue with Asylum Welcome to explore the potential benefits of a merger for the people it exists to serve. Their board recognised that having three directors in the previous two years had been challenging for, and demanding of Sanctuary Hosting's trustees, but the primary driver for both organisations in exploring future relations was in valuing what Sanctuary Hosting does and the desire to run a relevant and appropriately-sized service that effectively meets clients' needs.

Discussions continued throughout 2022 and resulted in a full merger of Sanctuary Hosting into Asylum Welcome in December 2022, retaining the name 'Sanctuary Hosting' as a dedicated service provided by Asylum Welcome.

Income and reserves from Sanctuary Hosting have boosted what was already a strong financial position at the end of 2022/23 – but more importantly, it allows Asylum Welcome to incorporate a valuable service into its existing service provision, enabling more clients to access more comprehensive support through one organisation.

Finally, we completed one of the most strategically important projects of the last year, which was the Volunteer Review. It took many months of meetings and discussions with volunteers who deliver vital services to our clients. The review identified many areas for development. These were broken down into short-, medium- and long-term actions and include:

- cross-service meetings with volunteers and staff;
- opportunities for volunteers and staff to shadow across services;
- improving information provision and induction plan for volunteers and staff;
- standardising service-specific training and supervision within and across teams;
- setting up peer support and buddying systems;
- reviewing and developing information management systems;
- reviewing internal communications channels;
- integrating and prioritising volunteer management and support into staff roles;
- systematically involving and including volunteers.

Many of these initiatives commenced in 2022/23 and continue with strong participation and support from staff and volunteers.

The number of active volunteers rose during 2022/23 to 225 by the end of the period, including 31 with lived experience of displacement. We are indebted to their work; without them, we could not deliver the quantity and quality of support that we do.

Asylum Welcome seeks to lead by example: helping refugees to participate in all aspects of running the charity, according to their abilities and interests. At the end of 2022/23, our staff included 18 people with a personal refugee or migrant background and more with close family connections. We continued to increase the number of asylum seekers and refugees as volunteers and members of the organisation, benefiting greatly from their talents.

From the Board's perspective, looking at the period 2022/23 overall, we applaud the incredible commitment of staff and volunteers to respond to the rapidly changing series of events that the charity has faced during the past year. The charity always responds quickly and effectively with an impressive 'can do' attitude that many in the sector (and the wider community) recognise as a hallmark of our work.

Our Programmes, An Overview

As in 2021, the plans we made for the year were overtaken by two major developments for which we had neither plans nor budgets. The first development was the arrival of Ukrainians fleeing the war in their country. After a slow start in March, caused by the visa process not keeping up with the innovative matching process, tens of thousands of Ukrainians, mostly women and children, arrived in the UK each month. More than two thousand Ukrainians were, and most still are, housed by about a thousand families across Oxfordshire in a unique hosting programme.

Asylum Welcome responded quickly, calling together interested organisations, including councils, employing staff, and sharing information and learning with the many community groups that sprung up to assist people arriving. With the availability of public funds, our initial support transformed into a contract with the County Council. This contract allows us to provide a wide range of information and support services to arrivals and their hosts. To enhance our services, we have also employed several Ukrainians as part of our Communities team.

The government and other funders were quick to offer financial help to assist Ukrainians; the same has not been true for the other major development in the second half of the year. Fifty thousand asylum seekers are now housed in hotels across the country, partly because of increased "small boat" arrivals and delays in the Home Office processing of asylum claims. Four of these hotels are in Oxfordshire, one being on the outskirts of Oxford city.

The residents receive board and lodging, but they are given little help in dealing with their trauma, making their asylum claims, accessing the modest benefits available, tracing family and belongings, and navigating UK life, including connecting with public services (many of which are trying hard to respond). Working with the local public sector and other partners, Asylum Welcome has been running regular surgeries to help with these tasks in Oxford, Witney, and Banbury. We have increased staffing and volunteer numbers, and rented premises close to the hotels to facilitate this work but have still received no public funds to support it.

Alongside these unplanned developments, we continued to support the Afghans who were evacuated from Kabul in 2021, with an additional group of about 80 arriving in a local hotel in 2022. As of March 2023, there were still over 170 Afghan people staying in two local hotels, and more families are waiting for housing than the number of people who have been permanently housed so far. The few individuals who have been rehoused locally are now receiving support through our city resettlement programme.

Pressure on our regular long-term services has continued to grow, with all services seeing more clients in 2022/23 than the previous year, which itself was one of significant growth. This reflects our ongoing efforts at outreach as well as the fact that the county is now being used as a "dispersal" area for asylum seekers to live in while their cases are being considered. Additionally, the county is also receiving and caring for more unaccompanied children.

The small pilot Schools Advocacy programme, launched in 2021 to help schoolchildren and their parents better thrive within the school system, has proved effective: showing both the value of this new service and the level of hidden demand that we have been able to partly respond to as the service has developed. (For more details, please refer to page 21 of this report.)

A new partnership with three other agencies working across the Thames Valley area was launched to improve access to legal asylum and immigration advice. The first year has gone well with over 500 cases addressed, although access to solicitors offering legal aid to support asylum claims remains a major challenge.

On 31 December 2022, the independent charity Sanctuary Hosting merged into Asylum Welcome. We have always worked closely together, but the hosting service, which assists people who are not entitled to housing support by providing temporary shelter in the homes of volunteer hosts, is now fully integrated into Asylum Welcome. Tania Baldwin-Pask has taken on the role of Sanctuary Hosting Service Manager. The aim is to offer a more joined-up service to more people who need it, and we are confident that a good start has been made.

We have been pleased to be able to continue our two programmes specifically focused on vulnerable migrants. One supports Europeans who need help to regularise their status in the UK post-Brexit (most of the clients are East Timorese). The other assists foreign prisoners in Huntercombe Prison. The help they need ranges from contacting families, translating documents, tracing luggage etc., to helping organise their accommodation on release/repatriation at the end of their sentences. Sometimes it means simply having someone to listen to them.

We have added to the range and quality of these services with improved meeting spaces, more training for staff and volunteers, and new dimensions: for example, training programmes for clients to sit alongside our ever-growing laptops provision, enhanced partnerships with health services and other organisations, and by influencing and supporting organisations with far greater reach than us (such as universities and councils) to better consider refugee inclusion in their work.

The meetings we organised regarding Ukrainian arrivals were gradually taken over by the six district councils in the county. These councils have been working more closely together, with our encouragement, to adopt a more coordinated approach to the various refugee and asylum seeker programmes that have become an integral part of Oxfordshire's landscape. We have made efforts to stay involved and influence them, including ensuring direct client input into City Council planning. We have also worked closely with the University of Oxford on its journey to become a University of Sanctuary.

Our Services in 2022/23

Summary of our Main Services

Programme	Description	Notes
Adult & Family Service	Core Asylum Welcome service and the first port of call with the charity. Advice and support, signposting to internal and external services. Benefits, housing, hardship, and immigration rights.	Numbers rising rapidly as Oxfordshire has become a new dispersal area.
AFS Outreach Service	Run by the AFS (Adult & Family Services) team. Giving basic advice to the hundreds of new arrivals placed in hotels around the county over the past year. Arrivals often have complex needs, with no access to support or information, inadequate clothes and/or shoes, and mental and physical health concerns.	Hotels with vulnerable asylum seekers throughout Oxfordshire (Oxford, Banbury, Abingdon, and Witney). Also includes outreach to Horton General Hospital (Maternity Services) and the Open Door lunch club.
Youth Service (& Youth Clubs)	Supporting young asylum seekers and migrants (the majority of whom are unaccompanied) with advice and intensive practical and emotional support. Runs weekly "Venda" youth club for young people of many nationalities. Also boxing, cricket, and football clubs.	Works in partnership with social services, schools, etc.
Food Bank & Hardship Fund	Supporting people who have No Recourse to Public Funds and who would be destitute without our help.	Small subsistence grants and weekly food parcels. One-off emergency help.
Legal Immigration Advice	Helping people who need support to access legal advice complete applications where there is no legal aid available. Covers asylum claims, family reunion applications and much more. Part of the Thames Valley Immigration Alliance (TVIA) group with Refugee Support Group in Berkshire, Slough Refugee Support, and Settled.	The TVIA partnership is aimed at improving access to and quality of legal immigration advice across the Thames Valley.
Education & Employment	Language lessons, employment support, CV building, interview practice etc., and referrals to schools and colleges. Aims to increase pathways to employment in the coming year.	We have established links with local colleges and employers.
Ukraine Programme	Working with councils and community groups across Oxfordshire to help provide the best possible experience for Ukrainians coming to the region under the 'Homes for Ukraine' scheme. Provision of advice, bikes and laptops.	Intensive support for new arrivals and hosts. Training for hosts. Workshops about UK life for refugees.

Afghanistan Resettlement Hotel Programme	Specific project established to provide intensive support for families evacuated from Kabul and housed in hotels in Didcot and Thame.	Emergency response, contracted by Oxford County Council
Europa Welcome	Post-Brexit support for vulnerable EU citizens, advice on regularising status.	Initially funded by the Home Office for one year, service was extended due to ongoing need.
UK Resettlement Scheme (UKRS) Project	Intensive mentoring and material assistance for new arrivals who have received refugee status placed in Oxford by the Home Office. Currently supporting up to 18 families.	Commissioned by Oxford City Council.
Huntercombe Project	Supportive visits by volunteers to foreign national offenders in Huntercombe Prison. Complex advocacy, practical and emotional support.	AW support commended as extremely valuable by HMP Huntercombe staff as well as beneficiaries.
Sanctuary Wheels (formerly Bike Project)	Free refurbished bikes (plus helmets, lights and locks) for refugees, asylum seekers and vulnerable migrants throughout Oxfordshire.	Partnering with Active Oxfordshire. Featured on BT Sport and BBC (The One Show).
Digital Inclusion Project (formerly Laptop Project)	Free refurbished laptops and devices, and Wi-Fi passes plus personalised IT training and support for refugees.	Project set to expand 2023/24, received large multi-year grant award and employed new coordinator.
Schools Advocacy	Intensive mentoring for newly arrived refugee parents to engage in and understand the English school system to support good educational outcomes for children, including English language classes for parents. Provides targeted support for refugee, asylum seeker and migrant families to navigate and engage with the schools their children attend. Includes regular English language sessions, educational workshops and a weekly advice clinic.	Into a fully-funded second year after a successful pilot.
Sanctuary Hosting	Supporting refugees and migrants at risk of homelessness with hosted homestays. Merged with Asylum Welcome on 31 December 2022. Guests also benefit from the range of services on offer at Asylum Welcome.	The service operates across Oxfordshire, and in Reading and Milton Keynes.
Health Access Project	Provides guidance and supervision to other agencies as well as briefing asylum seekers and refugees directly at hotels. Some of the doctors and medical staff in the group play a crucial role in briefing and registering asylum seekers with local medical centres and supporting the most vulnerable by referring them to appropriate healthcare providers.	The group worked closely with Oxford City Council in delivering a programme to identify the impact of Covid on vulnerable communities.
Advocacy	Seeking to improve national and local policy and practice. Asylum Welcome, as a well-established and respected service provider, now has a regional and national online platform to contribute to the immigration debate.	Establishing a platform for those with lived experience is a priority.

We continued with our collaborative approach and worked closely with partners at different levels to plan appropriate responses not only to local and regional events but also to the escalation of the hostile environment.

A notable recent partnership has been with Open Door Oxford, a volunteer-run lunch club for refugees and asylum seekers on Thursdays at the St Clements Family Centre. Our Adult & Family Service provides an outreach advice clinic and signposting at these sessions.

The NRPF (No Recourse to Public Funds) housing project (a partnership project funded by Oxfordshire Homelessness Movement) is going well, with over nine residents being granted status and access to public funds because of our intervention. We have also managed to assist some of those on the waiting list to get status and access to public funds before being accommodated.

Number of Clients Served

We have seen a huge increase in demand for our services from three main demographics: 200+ refugees from Afghanistan, many of whom are still in hotels awaiting accommodation; 2,000+ Ukrainian refugees who are mostly being hosted in generous people's homes across the county; 700+ asylum seekers who have been moved into hotels around the county on an emergency dispersal basis to relieve overcrowding elsewhere.

In 2020/21 we directly supported 2,300 clients. In 2022/23 this number has grown to 3,183, an increase of 38%.

But the picture is more complicated and complex than can be expressed by a single figure. The table below shows the total number of recorded users of each of our main direct services. There is still some significant under-reporting: for instance, the figure for Legal Immigration Advice describes the number of clients **seen**, excluding telephone enquiries and advice given by phone.

Some clients are accessing multiple services and we have allowed for this when calculating the overall figure above. Most of our laptop and bicycle recipients are internally referred, but some come to us through our relations with refugee community organisations, Refugee Resource, or other partners.

In addition, family members and the wider community often benefit indirectly in ways that are not recorded; for example, when a client receives and shares a hardship grant, food donation or Christmas/Eid presents, or a refugee community member who is not a registered client attends a briefing or a social event or benefits from our advocacy work with local authorities.

We estimate that, including our registered clients, we are now serving 4,000+ refugees, asylum seekers and vulnerable migrants across Oxfordshire: mainly (but not exclusively) in Oxford, Abingdon, Thame, Didcot, Witney, and Banbury. (Sanctuary Hosting is the only service to operate beyond Oxfordshire.)

Adult & Family Service (including Outreach)	779
Youth Service	250
Food Bank	88
Legal Immigration Advice	369
Education Service	205
Employment Service	122
Ukraine Programme	c.1000
Afghanistan Resettlement Hotel Programme	227
Europa Welcome	526
UKRS Resettlement Project	68
Huntercombe Project	140
Sanctuary Wheels (Bike Project)	225
Digital Inclusion (Laptop Project)	240
Schools Advocacy	229
Sanctuary Hosting	26

The Political Context and Asylum Welcome's Advocacy Work

This year has seen yet more dramatic changes in asylum policy, affecting both our clients and the nature of our work. Asylum Welcome has been involved in much campaigning at both local and national levels. Nationally, we have contributed to debates around the impact of the Nationality and Borders Act (NABA), the Illegal Migration Bill, offshoring to Rwanda, and the Streamlined Asylum Questionnaire. Our local campaigning has focused on the planned reopening of Campsfield House Detention Centre in mid-2024 and the establishment of emergency asylum hotel accommodation across Oxfordshire.

Asylum Welcome co-founded the Coalition to Keep Campsfield Closed one month after the Home Office announced plans to reopen Campsfield House in June 2022. Through this coalition, local charities, community groups, trades union bodies and political parties, alongside district councillors and the local MP's office, have organised a range of activities opposing the reopening of the detention centre. These include coordinating demonstrations, stalls, parliamentary questions, Freedom of Information requests and letters to MPs and local councillors.

Over the year, we have been supporting both Oxford City Council and the University of Oxford to pursue their commitments to become institutions of sanctuary. Asylum Welcome contributed to these efforts by conducting a research report, helping to reestablish a Student Action for Refugees (STAR) group, and co-organising "town and gown" events. We contribute to national debates via our relationships with partner

organisations and networks, including the Thames Valley Immigration Alliance, Together with Refugees, the Asylum Reform Initiative, and Detention Forum.

We are glad that client participation in our campaigning work has increased this year, and we are committed to expanding the influence and responsibilities of clients within our advocacy activities and offering the training and support required to make this happen.

Some Highlights and Developments in Selected Services

Ukraine Programme

On the 24th of February 2022, Russian forces began a full-scale invasion of Ukraine, devastating lives, and displacing millions of innocent civilians. The UK responded by setting up the 'Homes for Ukraine' scheme. Under this scheme, Ukrainians can live, work, and have access to public funds in the UK – if a British sponsor agrees to provide accommodation for a minimum of six months.

In an outpouring of solidarity, the first 24 hours of the scheme saw around 100,000 British households signing up to host Ukrainian refugees. In Oxfordshire, 929 British hosts welcomed 1,956 Ukrainian guests and one year on from the invasion, Ukrainians have become a valued part of the Oxfordshire community.

As Ukrainians began arriving in Oxfordshire in March 2022, civil society organisations mobilised to coordinate wraparound support. Asylum Welcome contributed to this by organising education and employment support, conducting English language classes, setting up a hardship fund, providing laptops, bicycles, and SIM cards, connecting community networks, and signposting Ukrainians to numerous other services.

We have been successful in setting up and nurturing relationships with community groups across Oxfordshire, through the engagement of the Community Liaison Officers (CLOs) placed in the five districts. CLOs have in turn developed relationships with a total of 34 community groups, supporting around 1200 guests and hosts. These officers share information, guidance and best practice, answer enquiries, and signpost clients to statutory or voluntary services regarding finances, benefits, housing, and food supply.

Over the year, we have also developed good relationships with Oxfordshire councils and were tasked with taking on mandatory visits to hosted households. We participated in developing a platform, a format and a script that would guide the CLOs visits; between December and the end of March 2023, we covered a total of 541 households. The visits generated valuable information both for councils and our work, including information for the respective district councils on how many hosting arrangements are likely to terminate in each of the coming months.

At the same time, talking to the guests during the visits has helped us better understand client needs around language and employment. We are now seeing a request for

differentiated language tuition, for example, work-based English, advanced English, or advanced online classes. Similarly, while most Ukrainians have found some kind of employment, most of them would prefer to do different work, more in line with their qualifications and experiences. We have now extended the amount and breadth of English language classes we offer to Ukrainians informally.

On employment support, we are now offering three different kinds of service: a one-to-one coaching service through Asylum Welcome's Education Team for those highly qualified Ukrainians who need to identify their transferable skills to move into a different work stream; a programme to be implemented by Aspire for Ukrainians interested in specific technical jobs; and a self-employment workshop programme facilitated by Oxfordshire Local Enterprise Partnership (OxLEP) for Ukrainians who are keen to set up their own businesses.

Over the year, the core team has responded to a total of 838 individual queries. A bi-weekly face-to-face drop-in service for Ukrainians has now been instituted to help with the increasingly complex enquiries we see.

Client testimony (E. and O.):

"We are a married couple who arrived in England in August 2022.

We lived in the city of Kharkiv, which is located 30 km from the border with Russia. On April 17, 2022, a shell hit our house, completely destroying it.

At the age of 62, because of the war in Ukraine, we lost everything: home, property, business, work, friends and relatives (who left all over the world, fleeing from the war), family (part of which remained in Ukraine), car, garages, books, collections and other things that made up the world in which we were happy and fulfilled.

We were in a very difficult psychological state after all the losses that we experienced. And the support of your organisation turned out to be very necessary and timely, I would say, as a "lifeline for a drowning man."

We are happy that we met such effective help from your wonderful organisation.

Your team helped us to integrate into the UK and solve many practical and important issues on everything from employment to housing and helping with English translation when I had to go to the hospital by ambulance.

I especially want to express my gratitude for humanity, kindness, sincere interest, and involvement in our problems to Asylum Welcome team member Tamara Kurzova.

This is our Guardian Angel, who saved us countless times and helped us overcome the difficulties of integration.

Organisations like Asylum Welcome are essential for the world because they make it kinder and more beautiful!

We need you!"

Adult & Family Advice and the new outreach service in asylum hotels

Adult & Family Advice continues to be our fundamental entry service for most refugees and asylum seekers.

Most significantly, it offers support to the 700+ asylum seekers who are now housed in multiple hotels and hostels across the county. Currently, Asylum Welcome is the only organisation that is providing this level of wraparound support to asylum seekers in Oxfordshire.

During this last financial year, client numbers grew from 491 to 779 – a staggering percentage increase of 85.68% on what was already our busiest year on record. The demand for our help shows no sign of slowing, but with few additional resources, no notice of new arrivals and no funding from local councils or the Home Office for this work, our ability to fully support those who need it is constantly being challenged.

In response to the Home Office suddenly accommodating hundreds of people in an Oxford hotel, we immediately designed and implemented briefings at a neighbouring community centre on the asylum process and people's legal and health rights. We then started delivering two drop-in clinics per week at the same community centre, seeing between 45 to 70 people per session. At our urging, the County Council released funds that allowed us to purchase 74 pairs of shoes to provide adequate winter footwear.

We referred around 100 individuals for legal representation before Turpin & Miller Solicitors became overwhelmed and asked us to stop referring at the end of January. Currently, we have around 40 people on the waiting list for legal representation. We have helped around 60 people apply for asylum support. When we learned that many would likely be staying at the hotel for longer, we started referring them internally for laptops and bicycles.

In early 2023, we secured premises to restart a drop-in session in Banbury, following a change of hotel subcontractor there which prevented us from visiting the premises. One of our caseworkers has been accompanying an obstetrician in the Rose Clinic to provide practical and clinical support to pregnant asylum-seeking women at the local hospital's maternity ward. This has improved our engagement with vulnerable pregnant women in hotels and the community. We have been actively engaged in multi-agency meetings to address women's concerns and advocate for improvements in the conditions of the hotels with Ready Homes and the Home Office.

Case study – N.'s story

N., an asylum seeker from a war-torn country in the Middle East, approached us in the corridor of a hotel in Oxfordshire and showed us a Google-translated message on her phone that detailed her traumatic experiences.

N. revealed that she had received no psychological support, and as a result, her mental health was rapidly declining; she said she felt like a shell of herself.

Identifying N.'s need for urgent mental health support, we immediately referred her to a lawyer from a leading firm who helped us to advocate for N. to get a room of her own, which she was eventually given.

Securing mental health support for N. was crucial to improving her extremely fragile well-being. We managed to set up ongoing counselling at Talking Space and referred her to multiple other services. Helping her to understand the next steps of her asylum claim, we also contacted a local law firm that allocated N. a solicitor to support her case.

Ensuring all her essential needs were met, we supplied appropriate clothes and shoes and provided phone credit to allow N. to contact loved ones whom she had not spoken with since arriving in the UK. To help her feel like herself again, we gave N. a three-month gym membership at her local leisure centre so she could reignite her love for fitness and feel some semblance of normality.

N. is eager to learn English and passionate about moving forward, so we supplied her with a laptop to enable her to continue working with our Education & Employment team, taking English classes, and preparing for life post-asylum claim.

In her own words, N. said Asylum Welcome was *"like an angel that God placed in my path. I got better from the day I saw and talked to you; Asylum Welcome has had a very good impact on my life."*

Youth Service

Our Youth Service continues to offer essential frontline support to unaccompanied asylum-seeking children (UASCs) in Oxfordshire.

In the last financial year, the Youth Service supported over 30 young people who had been incorrectly identified as adults and housed in asylum hotels, to access the support they are entitled to from social services.

With some age assessments taking a full day and over 30 young people in need of this, it was an incredibly challenging time but ultimately a huge success with so many people getting the support they needed. We worked closely with social services during this time and built a good relationship with them. They continue to contact us to act as appropriate

adults for age assessments and have fed back that we provide this service with professionalism, flexibility, and compassion.

For the young people who were age assessed by social services as adults, we worked in partnership with Together for Migrant Children and held an information and advice drop-in session at their office for eight young people who wanted support to challenge their age assessment. We split the casework with Together with Migrant Children and out of the four young people we took on, two have now been taken into care and we are continuing to challenge the decisions regarding the other two young people.

Aside from our casework service we now run the following activities for UASCs:

- The Refugee Football Project, which we lead in partnership with Oxford United in the Community and Refugee Resource. The Football Project has now expanded to two sessions a week in response to demand and we have 43 young people engaging with these sessions. We have had four matches to date with local schools and have more planned for the year ahead.
- Our Venda youth club, with 39 sessions delivered last year and between 20-30 young people attending each week. We have a group of four volunteers supporting this, overseen by at least one staff member per session.
- A boxing club for young people which runs every Thursday.
- Extra activities during the summer holidays and half terms. These activities have included a sports day, a beach trip, paddle boarding, and trips to Blenheim Palace, Wytham Woods, and Oxford Brookes Climbing Centre.

We have also developed a partnership with Cumnor Cricket Club who have enrolled eight of our young clients into their teams.

Case study – A.'s story

A. presented to the Youth Service after being moved into an asylum hotel for adult men in Oxford. He had previously been in foster care in Essex but had been age assessed as over 18. Confused and distressed, he had no paperwork with him and did not understand why he had been moved.

Asylum Welcome's Youth Service contacted authorities in Essex and obtained a copy of A's full age assessment. We read through this with him so he could understand the areas that social services were unsure about.

We then worked with A. to help him gather further evidence, provided an accompanying letter to support his claimed age, and referred him to a public law solicitor. Crucially, we also supported A. with social and emotional support, during the evidence-gathering period.

A. joined the Refugee Football Project and Venda youth club, and we also referred him to EMBS Community College so he could begin to move forward with his life again and be around other young people.

Following our interventions and referrals, A. was successfully accepted back into foster care in Essex and is once again being looked after as a child.

Sanctuary Hosting

Sanctuary Hosting (formerly an independent charity) merged with Asylum Welcome on 31 December 2022. The merger aims to provide wraparound support for the refugees, asylum seekers, and vulnerable migrants at risk of homelessness supported by Sanctuary Hosting (“guests”) so that they can benefit from the range of services offered at Asylum Welcome.

Since its inception in 2015, Sanctuary Hosting has facilitated over 32,000 nights of hosted accommodation for 159 guests. Over the last year, Sanctuary Hosting provided accommodation for 26 guests by matching them with 30 hosting households. The service operated across Oxfordshire, and to a more limited extent in Reading and Milton Keynes.

The challenge now is recruiting and inducting more hosts and support workers. Staff and volunteers are engaging in different local events to raise the profile of the Sanctuary Hosting service, as well as making direct approaches to different faith and community groups.

More generally, we are reviewing the long-term viability of providing a service which operates beyond the borders of Oxfordshire. The landscape of hosting is changing, and we will also be considering other ways of providing temporary accommodation for our guests, where we can continue to provide a safe, supportive, and welcoming environment.

Case study – G.’s story

G., a vulnerable migrant, was accommodated by Sanctuary Hosting in May 2022 and referred to Asylum Welcome’s Adult & Family Service for practical support at the same time.

G. had slept rough for a long period in London and had developed mental health issues because of her destitution, homelessness, and various immigration refusals. She had managed to secure a pro bono solicitor who was helping her to lodge a 20 years long residency application (the only application she was entitled to after asylum refusals and overstaying her initial visa).

G. had a supportive GP and other health services in Bicester and felt the need to continue seeing this GP following her move to Oxford. She needed bus fares to travel there every other week, which Asylum Welcome and Sanctuary Hosting jointly funded. We referred her to Refugee Resource for counselling and support groups. Asylum Welcome also started donating weekly food parcels to G.

Furthermore, G. needed help obtaining a national birth certificate and then a national passport, to support her immigration application. We provided funding for the birth certificate and passport and funded travel to the national embassy in London. G.'s anxiety and depression made it difficult for her to manage the gathering of documents for the immigration application. Our joint interventions were crucial to helping her progress.

G. was granted status in December 2022, and we created a plan to help her move forward with her life. We supported her in applying for a bank account, welfare benefits and housing.

G. left her host's home in March 2023, moving into accommodation in Bicester where she has a supportive friendship network. She received money from Sanctuary Hosting's "Move On" Fund to purchase some essentials for her new accommodation.

Schools Advocacy

The Schools Advocacy service has grown exponentially since fulfilling its initial criteria to deliver a core mentoring program and model of support to 12 refugee/asylum seeker and migrant families across two schools with the aims:-

- to improve familiarity and understanding of the UK school system amongst parents and students,
- to increase parent and student engagement in schools,
- to provide greater access to school services and wider education support.

The service is now supporting 30 families across 15 schools, working with parents and children from seven nationalities in total (including Afghans, Syrians, Albanians, East Timorese, and Ukrainians).

Outcomes have been extremely encouraging with 100% of enrolled parents reporting that Schools Advocacy has enabled them to be more positively involved in their children's learning. 80% of families report an increased ability to support children with homework and school issues while 75% report an improved understanding of the UK school system and curriculum and an increased confidence in communicating with the school. 80% of parents have now attended a school event supported by their family mentor.

Since January 2023, the Schools Advocacy service has run a weekly Homework Club in the Afghan Resettlement Hotel in Didcot to support students in Year 6 and above, while also supporting parents and students in the Thame hotel.

Case study – Schools Advocacy

A recently arrived family with very limited English has been working with their Schools Advocacy mentor and an interpreter for 5 months. The children of the family have settled well in school and report that they love to go to school to make friends and learn. They are engaged in all their lessons, showing keen levels of interest, and their language acquisition is developing well.

School staff were invited to attend Schools Advocacy sessions and through their involvement reported an increased understanding of the needs of refugee students and parents in their school. Prayer spaces, English support, learning apps, pastoral care, learning support, and parent-teacher interviews have been acknowledged by staff as areas that need to be developed to provide greater access and engagement for our families.

Parents and students continue to meet with their mentor and interpreter at the school each week and although the parents have a language barrier, they report that because of these meetings they feel involved and valued in their children's education.

The interpreter is a Schools Advocacy volunteer with lived experience of the asylum process. Through her relationship with the family, and by shadowing an experienced mentor, she is providing an invaluable service to Schools Advocacy while also developing her skills and working towards becoming an independent Schools Advocacy family mentor.

Our Staff

Our staff numbers continued to grow as we scaled up our existing programmes and introduced new ones to meet changing needs. As of 31 March 2023, we had 45 staff on our books.

One of our priorities in recruiting staff has been to encourage existing part-time staff or volunteers to apply and where possible to encourage candidates from a refugee background to apply.

We introduced clinical supervision to support staff working in frontline services in the autumn of 2022. Staff attending these sessions found them supportive, positive, and productive. There is a good channel of communication with the clinical supervisors. We aim to extend this service to volunteers working with clients in challenging situations as soon as capacity allows.

Tamara Kurzova, the Ukrainian Community Liaison Officer at Asylum Welcome, reflects on her experiences working with Oxfordshire's Ukrainian community.

"My story as a Ukrainian refugee is much like that of every other Ukrainian who fled the war. Working for Asylum Welcome allowed me to discover the ability to connect people with opportunities, identify their needs and point them in the right direction in this country. I now have many thankful clients and there is nothing more rewarding."

Our Volunteers

Asylum Welcome could not provide the range and depth of services offered to refugees, asylum seekers and vulnerable migrants without the incredible support of our dedicated teams of volunteers.

There are currently 225 active volunteers who have contributed to at least 20,688 hours to the organisation this financial year, plus many more hours not officially recorded. From April 2022 to April 2023, 106 new volunteers were recruited; 20 of these volunteers have lived experience of displacement.

Case study

F., a refugee from Kuwait, originally came to us requesting a bike and later returned wanting to help others. F. was struggling with trauma and his mental health and needed to be doing something, to be kept busy, to work and learn but also to share his skills and talents supporting others.

He now volunteers in our Sanctuary Wheels workshop every day, fixing up and distributing dozens of bikes.

F. is currently staying in a hotel, where life can be challenging, so the opportunity to volunteer with us is hugely important for him.

Volunteer Review and Implementation

Since April 2022, the Volunteer Review task group facilitated seven small-group conversations with 60+ volunteers, in addition to a survey that was filled out by 50 volunteers. We organised a workshop with staff members, volunteers and trustees, who co-created recommended actions based on the consultations.

The Volunteer Review highlighted the need for better-structured training, supervision, engagement, and peer support within teams as well as stronger centralised systems to track and support this work. It also highlighted the desire for volunteers to feel more

involved and included. The report was finalised and shared in December 2022 with a new group tasked with implementing the review (a priority for the year ahead).

We have made positive steps to streamline the volunteer recruitment and induction process, running information sessions for prospective volunteers, which ensure that potential volunteers are provided with the full picture of Asylum Welcome before we determine which role (if any) would best fit. The new format ensures that volunteers have an opportunity to think through and discuss different volunteer roles and to gain a better understanding of the context of our work when determining their future role(s).

Co-production: engaging people with lived experience of displacement

The Volunteer Coordinator and Education & Employment Coordinator have co-facilitated 14 co-production group meetings with clients over the year. These meetings are a mixture of open discussions, education and employment workshops, and external visits, with staff members joining to explore ideas and gain feedback. Co-production meetings are regularly attended by the Policy and Advocacy Coordinator and the Communications Coordinator.

Out of the 26 clients that we routinely invite to these meetings, 14 of them have either volunteered with Asylum Welcome in the past, currently volunteer or are in the process of exploring volunteering options with us.

These meetings are an opportunity for clients to get further involved in Asylum Welcome's work and have strengthened the relationship between our staff and the clients who are volunteering with us. With a noticeable rise in the number of clients who want to volunteer with Asylum Welcome, many from local asylum hotels, we plan to better link our volunteer recruitment with the Education & Employment advice team. The aim is to ensure that any asylum seekers interested in volunteering can explore options at Asylum Welcome as well as other organisations seeking volunteers.

The Welcome Centre

Our Welcome Centre is the heart of Asylum Welcome: a friendly and supportive space where enquirers can find someone to talk to and access information about our services.

50% of the Welcome Centre volunteers have lived experience of displacement and are crucial in running the space. They provide reassurance to vulnerable visitors while benefiting from increased confidence as they fulfil a vital role.

The recruitment of a Welcome Centre Coordinator has improved the management of the space and there are now usually two volunteers on shift at a time.

Engaging with students and the universities

Over the year, we have recruited 21 students from both universities in Oxford to volunteer with us. 10 of these students have come to us via formal placements. These placements have generally been with the Welcome Centre and Communications & Advocacy teams.

We have established a relationship with Oxford Brookes University and strengthened our existing relationship with the Oxford Pro Bono Group at the University of Oxford.

Volunteer testimonies

Feedback from an attendee of the new volunteer information sessions: *"Really very helpful and thorough overview of the charity's work and history, and current work, and how it fits with national/international changes & needs. Lovely atmosphere too - welcoming guests, and between staff."*

Office admin volunteer, Eve: *"I love volunteering at Asylum Welcome! It's a great organisation doing important work. Everyone is so welcoming and warm. The staff are hardworking, professional, and dedicated – but always have time for a friendly word."*

Welcome Centre volunteer, Gallock: *"Having moved to Oxford recently and doing nothing officially at the moment, I saw the need to use my skills and experience in volunteering to contribute to my new home environment. I chose Asylum Welcome because they were very supportive and instrumental in helping me settle down [...] Volunteering for Asylum Welcome is very rewarding in many ways, which brings a level of joy and fulfilment seeing a smile on the face of satisfied clients [...] It is uplifting to see the teamwork, the joy and enthusiasm with which the staff and other volunteers put into serving clients and socialising with one another."*

Welcome Centre and Digital Inclusion volunteer, Jack: *"As well as helping me, Asylum Welcome gave me the chance to help other people myself, and I have volunteered in many different fields which helps to reduce stress and concerns about my family back home."*

Our Fundraising and Partnerships

As already shown, 2022/23 was an unprecedented year for Asylum Welcome. Our fundraising has been successful despite the global but also national and local challenges that we experienced: including (but not limited to) the Ukraine and Afghanistan crises, the cost-of-living crisis, Oxfordshire becoming a dispersal area, and an increasingly hostile political environment.

Our success is the result of excellent teamwork across the organisation and reflects the crucial work of the fundraising team collaborating effectively with authorities such as the city, district, and county council(s). Additionally, we have built strong partnerships with dedicated local organisations that support our mission and work. Our turnover of £1.8M (excluding reserves transferred on the merger with Sanctuary Hosting), greatly exceeded our budget of £805,000, prepared before both the Russian invasion of Ukraine (forcing millions of displaced people across Europe) and the arrival in Oxfordshire of 700+ new asylum seekers housed in temporary accommodation.

Of our total turnover, 50% came from statutory contracts supporting the Afghan Hotels, the Ukrainians, the resettlement of refugee families in Oxford, our Schools Advocacy programme supporting refugee parents and children in school and our Europa Welcome service supporting vulnerable Europeans with their Settled Status applications; 30% – about £543,000 – came from a huge range of Trusts and Foundations (from small, local family trusts to big national foundations); and a remarkable 20% – about £350,000 – came from our amazing individual supporters, wonderful community groups and truly valuable partnerships... local, regional and national.

Of our income of £1.8M, £1.0M was unrestricted and £822,000 restricted. This puts us in a strong position as we begin 2023/24 (under an extreme set of uncertainties and with the potential end of several key programmes) contributing to our capacity to support flexibly and creatively an unprecedented 4,000+ people across Oxfordshire.

There were many successes across 2022/23, but some examples are given below:

- We received an 18-month Oxford City Council contract to support clients with Employment in partnership with Aspire, Ethnic Minority Business Service (EMBS), and Refugee Resource;
- We saw a big development of our Laptops and Digital Inclusion Programme, now becoming an essential service for our clients, as we received a 3-year £150,000 grant from Santander Foundation allowing us to recruit a Digital Inclusion Coordinator and continue supporting clients with much-needed IT infrastructure, hardware, and training;
- Lloyds Bank Foundation continued to support us with a two-year grant of £50,000 to support our charitable purposes including additional Enhance support to allow us to be resilient, flexible, and capable of responding to emerging needs as well as to help us prepare our strategy and be better placed to respond to new challenges in the years ahead;

- We also received a grant of £30,000 from the British and Foreign School Society (BFSS) for us to continue expanding the successful Schools Advocacy project (funded by the Oxford City Council) which will allow us to explore scaling up the support that so many refugee parents and their children need to understand the school system in the UK, engage more in school activities and thrive across the county;
- We continue to receive fantastic support from long-standing donors such as the Tolkien Trust, The Henry Smith Charity, AB Charitable Trust, the Bromley Trust, St Michael's and All Saints' Charities, 29th May 1961 Charity, and received generous grants from new funders such as Garfield Weston, CAF Social Equity, The Blue Thread, and The Maggie Black Trust;
- Several grants allowed us to increase support to Ukrainians to help them meet their basic needs through an Emergency Fund and more tailored one-on-one Employment support in partnership with Aspire;
- We continue to strengthen our ties with Active Oxfordshire who supported our Bike (Sanctuary Wheels) and Football projects with a couple of £10,000 grants for each, provided support and activities for people in the hotels, and are now partnering with us to support our Ukraine programme with more activities to support Ukrainians' mental health and well-being across the next two years (mostly women with children);
- Likewise, through our Justice Together 3-year funded grant, we continue working closely with Refugee Support Group (Berkshire), Slough Refugee Support and Settled, providing more and better legal immigration advice to clients across the Thames Valley through our Thames Valley Immigration Alliance.

We also have had a strong year of individual and community fundraising and continue to deepen our community relationships and diversify our income, seeking more income from across the county and looking for new fundraising opportunities. We have established a series of initiatives and relationships to increase outreach to community groups and organisations across the county of all sorts (educational, artistic, musical, sporting and recreational), including deeper engagement with schools and other organisations which will benefit our clients in multiple ways. We have valued relationships with Somerville and Mansfield Colleges, both (as the first Oxford colleges to achieve College of Sanctuary status) being incredibly supportive of our work and the cause.

Some of our highlights were:

- Being chosen as the charity of the year for St Edward's School and Magdalen College School who raised a fantastic £35,000 combined in aid of Asylum Welcome (of which St Edward's School steeplechase raised £22,000 alone!), opened their doors to support refugees and asylum seekers with English lessons and access to their sports fields, hosted wonderful football matches between their students and our Refugee Football Group and allowed us to host our brilliant

Refugee Week 2022 event at the Grand Marquee of Magdalen College School during the fabulous Oxford Arts Weeks (where 10+ refugee community organisations displayed their crafts, shared their food and together heard from people with lived experience on the key issues affecting them).

- Taylor & Francis' "Walk the World" Event also raised £21,000 to support our Education and Employment service, gave us 30+ laptops to support our Laptops Project and offered internship opportunities for our clients to start their employment journey at Taylor & Francis – and this year we intend to replicate it having been chosen as their charity of the year once again.
- BlackRock not only gave us another grant to support our Education & Employment service but also committed another big batch of 50 laptops or so (having previously donated 30+ laptops) and their employees are now offering one-on-one mentoring to five of our clients wanting to join – or continue working in – the finance world, including sponsoring a trip to their London offices.
- Oxford High School, through the initiative of a student, also supported Asylum Welcome and has so far given us 30+ computers to support our Digital Inclusion Programme with more devices to come in the summer of 2023.
- Last but not least, we were generously chosen by the outgoing Lord Mayor of Oxford, Cllr Dr James Fry, as one of his three charities of the year 2022/23, and by the Chair of Oxfordshire County Council, Susanna Pressel, as her charity of the year for the same period. They both helped us to spread the word, and raise awareness and funds for Asylum Welcome through a range of fun activities including the Lord Mayor's Quiz Night at the Town Hall. We are happy to report that the new Lord Mayor, Cllr Lubna Arshad has also chosen Asylum Welcome as one of her three chosen charities for her mayoral year 2023/24.

Last year was exceptional, but we need to be aware that 2023-2024 will be more challenging. Currently, 50% of our income comes from contracts but we should highlight that 50% of our income – a very healthy £900,000 – comes from a wide range of sources: Trusts and Foundations, Individual and Community, and Partnership income have been steadily growing. This is important because it gives us a solid and diverse base of income from community support, ensuring our sustainability and independence.

As mentioned above, our work would not be possible without the support from and partnership with so many other charities and organisations local and national, (including Refugee Resource, Aspire, EMBS, Ruskin College, Connection Support, Open Door, Oxfordshire Homeless Movement, Music at Oxford and Oxford Contemporary Music, Starling Sessions, the One World Festival, the Oxford Festival of the Arts, The Story Museum, the Pitt Rivers-Multaka Project, Active Oxfordshire and so many other fantastic local and regional refugee support organisations, churches, schools across the county etc.), to increase impact and ensure we are not duplicating work which will benefit our clients through a range of new options and activities, health, sports, artistic, recreational, educational, volunteering and employment opportunities.

Our Finances

Our reported income for the year totalled £2,016k, including £188k in respect of Sanctuary Hosting's reserves transferred to us on completion of the merger. Excluding this reserves transfer, our income was £1,827k (2021/22 £1,262k), an increase of £565k (45%) which essentially represents income from the contracts described above. The small reductions in income from individuals and faith organisations reflect the exceptionally generous response to community appeals in 2021/22 following the sudden Afghan arrivals after the Taliban takeover and the start of a huge response following the invasion of Ukraine in February 2022.

Principal sources of funding:	2022/23	2021/22	Change	
	£'000	£'000	£'000	%
Trusts and foundations	543	415	128	31
Statutory grants and contracts	935	479	456	95
Faith organisations	17	29	(12)	(43)
Colleges and schools	36	19	17	92
Individual donations and legacies	238	269	(31)	(12)
Partnerships & other community organisations	58	51	7	15
Total income excluding reserves transfer	1,827	1,262	565	45

Expenditure amounted to £1,771k (2021/22 £1,068k), an increase of £703k (66%) again mainly reflecting the impact of the contracts. Fundraising expenditure was contained at £92k, some £15k below its level in 2021/22. The variable level of contract income requires us to remain agile in the management of our costs whilst maintaining the ability to respond, often at very short notice, to urgent needs.

The net result for the year was a surplus of £245k (2021/22 £194k), including £188k from the Sanctuary Hosting reserves transfer towards the end of our financial year. Without this transfer the surplus would have been £57k, 71% below last year, reflecting our decision to use the financial strength represented by our own reserves to build resilience in the organisation to allow us to respond rapidly to external events.

This result leaves us with unrestricted reserves of £703k, of which £50k remains designated for potential property expenses. Our restricted reserves of £81k represent unspent funds received for specific restricted activities to be carried out in 2023/24.

Asylum Welcome has a policy of holding reserves for the following reasons:

- To fund cash flow in the short term, for example where a donor pays in arrears;
- To act as a buffer against negative external events, such as a drop in income;
- To allow investment and expenditure on new initiatives and increases in organisational capacity to further the charity's work; and
- To allow an orderly wind-down of the organisation if it ceased operating.

Our policy is to set a reserves target equal to 3-4 months' anticipated running costs plus an estimate of closure costs, implying a target range of £408k to £526k. After taking account of the designated reserves and our 2023/24 expenditure plans, the projected unrestricted reserves on 31 March 2024 are towards the middle of the target range.

The year ahead: priorities for 2023/24

Our priorities were approved by the Board and reflect extensive consultation with staff and active engagement with volunteers and (where practicable) clients.

A. Build staff, operational, and financial capacity to respond to ongoing and unfunded developments related to the increased number of asylum seekers in Oxfordshire, including in the asylum hotels.

B. Develop management skills of staff to reflect evolving organisational growth and needs.

C. Address 'infrastructural' limitations constraining current work, most specifically office space and database.

D. Influence and support county, city, district and university policies, practices, and relationships to better engage and assist refugees across the county.

E. Implement the conclusions of the 2022 Volunteer Review to maximise organisation-staff-volunteer relationships and effectiveness.

F. Clarify Asylum Welcome's future organisational strategy, especially the scope and boundaries of our work, and align staffing and resources to reflect this.

Independent auditor's report to the trustees of Asylum Welcome

Opinion

We have audited the financial statements of Asylum Welcome ("the Charity") for the year ended 31 March 2023 which comprise the Statement of Financial Activities, the Balance Sheet and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as of 31 March 2023 and of its incoming resources and application of resources for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the *Auditor's responsibilities for the audit of the financial statements* section of our report. We are independent of the Charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant

doubt on the Asylum Welcome's ability to continue as a going concern for a period of at least 12 months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the annual report, including the trustees' report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the trustees' report, which includes the directors' report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report included within the trustees' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the company and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report within the trustees' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 require us to report to you if, in our opinion:

- adequate and proper accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit
- the trustees were not entitled to prepare the financial statements in accordance with the small companies' regime and take advantage of the small companies' exemptions in preparing the trustees' report and from the requirement to prepare a strategic report.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement, the trustees, who are also the directors of the charity for the purposes of company law are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists.

Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below.

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was as follows:

- the engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;
- we identified the laws and regulations applicable to the charity through discussions with trustees and other management, and from our knowledge and experience of the charity
- we focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the charity, including the Companies Act 2006, data protection, anti-bribery, employment and health and safety legislation
- we assessed the extent of compliance with the laws and regulations identified above through making enquiries of management; and
- identified laws and regulations were communicated within the audit team regularly and the team remained alert to instances of non-compliance throughout the audit.

We assessed the susceptibility of the charity's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by:

- making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud;
- considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations

To address the risk of fraud through management bias and override of controls, we:

- performed analytical procedures to identify any unusual or unexpected relationships;
- tested journal entries to identify unusual transactions;
- assessed whether judgements and assumptions made in determining the accounting estimates were indicative of potential bias;
- investigated the rationale behind significant or unusual transactions.

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- agreeing financial statement disclosures to underlying supporting documentation;
- reading the minutes of meetings of those charged with governance;
- enquiring of management as to actual and potential litigation and claims;

There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that

we would become aware of non-compliance. Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the trustees and other management and the inspection of regulatory and legal correspondence, if any.

Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

A further description of our responsibilities is available on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities.

This description forms part of our auditor's report.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.



Robert Kirtland (Senior Statutory Auditor)
for and on behalf of Critchleys Audit LLP
Beaver House
23-38 Hythe Bridge Street
Oxford
Oxfordshire
OX1 2EP

2/8/2023

ASYLUM WELCOME

STATEMENT OF FINANCIAL ACTIVITIES

FOR THE YEAR ENDED 31 MARCH 2023

2023					2022 As restated				
Notes	Unrestricted Funds £	Restricted Funds £	Designated Funds £	Total £	Unrestricted Funds £	Restricted Funds £	Designated Funds £	Total £	
Income									
Income from									
Donations & Grants	3	399,463	407,180	806,643	496,372	350,082		846,454	
Charitable Activities	4	605,251	414,656	1,019,907	334,861	80,645		415,506	
Investment Income		745	-	745	73	-		73	
Transfer of Reserves- Sanctuary Hosting		131,285	56,972	188,257	-	-		-	
Total		1,136,744	878,808	2,015,552	831,306	430,727		1,262,033	
Expenditure on									
Raising funds		92,405	-	92,405	107,872	-		107,872	
Charitable activities		826,986	851,229	1,678,215	580,272	379,664		959,936	
Total	17	919,391	851,229	1,770,620	688,144	379,664		1,067,808	
Net income/(expenditure)									
		217,353	27,579	244,932	143,162	51,063		194,225	
Transfers between funds									
		-	-	-	-	-	-	-	
Net movement in funds									
		217,353	27,579	- 244,932	143,162	51,063		194,225	
Reconciliation of funds									
12									
Total funds brought forward		435,972	53,706	50,000 539,678	292,810	2,643	50,000	345,453	
Total funds carried forward		653,325	81,285	50,000 784,610	435,972	53,706	50,000	539,678	

The notes on pages 39 to 45 form part of these accounts.

ASYLUM WELCOME

BALANCE SHEET

AT 31 MARCH 2023

	Notes	2023		2022	
		£	£	£	£
Fixed Assets					
Office Equipment, Furniture & Fittings	5		-		1,165
Website	6		<u>1,541</u>		<u>3,083</u>
			1,541		4,248
Current Assets					
Debtors	7	199,052		171,548	
Cash on Deposit		710,620		361,500	
Cash at bank and in hand		<u>129,097</u>		<u>184,563</u>	
			1,038,769		717,611
Current Liabilities					
Creditors: Falling due within one year	8	<u>255,700</u>		<u>182,181</u>	
			(255,700)		(182,181)
Net Current Assets			783,069		535,430
Creditors: Amounts falling due after more than one year					
Total Assets			<u>784,610</u>		<u>539,678</u>
Represented by:					
Unrestricted Income Funds			653,325		435,972
Designated Funds			50,000		50,000
Restricted Income Funds	10		81,285		53,706
			<u>784,610</u>		<u>539,678</u>

Approved by the Trustees on 26 July 2023 and signed on their behalf by:

Tony Samuel Co-Chair

Date

26/7/23

Tony Samuel

ASYLUM WELCOME

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2023

	2023		2022	
	£	£	£	£
Cash flows from operating activities				
Surplus for the year		244,932		194,225
Adjustments for:				
Investment income received	(132,030)		(73)	
Depreciation and impairment of tangible fixed assets	1,165		1,988	
Amortisation of intangible fixed assets	1,542		1,542	
(Increase)/decrease in debtors	(27,504)		(94,968)	
Increase/(decrease) in creditors	73,519		97,149	
Net cash provided by operating activities		161,624		199,863
Investing activities				
Transfer of reserves from Sanctuary Hosting	131,285		-	
Investment income received	745		73	
Net cash provided by investing activities		132,030		73
Net cash used in financing activities		-		-
Net increase in cash and cash equivalents		293,654		199,936
Cash and cash equivalents at beginning of the year		546,063		346,127
Cash and cash equivalents at end of the year		839,717		546,063

ASYLUM WELCOME

NOTES FORMING PART OF THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2023

1 ACCOUNTING POLICIES

Basis of preparation

The financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities (FRS102) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2015) – (Charities SORP (FRS102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006. They have been prepared under the historical cost convention.

Income

All incoming resources are included in the Statement of Financial Activities once the charity has legal entitlement to the resources, it is probable that the resources will be received and the monetary value of the incoming resources can be measured with sufficient reliability.

- (1) Donations and grants are recognised on a receivable basis in accordance with the restrictions or conditions placed on their use and are deferred to the following period when their use is specified for future periods by the donor.
- (2) Restricted income that is unspent at the end of a financial year, will be carried forward within the Restricted Fund
- (3) For Legacies, entitlement is the earlier of the charity being notified of an impending distribution or the legacy being received.
At this point income is recognised. On occasion legacies will be notified to the charity where it is not possible to measure the amount expected to be distributed. On these occasions the legacy is treated as a contingent asset and disclosed.
- (4) Interest income is included in the accounts when it is earned.
- (5) Donated goods and services are recognised in income at their fair value when their economic benefit is probable, it can be measured reliably and the charity has control over them. Fair value is determined on the basis of the value of the gift to the charity. A corresponding amount is recognised in expenditure.

Expenditure

Expenditure is recognised where there is a legal or constructive obligation to make payments to third parties, it is probable that the settlement will be required and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis.

Direct costs are those that can be readily attributed to specific activities. Support costs are allocated according to the amount of direct salaries charged to activities and with regard to the level of activity by our volunteers, to arrive at a reasonable statement of the cost of each activity.

Fixed Assets and depreciation

Tangible fixed assets are included at cost less depreciation. Depreciation is provided on Office Equipment and Office Furniture at the rate of 25% (straight line basis), from the date of acquisition of the asset. Fixed Assets costing over £1,000 are capitalised in accordance with our Capitalisation Policy. Intangible assets are measured at cost less accumulated amortisation.

Amortisation is charged so as to allocate the cost of intangibles less their residual value over their estimated useful lives using the straight line method. The intangible assets are amortised over the following useful lives : website 3 years.

Debtors and Creditors receivable/payable within one year

Debtors and creditors with no stated interest rate and receivable or payable within one year are recorded at transaction price. Any losses arising from impairment are recognised in expenditure.

Cash at Bank

Cash at bank and in hand includes cash and bank accounts.

Financial Instruments

The charity only has assets and liabilities of an ordinary kind that qualify as basic financial instruments.

Unrestricted Funds

Unrestricted funds represent donations, grants and other incoming resources received for the objects of the charity without a specified purpose and are available as general funds.

From time to time the Trustees may establish Designated Funds out of the Unrestricted Funds to meet contingencies.

Restricted Funds

Restricted funds are used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund, together with a fair allocation of management and support costs.

2 LEGAL STATUS OF THE COMPANY

Asylum Welcome is a company limited by guarantee, incorporated in the United Kingdom, with its registered office at Unit7 Newtec Place, Magdalen Road, Oxford OX4 1RE

The liability of each member in the event of a winding up is limited to £1.

ASYLUM WELCOME

NOTES FORMING PART OF THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2023 (continued)

		2023			2022
		Unrestricted	Restricted	Total	As restated
3 DONATIONS		£	£	£	Total
					£
Trusts and Foundations	A B Charitable Trust	-	-	-	35,000
	Beatrice Laing Trust	-	6,000	6,000	6,000
	Bromley Charitable Trust	-	20,000	20,000	16,250
	Society of The Holy Child Jesus	-	12,000	12,000	-
	Oxfordshire Community Foundation Loneliness	-	7,500	7,500	2,500
	Lloyds Bank Foundation	27,250	-	27,250	24,500
	Henry Smith Charity	-	60,000	60,000	60,000
	Oxfordshire Community Foundation RCOs	-	10,112	10,112	28,545
	Asda Foundation	-	1,460	1,460	-
	Cotmore Trust	-	-	-	15,000
	The Tambour Foundation	-	-	-	25,000
	Paul Getty Trust	-	-	-	10,000
	Good Food Oxford	-	-	-	4,000
	St Michael's & All Saints' Charity	-	2,000	2,000	-
	The Sisters Trust	-	-	-	42,500
	Swan Mountain Trust	-	-	-	5,000
	The Tolkien Trust	-	110,000	110,000	80,000
	St Clement's Charities	-	4,000	4,000	-
	Oxfap	-	3,970	3,970	-
	National Lottery	-	10,000	10,000	-
	BFSS	-	6,227	6,227	-
	The Roundton Trust	5,000	-	5,000	-
	Santander Digital Inclusion	12,500	8,178	20,678	-
	Refugee Action	-	-	-	3,000
	BRC Ukraine	-	-	-	-
	Oxford Homeless Movement NRPF	-	21,000	21,000	6,000
	29th May 1961 Settlement	-	7,000	7,000	7,000
	Good Food Oxford	-	-	-	5,000
	Wirral Trust	-	-	-	5,000
	Fairness Foundation	-	-	-	-
	Black Rock Charitable Foundation	-	8,900	8,900	3,376
	Brunner Trust	-	-	-	2,500
	Northwick Trust	-	-	-	5,000
	Pye Charitable Trust	-	4,000	4,000	3,000
	Batchworth Trust	-	-	-	5,000
	Blue Thread	35,000	-	35,000	-
	OCVA NRPF	-	10,380	10,380	-
	OVCA Covid Grant	-	-	-	10,000
	Small grants (amounts less than £1,000)	2,300	1,420	3,720	5,863
		82,050	314,147	396,197	415,034
Statutory Grants	National Insurance Rebate	5,000	-	5,000	4,000
	Oxford City Council - Open Bidding	-	-	-	10,000
	Oxford City Council Syrian Resettlement	-	4,500	4,500	6,750
	Oxford City Council Youth Opportunities	-	4,192	4,192	14,702
	Oxford City Council Community Champions	-	5,500	5,500	1,000
	Oxford City Council Winter Hardship	-	-	-	5,000
	Oxford City Council consultancy	-	-	-	4,400
	Oxford City Council Kassam outreach	-	5,000	5,000	-
	Oxford City Council Big Ideas	-	6,750	6,750	-
	Oxfordshire City Council Schools Project	-	31,590	31,590	17,995
		5,000	57,532	62,532	63,847
Faith organisations	Oxford Jewish Congregation	-	1,122	1,122	-
	Oxfordshire Quakers	-	-	-	6,674
	St Andrew's PCC	4,925	-	4,925	1,055
	St Margaret's Church Oxford	-	-	-	1,500
	St Mary's Church Garsington	1,660	-	1,660	1,373
	St Ebbe's Church	-	-	-	3,656
	University Church	-	-	-	3,000
	Other Faith Organisation Donations (under £1,000)	8,986	-	8,986	11,950
		15,571	1,122	16,693	29,208
Colleges & Schools	Abingdon School	-	2,000	2,000	-
	Dragon School Oxford	1,250	-	1,250	2,100
	St Edward's Oxford	24,250	-	24,250	10,956
	Magdalen College School Oxford	4,360	-	4,360	4,640
	Other College Donations (less than £1000)	3,963	-	3,963	980
		33,823	2,000	35,823	18,676

ASYLUM WELCOME

NOTES FORMING PART OF THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2023 (continued)

		2023			2022
		Unrestricted	Restricted	Total	As restated
3 CONTINUED		£	£	£	Total
					£
Individual donations & legacies	Major donations (3 donors)	16,925	-	16,925	14,893
	Legacy	7,013	-	7,013	5,000
	Other Individual Donations	190,127	400	190,527	221,256
	Gift Aid	23,034	-	23,034	27,995
		<u>237,099</u>	<u>400</u>	<u>237,499</u>	<u>269,144</u>
Partnerships & other community organisations	Key 2 Futures	-	4,800	4,800	4,800
	Red Cross Destitution Fund	-	18,665	18,665	21,351
	RRSG	6,700	-	6,700	-
	One World Festival	-	435	435	-
	Oxford Citizens Advice	-	-	-	1,294
	Other Donations (less than £1000)	-	-	-	637
	Community Organisations	19,220	8,079	27,299	22,463
Total Donations and Grants		<u>25,920</u>	<u>31,979</u>	<u>57,899</u>	<u>50,545</u>
		<u>399,463</u>	<u>407,180</u>	<u>806,643</u>	<u>846,454</u>
4 CHARITABLE ACTIVITIES					
Trusts & Foundations	Justice Together	-	147,088	147,088	-
		-	147,088	147,088	-
Statutory Grants & Contracts	Oxford City Council UKRS/ARAP		202,934	202,934	23,734
	Oxfordshire County Council Afghan Hotels Support Contract	373,101	-	373,101	332,360
	Oxfordshire County Council Ukraine Refugees Support Contr.	232,150	-	232,150	-
	EUSS	-	64,634	64,634	59,412
		<u>605,251</u>	<u>267,568</u>	<u>872,819</u>	<u>415,506</u>
Total Charitable Activities		<u>605,251</u>	<u>414,656</u>	<u>1,019,907</u>	<u>415,506</u>

ASYLUM WELCOME

NOTES FORMING PART OF THE FINANCIAL STATEMENTS FOR THE YEAR ENDED MARCH 31 2023 (continued)

5 FIXED ASSETS

	Office Equipment, Fixtures & Fittings
Cost	£
Opening Balance April 1 2022	7,954
Disposals	-
Closing Balance March 31 2023	7,954
Accumulated Depreciation	
Opening Balance 1 April 2022	6,789
Charge for year	1,165
Closing Balance 31 March 2023	7,954
Net Book Value	
At 31 March 2023	-
At 31 March 2022	1,165

6 INTANGIBLE FIXED ASSETS

	Website
Cost	
Opening Balance 1 April 2022	4,625
Additions in the year	-
Closing Balance 31 March 2023	4,625
Accumulated Amortisation	
Opening Balance 1 April 2022	1,542
Charge for the year	1,542
Closing Balance 31 March 2023	3,084
Net Book Value	
At 31 March 2023	1,541
At 31 March 2022	3,083

7 DEBTORS

	2023	2022
Prepayments	17,820	16,484
Debtors		
Accounts Receivable	120,925	
Other Debtors	37,965	118,221
Accrued Income	22,342	36,843
	199,052	171,548

8 CREDITORS : AMOUNTS FALLING DUE WITHIN ONE YEAR

	2023	2022
Creditors & Accruals	54,454	14,967
PAYE & National Insurance	25,040	17,698
Pension Creditor	4,431	2,364
Deferred Income	171,775	147,152
	255,700	182,181

9 DEFERRED INCOME

	Balance 1.4.22	Funding Received	Released to SOFA	Deferred 31.3.23
Bromley Trust	15,000	20,000	20,000	15,000
Santander Digital	-	49,069	8,178	40,891
Oxfordshire Community Foundation	10,380	43,050	31,380	22,050
Lloyds Foundation	18,750	27,250	27,250	18,750
BFSS Schools	-	12,454	6,227	6,227
OCC Youth Opportunities	4,192	-	4,192	-
Black Rock Foundation	2,410	12,135	8,478	6,067
OCVA Loneliness Grant	7,500	-	7,500	-
St Michael's & All Saint's Charities	2,000	-	2,000	-
Justice Together	63,785	83,303	147,088	-
BRC Ukraine	-	6,000	-	6,000
Leigh Trust	-	2,500	-	2,500
Maggie Black Trust	-	5,000	-	5,000
Sanctuary Wheels	-	1,380	-	1,380
Oxfordshire County Council Schools project	23,135	56,365	31,590	47,910
	147,152	318,506	293,883	171,775

Deferred Income represents income received prior to 31 March 2023 but which relates to periods post 1 April 2023

ASYLUM WELCOME

NOTES FORMING PART OF THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2023
(continued)

10 RESTRICTED FUNDS

Services	Balance	Movement in Resources			Balance
	1.4.2022	Additions	Outgoings	Transfers	31.3.2023
	£	£	£	£	£
	As Restated				
Adult & Family Advice	2,490	116,130	118,620	-	-
Youth	-	32,092	32,092	-	-
Huntercombe project	-	20,000	20,000	-	-
Employment and Education	-	15,900	15,479	-	421
Food	-	960	960	-	-
Hardship	-	37,477	37,477	-	-
Syrian Resettlement – Oxford City	-	4,500	4,500	-	-
Europa Welcome	-	64,634	64,634	-	-
Bike Scheme	-	5,000	5,000	-	-
Refugee Communities Project	4,232	10,112	14,344	-	-
UKRS/ARAP	-	202,934	202,934	-	-
Schools Project	1,984	38,896	32,426	-	8,454
Justice Together	-	147,088	147,088	-	-
Digital Inclusion	-	8,178	2,915	-	5,263
Ukraine	-	37,935	38,505	-	(570)
Core	45,000	80,000	85,000	-	40,000
	53,706	821,836	821,974	-	53,568
Transfers in Sanctuary Hosting	-	56,972	29,255	-	27,717
Transfers between Funds	-	-	-	-	-
	53,706	878,808	851,229	-	81,285

Adult & Family Services provides advice on legal rights, immigration, benefits, housing and health for our clients

The Youth Service covers the cost of providing part time youth workers and running clubs, and outings for young refugees and asylum seekers.

The Huntercombe Project funds meet some of the cost of supporting and visiting refugee and asylum seeking prisoners at Huntercombe Prison

Employment and Education seeks pathways into employment and education

Food contributes to items for the food bank operated at our welcome centre.

Hardship funds small cash payments (usually under £30) to alleviate hardship or for essential travel to comply with Home Office reporting requirements.

Syrian Resettlement - Oxford City Council funds our work on their behalf to support the 30 Syrian families that Oxford pledged to accept.

Europa Welcome supports vulnerable EU/EEA citizens to apply for settled status in the UK.

The bike scheme supports volunteers to repair and make roadworthy, donated bikes and to distribute them to our clients, giving them a cheap way to travel around the city.

The Refugees Community Projects supports RCO groups to strengthen their organisations and be more sustainable for the future in order to help more of our clients.

Schools project helps parents and children navigate the education system

Justice Together aims to bring access to legal assistance throughout the Thames Valley, with our 3 partners

Digital Inclusion supports clients with laptops, phones and digital training

Ukraine project supports Ukrainian refugees settled here in Oxfordshire

11 DESIGNATED FUNDS

The current lease for the premises occupied by Asylum Welcome was renewed in March 2022 for an eight and a half year term.

The Trustees believe it is prudent to designate £50,000 to cover the cost of upgrading our premises and dilapidations

12 ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Fixed	Net Current	2023	2022
	Assets	Assets	Total	Total
	£	£	£	£
Restricted Funds	-	81,285	81,285	53,706
Unrestricted funds	1,541	651,784	653,325	435,972
Designated Funds	-	50,000	50,000	50,000
	1,541	783,069	784,610	539,678

ASYLUM WELCOME

NOTES FORMING PART OF THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2023 (Continued)

13 STAFF COSTS	2023	2022
	£	£
Salaries	994,967	649,747
National Insurance and Pension Contributions	119,715	72,998
Total	1,114,682	722,745
Temporary Staff & Consultancy	-	-
	<u>1,114,682</u>	<u>722,745</u>

Numbers	2023	2022
Number of staff employed	<u>45</u>	<u>28</u>
Full time Equivalents	<u>36</u>	<u>23</u>

No employees received employee benefits (excluding employer pension costs) of more than £60,000

Employee benefits paid to key management personnel totalled £51,640 (2022 £49,419)

The evaluated value of our volunteers time, for the year under review, of 20668 hours at rates provided by the European Social Fund, equates to a value of £355,112

The staff annual leave year is co-terminus with our year end and as an insignificant number of holidays are carried forward, we have not accounted for any liability in respect of holidays owed.

14 TRUSTEES' REMUNERATION AND EXPENSES

No remuneration, directly or indirectly, out of the funds of the charity was paid or was payable for the year to any trustee or to any person known to be connected to any trustee.

No amounts were reimbursed to any Trustees (2022 - NIL) during the year.

15 OBLIGATIONS UNDER LEASES

Operating leases

The total of future minimum lease payments is as follows:

	2023	2022
	£	£
Not later than one year	57,380	57,380
More than one year until first break clause	376,585	435,132
	<u>433,965</u>	<u>492,512</u>

The amount of non-cancellable operating lease payments recognised as an expense during the year was £57,380

16 RELATED PARTY TRANSACTIONS

The Trustees confirm that there have been no related party transactions that require disclosure in the accounting period

ASYLUM WELCOME

NOTES FORMING PART OF THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2023 (Continued)

17 EXPENDITURE ANALYSIS

	Total Year to 31.3.2023	Raising Funds	Charitable Activities														
	£	£	Adult Advice/Syrian Settlement/RC	Youth	Detainee Support	Refugee rights & Foodbank	Employment & Educational Services	Volunteer recruitment & training	EUSS	Sanctuary Hosting	Advocacy & Comms	UKRS/ARAP	Schools Project	Afghan Project	Justice Together	Digital Inclusion	Ukraine
Direct Costs																	
Direct Salaries	954,636		183,155	44,376	19,767	-	29,113	26,967	46,723	20,733	43,620	107,985	25,196	241,476	37,200	1,042	127,283
Asylum Seeker and Refugee Activities	371,472		14,944	13,490	1,098	1,702	857	7,448	18,266	12,744	7,157	68,067	2,594	61,701	82,160	73	79,171
Asylum Seekers and Refugees	81,923		-	-	-	81,923	-	-	-	-	-	-	-	-	-	-	-
Facilities and equipment	119,962		15,062	7,050	6,000	15,050	7,050	9,500	7,050	7,050	7,050	10,000	6,050	3,000	6,500	6,500	7,050
Costs directly attributable to activities	1,527,993																
Direct fundraising costs	83,053	83,053															
Support costs																	
Senior Management	38,895	2,297	2,293	2,287	2,287	4,574	2,287	2,287	2,287	2,287	2,287	2,287	2,287	2,287	2,287	2,287	2,287
Facilities and finance staff	45,236	2,660	2,676	2,660	2,660	5,320	2,660	2,660	2,660	2,660	2,660	2,660	2,660	2,660	2,660	2,660	2,660
Premises costs	18,465	1,086	1,086	1,089	1,086	2,172	1,086	1,086	1,086	1,086	1,086	1,086	1,086	1,086	1,086	1,086	1,086
Communications and computer support	4,975	292	303	292	292	584	292	292	292	292	292	292	292	292	292	292	292
Professional fees	713	-	713	-	-	-	-	-	-	-	-	-	-	-	-	-	-
General other	51,290	3,017	3,017	3,017	3,017	6,034	3,017	3,017	3,017	3,017	3,017	3,017	3,017	3,017	3,017	3,017	3,018
	159,574																
TOTAL EXPENDITURE	1,770,620	92,405	223,249	74,261	36,207	117,359	46,362	53,257	81,381	49,869	67,169	195,394	43,182	315,519	135,202	16,957	222,847

Direct costs have been allocated to the charity's activities when they can be identified. Support costs are allocated according to broad judgements of the amount of staff and volunteer time spent on each activity.

