REGISTERED CHARITY NUMBER: 1191680

Report of the Trustees and

<u>Unaudited Financial Statements for the Year Ended 30 September 2023</u>

<u>for</u>

Refugee Legal Support

Faiz & Co. Limited Chartered Accountants 8B Accommodation Road London NW11 8ED

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Report of the Trustees



October 2022 - September 2023

1. Introduction - a year at a glance

It would be easy, when reflecting on the year that has passed, to feel hopeless about the unrelenting cruelty of the hostile environment that we have all worked in this year, but we have not let it define us: we remain resilient.

Last year, we began our report by reflecting on the 'particularly dark year' that was 2022. We spoke about a host of draconian new laws and policies that have restricted the rights of people on the move in the UK and Europe, and the increased danger and violence experienced by people crossing borders as a result.

This year, we could change "2022" to "2023", and our reflections would, regretfully, remain accurate. We have seen the rise of the "stop the boats" rhetoric in the UK, supported by introduction of the Illegal Migration Act and the Government's doubling down on its failed Rwanda policy through first the Court of Appeal and then the Supreme Court.

With increasingly violent rhetoric has come increasingly violent results. In Greece, this year, we saw the tragic and unnecessary loss of life in the shipwreck off Pylos, the true circumstances of which are yet to be properly investigated by Greek authorities. In the Channel, also, and in Northern France, we have witnessed an appalling loss of life both at sea and in Calais. These deaths are inextricably linked with the brutality of the border regimes in the countries where we work.

In response, we have continued to develop our work supporting those who have experienced or are experiencing violence at the borders of Greece and the UK. In Greece, we have begun work to develop mechanisms for challenging border violence experienced by individuals wishing to claim asylum. In Northern France, we have marked the first anniversary of our permanent presence in Calais, providing legal information to people on the move, for whom daily life in Calais and the surrounding towns involves frequent hostility and violence from the police and border force.



For those who look to the UK as a place of refuge, we now have increased capacity to provide end-to-end legal assistance in family reunion cases and in Afghan Relocation and Assistance Policy (ARAP) cases. In 2023, RLS was awarded a legal aid contract, and we welcomed our new Legal Aid Supervisor in August. An expert in asylum appeals and judicial review, she brings incredibly valuable new skills to our team. A legal aid contract also comes with pressing challenges, given the increasing financial risks inherent in this hostile legal aid environment. Notwithstanding, we are confident that our innovative model will put us in the best possible position to succeed.

We have also found new ways to strengthen and improve our existing projects. In Athens, our legal team continues to support those seeking asylum in Greece. Following the loss of life at Pylos, we have seen Greek border forces adopt a more cautious approach, leading to increasing numbers of people arriving successfully in Greece. The Greek authorities have responded by accelerating the asylum process for applicants, meaning that our lawyers have remained very busy.

In the UK, we have successfully renewed both the Afghan Pro Bono Initiative (APBI) and our Family Reunion from Europe (FRFE) Project and continue to find new ways to build additional expertise and to increase our impact for our clients. This year, the introduction of our legal aid contract has increased our capacity to take on cases through the appeals process, supervised by our Legal Aid Supervisor, who is an expert in asylum appeals and judicial review. It has also allowed us to develop innovative new uses for pro bono support in legal aid work, maximising the efficiency of our legal aidable time.

Although the environment in which we work is often cruel, we are strengthened by the solidarity and passion of each other at RLS - our staff, ourselves as trustees, our partners and our supporters. This year, we celebrated our sixth birthday, which gave us a pause for reflection on the remarkable growth of RLS from a small group of volunteers, many of whom are now trustees, to an organisation with over ten staff members and a presence in three countries. Although we have grown, we remain true to the values that RLS was founded on: to develop and use our legal expertise, in solidarity with people on the move and those who support them, to help people who migrate to access justice with dignity and humanity.

2. Structure, Governance and Management

Refugee Legal Support operates in accordance with its governing document, the constitution, signed on 6.10.2020 by its Trustees in the UK. The charity is a Charitable Incorporated Organisation and is regulated by the Charity Commission for England and Wales. Refugee Legal Support became a registered charity on 7.10.2020. The charity holds its funds in two bank accounts: one in the UK (Triodos Bank) and one in Greece (Alpha Bank). The transactions of both bank accounts are reported in the annexed accounts.



Refugee Legal Support is also incorporated in Greece as a civil non-profit organisation ("AMKE") under Greek law (General Commercial Registry No: 155695901000) with the name Refugee Legal Support Greece and the trading name RLS-Greece. RLS-Greece's registered office is at 14 Alexandras Avenue. Athens, postal code 106 82, Greece and is overseen by Annette Elder (trustee of the UK charity) and Eva Maria Doerr (trustee of the UK charity). RLS-Greece is governed by its constitution which can be found on the charity website at https://www.refugeelegalsupport.org/

Thanks to funding from trusts and foundations, crowdfunding, and our pro bono partners, we grew our team with the recruitment of a legal aid supervising lawyer in our London office, two new members of staff in Greece, and a dedicated finance expert. We were also joined by two interim members of the Management Team, who are providing parental leave cover.

Our board of Trustees also grew, welcoming four new Trustees, Polly Rossdale, Aditi Kapoor, Charlotte Blundy, and Farheen Chaudhry. Esther Jones Russell resigned as a Trustee in May 2023.

the year ending September Serves as chair from August 2022 2023

Trustees who served during Christopher Walter Randall (appointed 06.12.2021)

Polly Rossdale (appointed 21.04.2023)

Aditi Kapoor (appointed 21.04.2023)

Charlotte Blundy (appointed 21.04.2023)

Farheen Chaudhry (appointed 18.05.2023)

Vidya Ramachandran (appointed 06.12.2021)

Esther Jones Russell (appointed 06.12.2021 and resigned 09.05.2023))

Naima Musse Farah (appointed 06.12.2021)

Joseph William Sinclair (appointed 24.06.2021 and resigned 03.2023)



Rebecca Chapman (appointed 7.10.2020)

Annette Elder (appointed 7.10.2020)

Eva Maria Doerr (appointed 7.10.2020)

Management team

Isaac Shaffer, Legal Director

Nick Pilkington, Fundraising Lead

Efi Stathopoulou, Programmes Manager (on parental leave

from 29 August 2023)

Anna Burn, Interim Programmes Manager (parental leave

cover from 29 August 2023)

Rebecca Haack, Interim Operations Manager (parental leave

cover from 29 August 2023)

3. Financial Review

The total incoming resources amounted to £506,872 of which £410,082 was for restricted purposes. The resources expended totalled £496,663 including £400,130 spent out of the restricted funds. £388,403 of this expenditure related to staff costs involved in support services to the charitable activities.

Our Reserves policy ensures adequate working capital and financial resilience for the charity. To meet the objectives of this policy, the Trustees agreed to aim for unrestricted reserves of £90,000. The total amount of unrestricted reserves at this year end amounted to £118,376 of which £421 relates to fixed assets. This amount is then broken down into Employee and Contractual Obligations (total of £43,944) which hold the funds available to the charity in the event that the charity had to close to cover costs related to redundancy, notice periods, winding down and to ensure all legal casework delivered by the charity is responsibly handed over. The remaining amount (total of £74,432) is available to assist with maintaining effective business and financial continuity while the charity is in operation.

When deciding an appropriate reserves level for the charity, the Trustees considered the following:

- the maintenance of essential services for beneficiaries;
- the risks of unplanned closure associated with the charity's business model;



- · spending commitments;
- potential liabilities and;
- financial forecasts and responsibilities in relation to responsibly closing or referring its cases (main activity being legal support).

The Trustees will review the policy for maintaining reserves, taking into account all risks faced by the charity, their potential impact on income and planned expenditure, and an assessment of the ways to mitigate such risks. The frequency of reviewing the reserves policy will vary depending on the level of change in monthly expenditure as new projects are undertaken by the charity to pursue its objectives.

4. Investment policy

Any surplus funds are placed on short term deposit accounts.

5. Objectives, Mission and Values

5.1. Charitable objectives as per the charity's constitution

In shaping our objectives for the year and planning our activities, the Trustees have considered the Charity Commission's guidance on public benefit. The charity's objectives as per its constitution are:

- To relieve poverty, sickness, and distress of persons who are internally displaced or in migration or who are asylum seekers or refugees fleeing situations including (but not limited to) war, persecution, and climate change and their families and any dependants who are in conditions of need, hardship and distress;
- To advance education including the education and training of the Beneficiaries¹;
- To preserve and protect the physical and mental health of the Beneficiaries including but not limited to protecting the rights of the Beneficiaries; and
- To advance the education of the public in general about the issues relating to refugees and those seeking asylum.

5.2. Our mission and values

Our mission

Refugee Legal Support works in solidarity with people who migrate. We advocate for the promotion and protection of people's rights throughout the migration process.

¹ as defined in our constitution



We advance safe migration through legal support, casework, strategic litigation, outreach, training and partnerships. We strive to develop inclusive, sustainable and regenerative ways of working which are directly informed by those with lived migration experience.

We support the global movement that fights entrenched inequalities, racism and other forms of discrimination that force people to migrate.

In doing so we recognise that immigration systems are weighted against those forced to migrate and stand in opposition to hostile policies, along with all forms of violence against people compelled to migrate.

Our Values

These are the core principles of RLS. They're key to decision-making. They help us to decide not just what work we do and why, but also how we do it and how we work together.

- We believe that the lack of available financial resources should not hinder access to iustice:
- We strive to be anti-racist and we denounce any form of oppression;
- We work in solidarity with those who migrate and those who support them;
- We work with people, not for them. We stand alongside and respect the inherent dignity and humanity of people who migrate;
- We are specialised and use our expertise for strategic impact;
- We respect and support the wellbeing and expertise of our colleagues; and
- We're proud to be independent.

6. Our Activities

6.1. Legal support

In the year end September 2023, through our work, together with our project partners, we have provided legal support in the form of information, advice and direct legal representation to **1157 people** across our services in Greece and the UK.

- **111 people** were advised and represented by our team in Athens, providing support to those navigating the asylum and family reunification process in Greece;
- 260 people received individual information on their rights and entitlements in Greece;
- **174 people** in Greece were provided with support and signposting to other organisations by our team in Athens;
- **66 separated family members** divided while seeking safety received legal advice and representation through our *Family Reunion from Europe* team in London;



• **546 people** fleeing Afghanistan received vital legal advice and representation on relocation and family reunion routes in the UK through our *Afghan Pro Bono Initiative* team in London.

We continue to find innovative ways to increase our capacity to try to match the need we observe every day from people applying to access our programmes. However, we continue to operate in an environment that attempts to bridge the growing gaps in legal need that exist in Greece and the UK. Our projects cannot stop these gaps from growing, as this can only be achieved through the abandonment of the hostile environment and a proactive and properly funded legal aid system, neither of which are a priority for the Greek and UK Governments.

In response to this overwhelming demand and lack of capacity in the sector, we have continued to develop our legal information programmes, which aim to support and develop self-reliance among the clients that we work with. We are also hopeful that our legal aid contract will allow us to make a very small dent in the capacity gap in the legal aid sector, which has a disproportionate impact on people on the move.

6.2. Community engagement and access to legal information

In the last year, our team has worked hard to ensure that people who migrate were able to access legal information:

- Our Athens team delivered **12 outreach sessions** to people who migrate. During these sessions vital legal information was disseminated to more than **122 people** who wouldn't otherwise have access to it;
- Our Afghan Pro Bono Initiative team delivered 2 online information sessions where
 246 people received accurate, specialised legal information on safe routes to the UK for people fleeing Afghanistan, with another planned for this October;
- Our newsletter provides up-to-date legal information on safe routes to the UK from Afghanistan and the surrounding region. 620 people have subscribed to our mailing list
- Our Calais outreach team has delivered 42 in-person information sessions on the right to claim asylum and family reunification in the UK. 574 people in Calais have attended our sessions to date.
- We published the first edition of our <u>ARAP Self-Help Guide</u>, a guide for people from a non-legal background to: (a) confirm whether someone is eligible for the scheme, (b) submit an application, and (c) take appropriate steps if an application is rejected.



6.3. Advocacy

Alongside those active in the fight against hostile migration policies in Greece and the UK, we have advocated for dignified living conditions, a fair immigration system and access to safety for people on the move. We were also represented by our Legal Director at the Global Strategic Litigation Council for Refugee Rights.

In Greece, we:

- co-signed 12 open letters to policy-makers, as well as a number of private letters to the Greek authorities;
- participated in Advocacy, Protection and Legal working groups in order to share information and struggle together with colleagues in the sector for change;
- continued to receive signatures on our petition, launched in June 2022, which demands that the Greek Government revokes its decision to consider Turkey a safe country;
- co-researched and drafted a report with Mobile Info Team on access to the Greek asylum system, to be released at the end of 2023.

The Afghan Pro Bono Initiative worked closely with parliamentarians and policy makers this year to advocate for the rights of Afghan people. We:

- delivered information sessions for constituents and provide a briefing ahead of the Safe Routes for Afghan nationals <u>debate</u> in Parliament;
- worked with Safe Passage and the Refugee Council to prepare a brief for MPs on the status of Afghan Family Reunion in the UK, as part of the No Afghan Left Behind campaign;
- attended a meeting with the Independent Chief Inspector of Borders and Immigration, and shared concerns from the Afghan communities in dealing with the Home Office;
- attended a Refugee Resettlement Meeting in London City Hall, where we presented on the services we provide and the legal routes to the UK for Afghan nationals; and
- presented at the 2023 Family Reunion Practitioners' conference organised by the British Red Cross.



6.4. Sharing our experience and expertise

- Our UK teams delivered **3 training sessions** to more than 200 volunteer lawyers on the law around family reunion and relocation schemes for people fleeing Afghanistan.
- Our Northern France team delivered 15 training sessions to volunteers and activists in Northern France on the UK asylum system.
- Our Athens team delivered training sessions to 7 organisations supporting migrants in Greece on refugee protection laws, procedures and context. This includes established charities, smaller collectives and organisations, students, lawyers and researchers.

6.5. Monitoring, Evaluation and Learning

This year, we introduced a new Monitoring, Evaluation and Learning (MEL) framework. The MEL framework allows us to measure our impact against key performance metrics, which are developed in line with our strategic plan. We are indebted to the Paul Hamlyn Foundation, who provided us with a consultant to support us with this work, and without whom the development of this framework would not have been possible.

Through our monthly MEL reflections, we gather quantitative data (e.g. collecting statistics from our case management software) and present it in a report format developed from our key objectives, as defined in our strategic plan.

Our monthly monitoring is then supplemented by gathering qualitative data (e.g. client feedback through our feedback processes, client and partner interviews) on a quarterly basis. Client consultation is a central component of this work, as it allows the people we work with to have a voice in how we provide our services. As an organisation that aims to be anti-racist and to work in solidarity with people on the move, it is a priority for us to be not only receptive to client feedback in order to ensure that our ways of working are aligned with the needs and wellbeing of the people we work for.

The data we collect is evaluated, through reflective prompts and against our achievable but ambitious targets, and then is presented at open presentations given by each project team. The presentations keep the project teams and management team informed about the progress of each project, and also provide a safe environment for shared learnings, especially about best practices.



The MEL framework also allows for concise and precise information sharing between our staff and our board, as the quarterly presentations are summarised and presented to them at board meetings.

We are in the early stages of implementing this framework, but we are confident that it will produce learnings that will make us more efficient and impactful as an organisation, as well as allow for additional cross-fertilisation of ideas between projects.

6.6. Challenging narratives

In 2023, we continued our work to disrupt racist and marginalising narratives about refugees, asylum seekers, displaced people and other people with unstable or at risk immigration status.

Between 14 and 18 November 2022, photographer and long term RLS supporter Sarah Booker delivered a five day photography workshop in collaboration with Douglas Herman, founder of Refocus Media Labs. The workshops, held at the Athens studio of Refocus Media Labs, were delivered to refugees and asylum seekers from six migrant communities in Athens. Through critical discussion, participants examined the framing of stories about migration and used mobile phone photography to produce alternative visual narratives from the perspective of their own lived experience.

We were also able to publish a physical copy of our zine: *Family Reunion: Torn Apart*. The zine, a collaboration between Sarah Booker and refugees in Greece, contains both photographs and written reflections on the experiences of refugees themselves. As well as being a beautiful item in its own right, the sale of the physical copies has provided us with a small amount of financial support to continue our work in Greece, as well as the UK and Northern France.

7. Our Projects and Our Impact

This year has seen us continue to build on the foundations that we laid in 2022 and in the years before, continuing our work in Greece and the UK, and expanding our Northern France Outreach Project with the addition of a permanent staff member. We have also begun a new project in Greece which focuses on challenging violence on the Greek border. Although in its early stages, we are optimistic about the impact of the project for those experiencing pushbacks and other forms of border violence in and around Greece.



Through our expanded team and growing expertise, we have been able to assist a larger number of people this year across three jurisdictions. We summarise some of our key achievements in each of our projects below.

7.1. Keeping routes open for people fleeing Afghanistan

Background

We continue to operate the APBI, one of the most ambitious pro bono partnerships in the UK, alongside our NGO partner, Safe Passage International and 14 leading commercial law firms.²



Hosted by Refugee Legal Support and Safe Passage International

The project was launched as an urgent response to the Taliban takeover in Afghanistan, which generated a critical unmet need for information, advice, legal representation and training for people located in Afghanistan and neighbouring countries seeking legal routes to safety in the UK. We specialise in access to the ARAP scheme, refugee family reunion, and information on the Afghan Citizens Resettlement Scheme.

Community Engagement

Our ambition is to make the concerns and priorities of the Afghan community central to shaping the progress of the project. This work is led by our Community Engagement and Research Lead, herself an Afghan refugee, who is responsible for managing the our services for Afghan community, including organising secure online information sessions, in-person advice drop-in sessions in collaboration with other community organisations, facilitating our community focus groups, and carrying out research and data analysis on the effectiveness of the routes available to Afghan people seeking safe routes to the UK.

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² Akin Gump Strauss Hauer & Feld, Allen & Overy, Ashurst, Cleary Gottlieb Steen & Hamilton, Clyde & Co, Debevoise & Plimpton, Gibson Dunn & Crutcher, Eversheds Sutherland, Hogan Lovells, Mayer Brown, Orrick, Reed Smith, Ropes & Gray, and Skadden, Arps, Slate, Meagher & Flom (UK) LLP



Our Community Engagement and Research Lead also represents herself and RLS within the sector, including contributing to study panels and ongoing research. This year, she assisted More in Common with designing its research questions and methodology, to make sure that they were properly aligned with Afghan cultural sensitives and with the needs of those living in bridging hotels.

Our Team

Our casework is managed by the rest of the APBI team, which comprises two specialist lawyers and a coordinator. Between them, they provide the supervision and management of the volunteer pro bono lawyers in ARAP and family reunion cases.

Our Impact

Over the last year, the APBI has continued to have a significant impact. This year, 14 people have been successfully resettled in the UK with help from us.

Pro Bono Support

146 volunteers from the 14 participating firms have provided pro bono legal advice and representation to **300 Afghan people** and their families. Of these:

- **230 Afghan people** have received initial advice and assistance, either remotely or through our drop in sessions;
- **36 Afghan people** received support to join family members in the UK through family reunion:
- **34 Afghan people** received advice on applications to the ARAP scheme, including challenging refusals.

Legal Information

- **Newsletter:** APBI has kept 620 individual subscribers up-to-date through 13 online newsletters, with 4,527 unique opens.
- Information Sessions: APBI has provided information about safe routes to the UK through organising regular community engagement events, including 4 online and in-person sessions informing a total of 203 attendees. Of these attendees, more than 80% of the attendees found the information sessions very useful and 90% of them said they are interested in attending similar sessions in the future.
- ARAP Self-Help Guide: We published a step-by-step ARAP Self-Help Guide, which
 provides guidance on each element of the ARAP application process, from eligibility,
 through the initial application, and to potential next steps where an application is
 unsuccessful. The guide is available in Dari, Pashto and English.



Reporting: We produced an annual report - <u>Two years of empty promises: the UK leaves Afghans stranded and at risk</u> - which identifies key failures of the Government's safe routes for Afghans to the UK and makes recommendations for the schemes' improvement, based on learnings from our case work, community focus group discussions, and case studies. The report was launched on 28 September.

Recognition

To acknowledge the contributions of the project, the APBI:

- won the 2022 **LawWorks awards** in the category "Most effective pro bono partnership"; and
- was commended in the **Financial Times Innovative Lawyers Awards Europe** in the category "Innovative Lawyers in Supporting Refugees and Migrants".

Future Plans

Next year, we will enter into the third year of the APBI, which is also the first in which our Legal Aid Supervisor will be able to provide additional support to the APBI team, dedicating approximately two days of her time to complex casework flowing from the APBI on a legal aid basis.



Access to reunification for migrant families separated post 7.2. **Brexit**

Background

Our FRFE Project is a partnership between RLS and 8 commercial law firms, through which we provide legal assistance to people seeking family reunion once they have arrived in, or on the borders of, Europe.

The project was initially developed in February 2021, to meet the additional need for support with refugee family reunion following Brexit. In withdrawing from the European Union, the UK also withdrew from the 'Dublin' regulations, which established a mechanism for family reunification within the EU. As a result, families looking to be reunited in the UK post-Brexit have only the family reunion provisions under the UK immigration and asylum system to rely on.

The UK system is far more complex, and less information and guidance is publicly available for people wishing to submit an application. Therefore applicants for family reunion require additional legal support.

Our Team and Project Partners

The FRFE project began as a partnership between RLS and 5 commercial firms, aiming to meet this need through casework and the provision of legal information. In its second year, the project delivery model expanded to respond to the specific needs of our clients. We entered into a new NGO partnership with Coram Children's Legal Centre (CCLC), and also welcomed three additional law firm partners to the project, bringing the total to eight participant firms³.

Through this model, the FRFE Immigration Caseworker/Coordinator and pro bono lawyers carry out more straightforward entry clearance applications for clients, and CCLC provides direct casework and represents clients in making complex entry clearance applications and appeals under legal aid.

³ Simmons and Simmons LLP, Norton Rose Fulbright LLP, Kirkland & Ellis International LLP, Orrick, Herrington & Sutcliffe, White & Case LLP, Ashurst LLP, Allen & Overy LLP, and Reed Smith LLP



Our Impact

Now in its third year, the FRFE project has continued to be a success. This year, the FRFE team has advised and represented **66 separated families** to make family reunion applications. The project has strived to advise as many families as possible, both within and outside of our initial remit, expanding to include clients in Sudan.

Our clients have been from Afghanistan, Syria and Eritrea, and are residing predominantly in Turkey, as well as in Sudan, and France. We are primarily working with children and young people, seeing less applications for partners and adults reuniting, and many more for minor siblings and nieces and nephews joining aunts in the UK, in some cases for the first time.

Between October 2022 and September 2023, we provided initial advice to 66 families, and provided direct representation to 15 families, with nearly all of our cases falling outside the rules. Next year we expect to see more referrals from clients in Sudan, and with this, more biometric deferral cases which may lead to more JRs.

Future Plans

Next year, FRFE will enter its fourth year, and we will continue to develop and improve the project based on the needs of our clients and the changing legal landscape. Most notably, the fourth year of the FRFE will be the first year of the project in which RLS has its own legal aid practice. Our Legal Aid Supervisor will dedicate approximately one day per week to cases that flow from FRFE, creating greater capacity to support our clients with more complex legal casework on a legal aid basis.

With the backdrop of the ongoing representation crisis in the legal aid sector, this development feels more necessary than ever.

7.3. Developing our legal aid practice

As mentioned throughout this report, this year saw RLS begin operating its legal aid contract. Our legal aid practice will complement and increase the impact of our existing projects in the UK and Northern France, while also providing its own unique service offering.

We currently have one member of staff who works exclusively on matters under our legal aid contract - our Legal Aid Supervisor - but our other lawyers also have the capacity to work under her supervision going forward.

In the context of desperate legal aid deserts, and the absence of legal aid representation for approximately half of people seeking asylum in the UK, the development of our practice feels ever more important.



7.4. Upholding refugee rights in Greece

Since 2017, RLS's team in Athens has gone from strength to strength. This year, we welcomed a second Greek lawyer and expanded our legal services to cover more stages of the asylum procedure.

Changes in the Legal Environment

As people now face shorter delays - with interviews scheduled in months as opposed to the years we saw people in limbo previously - decisions are received more quickly. The Greek government also continues to insist that Turkey is a safe country for people from Afghanistan, Syria, Somalia, Pakistan and Bangladesh, meaning that nationals from these countries who arrive from Turkey are blocked from claiming asylum. This creates a barrier to the substantive consideration of people's claims for asylum and leaves them undocumented.

We developed our service at second instance and offer file reviews for people who have been declared inadmissible, or refused asylum, to better understand their case so far, as well as advice on subsequent application procedure. Capacity allowing, we represent people in their subsequent applications.

This year saw the closure of ESTIA - an accommodation program hosting vulnerable asylum seekers in apartments. The only state support offered to people seeking asylum in Greece is now camp accommodation - far from urban centres, since the evictions of camps within Athens (Eleonas, Skaramangas) and with severely limited services provided inside due to the direct management of the Ministry of Migration and Asylum (a recent development). One can only receive a cash card (similar to the UK's Aspen card) if agreeing to be placed in one of these camps. We have therefore developed our service in Athens to be more mobile and flexible, regularly visiting camps around Attica and beyond, in order to meet people where they are as well as providing appointments with interpreters via video call - since having limited or no financial support means that people are increasingly unable to travel to Athens.

Collaboration

We have collaborated with fellow NGO Equal Legal Aid, based in Thessaloniki, to offer representation to their cases at appeal hearings in Athens. We also successfully represented an annulment application (equivalent to a UK Judicial Review) for the first time. We provided holistic legal support taking essential actions to ensure people achieved their rights fully - for example assisting single parents to make custody declarations in order for travel documents to be issued for their children, upon being recognised as refugees.



We are currently collaborating with Mobile Info Team, in order to advocate on the topic of access to asylum - a new system has been in place since last year, replacing the previous Skype system. Interviews with people seeking asylum as well as legal aid and other actors in the field have been undertaken and a report is currently being drafted, which is due for publication before the end of 2023.

Impact

RLS in Athens prides itself on responding to people's needs, even if our small team cannot provide legal services directly. During the reporting period, **456 people** contacted us requesting support.

- 174 people were signposted to appropriate services to receive additional support;
- 260 people received vital information on how to access their rights and entitlements;
- **111 people** received direct legal support from our team in Athens (69 people full representation and 42 people in urgent advice sessions);
- 70 people from various organisations in the sector received training from us; and
- **125 people** navigating the asylum system themselves attended our group sessions either in camps or at organisations in Athens and received vital information about legal procedures and their rights.

During the reporting period, our team in Greece has also handled cases of subsequent asylum claims and has supported our clients through the appeals process as well as other administrative matters.

7.5. Challenging Border Violence in Greece

Background

Greece is one of the main entry points for third country nationals seeking asylum in Europe. However, over the last years, innumerable testimonies and reports have documented in Greece systematic violent pushbacks, arbitrary detention, illegal collective expulsions, and other human rights abuses. People are subjected to brutality, violence and degrading treatment at the Greek borders, but are often unaware that accountability for these violations could be sought via available legal complaints processes and/or they are unable to pursue them due to inadequate access to legal support.



Following a growing number of reported pushbacks, and the increasing brutality of the incidents, RLS has developed a project, launched beginning of September 2023, focused on:

- **Research:** RLS will prepare a legal guide on relevant domestic, EU-based, and international legal complaints processes for people who survived border violence, pushbacks, and/or collective expulsions in Greece.
- **Legal Information:** RLS will share legal information with survivors of border violence and deliver training to relevant stakeholders (including relevant NGOs staff members).
- **Litigation:** RLS will screen, triage and provide legal advice and/or representation to survivors of border violence (including pushbacks and collective expulsions) in Greece.

Our Team and Project Partner

RLS has appointed a dedicated Research & Litigation Project Coordinator to manage our Border Violence Project. The Coordinator has been responsible for the structure and supervision of the project, which was developed based on a solid regional network which includes legal practitioners and legal aid organisations working at different borders (in particular, Spain, Italy, France, Hungary, Malta, Libya, Cyprus, and Turkey).

We are supported on a pro bono basis by our partner Herbert Smith Freehills. Volunteer lawyers are responsible for the implementation of the project under the supervision of the Research & Litigation Project Coordinator, with 19 lawyers currently actively engaged in the research work.

Impact

The project is still in its early stages, so we have not yet been able to evaluate its impact. However the impact that we hope to achieve is clear. In the short term, we aim to see more survivors of border violence, collective expulsions and pushbacks receive information about their legal routes to challenge. In the long term, we aim to support as many as possible through this process.



Given the project was launched at the beginning of September 2023, it is not possible to evaluate its impact yet. However, we expect in the short term that more and more know their rights and have access to relevant legal information. We expect in the medium term that more and more claims related to border violence incidents are brought before relevant bodies, that some people get accountability (if able to pursue complaints), and that more information on border violence is out in the open. We expect in the long term that volume and results of complaints lead to a decrease in border violence in Greece (and potentially beyond).

Future Plans

We intend to increase our expertise and reputation in litigation for human rights issues related to border violence, in order to ensure that survivors of pushbacks, collective expulsions, and other serious human rights violations have access to tailored legal information and receive adequate support and/or representation.

7.6. Providing legal information on the France-UK border

Background

Through our work in Northern France, we have witnessed the widespread confusion and fear among people on the move. Since the inception of the project in November 2021, this has been exacerbated by the UK Government's increasingly hostile and fast-changing immigration policies: the 'Stop the Boats' narrative, the passing of the Nationality and Borders Act and Illegal Migration Act, and threat of removal to Rwanda.

Access to current, expert and reliable information therefore continues to be essential for people located in Northern France and those working with them, in order for people to make fully informed choices about the future direction of their lives.

In order to meet this need, our operations in Northern France are divided into three separate strands:

- Direct Information Provision: We provide legal information about the UK immigration and asylum system to people on the move and the organisations that work with them on the ground. As of writing, we are the only organisation providing these services. We have a dedicated Coordinator, who has experience in both the French and UK asylum procedures, and who delivers regular information sessions to people on the move in partnership with the Secours Catholique day centre and the Calais Migrant Solidarity Collective.
- **Volunteer Visits:** On a monthly basis, UK asylum lawyers visit Calais with the Coordinator, to provide legal information and answer people's questions.



 Northern France Forum: We facilitate a monthly bilingual meeting between legal practitioners and NGOs based in the UK and volunteer organisations and activists based on the ground in Northern France. The Forum acts as a place for those dedicated to supporting people on the move to come together to share information and insights, and to build solidarity across the English-French border.

Our Team and Project Partners

This year, we appointed a part time Northern France Coordinator, who is responsible for the day-to-day operations of the Project. Her constant presence in Northern France and her connections within local communities has been invaluable for our work.

The Northern France Outreach Project is now supported by pro bono volunteers:

- **UK Support:** Lawyers in the UK increase the capacity of the Coordinator to prepare legal information for distribution and coordinate the Northern France Forum.
- **Visits to Northern France:** This year,15 lawyers and legal advisors visited Northern France on 7 separate trips.

Impact

This year, we were able to deliver the following information services to people in Northern France:

- Legal Information Sessions for Refugees: We have provided 42 information sessions for people in Calais, reaching 574 people. This also includes bespoke sessions for particularly vulnerable groups of people, such as bespoke sessions for women and families.
- Information Sessions to Voluntary Organisations: We have provided 12 legal information sessions to organisations operating in Northern France, providing them with legal information and updates, and signposting to organisations in the UK and globally.
- Accessible, Up-to-Date Legal Resources and Information: We have created 6 full
 information sheets and 3 legal updates, in coordination with the Channel Information
 Project (CHIP). This information focuses on safe routes to the UK, the asylum
 process in the UK, and information for unaccompanied asylum seeking children.

Future Plans

In the harsh political and legal environment in which we all find ourselves, we cannot imagine a world where our work in Northern France is no longer of vital importance.



With the assistance of our Legal Aid Supervisor and our pro bono partners, we hope to expand the legal support and information services that we can provide to individuals that we have connected with in Northern France if they decide to travel to the UK, making our offering truly cross-border in nature.

8. Support, Funding and Solidarity

First and foremost, we honour the strength and dignity of people on the move, with whom we strive to work in solidarity.

Without our funders, the work we carried out this year and the impact that we have achieved would not have been possible. Beyond the financial support that makes our work a reality, we are indebted to our funders for their support, commitment and vision, which has carried us through another year of work in an increasingly hostile and politicised environment.

We are most grateful for the support over this year from each of the following Trusts & Foundations:

AB Charitable Trust Dr Martens Foundation London Legal Support Trust

Blue Moon Trust Forrester Family Trust Paul Hamlyn Foundation

British Red Cross Haella Stichting
Chalk Cliff Trust Jusaca Trust

Thanks to our corporate partners, who have enabled us to grow with their financial, in kind and pro bono support:

Allen & Overy Akin Gump Strauss Oliver Wyman

Ashurst Hauer & Feld

Reed Smith Eversheds Sutherland
Skadden, Arps, Slate, Gibson Dunn & Crutcher

Meagher & Flom (UK) Norton Rose Fulbright

LLP Kirkland & Ellis
Hogan Lovells White & Case

Hogan Lovells White & Case

Mayer Brown Simmons & Simmon

Mayer Brown Simmons & Simmons Ropes & Gray Clyde & Co

Orrick Cleary Gottlieb Steen &

Debevoise & Plimpton Hamilton



As a small charity, we also rely on the generosity of our friends and supporters who make regular donations to our work. We wouldn't be here without your help.

In particular, we wish to thank the many hundreds of named, and often unnamed, individuals who make regular donations, give to our CrowdJustice campaigns and to our London Legal Walk team. We carry your messages of solidarity and strength with us.

Last but not least, we are very grateful to our staff teams for supporting our fundraising efforts and, Becky Heart and Francesca Parkes, for running at the Royal Parks Half Marathon to raise funds for our vital services.

*Supporters' messages displayed on one of our public CrowdJustice campaigns: https://www.crowdjustice.com/case/refugee-legal-support/

Richard pledged £20

Match Richard's pledge of £20 >

Hats Off - or perhaps Wigs Off - to Refugee Legal support for all their Brilliant work. More power to your elbow. Thanks & Best Wishes.

Catriona pledged £50

Match Catriona's pledge of £50 >

Keep up your excellent, essential work. Here's to a strong and tenacious year in 2023

Fiona pledged £25

Match Fiona's pledge of £25 >

Even in these extremely difficult times for all of us, we must do all we can to help poor refugees in unimaginable circumstances.

Someone pledged £10

Match their pledge of £10 >

I only work part-time so I don't have a lot of money to spare, but the current government's treatment of refugees horrifies me and I wanted to contribute a little to help these people.



9. Future plans

This year, the already hostile political environment has become venomous towards people on the move. In the UK, we have seen the entry into law of the Illegal Migration Act, which further restricts and criminalises the ability of people to seek asylum, while broadening powers to detain and remove people who arrive irregularly, often by the only route available to them. We have also seen an increase in dehumanising and uncompassionate rhetoric by politicians, courting the votes of the far right in the run up to our next general election.

This year, we have found strength in the hard work and solidarity of our staff, our supporters, and our partners. As we look to the next year, it is clear that this resilience will continue to be a defining feature of our experience.

In these times, we remain committed to our values, which describe the way that we work, and our mission, which reminds us what we are working towards:

- We will continue to provide high quality legal services and information, through both legal representation and also resource sharing to develop self-sufficiency and legal confidence among our clients.
- With our new MEL framework in place, we are continuing to develop the ways in which
 we put the communities we serve at the centre of our work, and we will strive to improve
 and expand these listening exercises next year.
- Through our legal aid practice, we will make strategic choices to generate impact that is broader than any single one of our clients' cases, including through strategic litigation.
- With the input of our staff, our Board and external experts, we will explore our role in supporting those affected by the Climate and Ecological Emergency and the urgent issues flowing from the intersection of climate breakdown and migration.

In solidarity,

Chris Randall (Jun 24, 2024 12:11 GMT+1)

C Randall - Chair

Chris Randall



<u>Independent Examiner's Report to the Trustees of</u> Refugee Legal Support

Independent examiner's report to the trustees of Refugee Legal Support

I report to the charity trustees on my examination of the accounts of Refugee Legal Support (the Trust) for the year ended 30 September 2023.

Responsibilities and basis of report

As the charity trustees of the Trust you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the Trust's accounts carried out under Section 145 of the Act and in carrying out my examination I have followed all applicable Directions given by the Charity Commission under Section 145(5)(b) of the Act.

Independent examiner's statement

Since your charity's gross income exceeded £250,000 your examiner must be a member of a listed body. I can confirm that I am qualified to undertake the examination because I am a member of the Association of Chartered Certified Accountants, which is one of the listed bodies.

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

- 1. accounting records were not kept in respect of the Trust as required by Section 130 of the Act; or
- 2. the accounts do not accord with those records; or
- 3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.



Jamal M Chaudhry

Faiz & Co. Limited Chartered Accountants 8B Accommodation Road London NW11 8ED

Date:	25/06/24	
Date.		



Statement of Financial Activities for the Year Ended 30 September 2023

INCOME AND ENDOWMENTS FROM	Notes	Unrestricted funds £	Restricted fund £	30/9/23 Total funds £	30/9/22 Total funds £
Donations and legacies	2	95,947	403,629	499,576	353,019
Charitable activities Support cost	4	-	6,453	6,453	7,910
Investment income	3	843	<u>-</u>	843	84
Total		96,790	410,082	506,872	361,013
EXPENDITURE ON Charitable activities Support cost	5	96,533	400,130	496,663	314,938
NET INCOME		257	9,952	10,209	46,075
RECONCILIATION OF FUNDS Total funds brought forward		118,119	19,552	137,671	91,596
TOTAL FUNDS CARRIED FORWARI)	118,376	29,504	147,880	137,671



Balance Sheet
30 September 2023

EIVED A COPTO	Notes	Unrestricted funds £	Restricted fund £	30/9/23 Total funds £	30/9/22 Total funds £
FIXED ASSETS Tangible assets	11	421	-	421	562
CURRENT ASSETS Cash at bank		119,030	162,856	281,886	271,420
CREDITORS Amounts falling due within one year	12	(1,075)	(133,352)	(134,427)	(134,311)
NET CURRENT ASSETS		117,955	29,504	147,459	137,109
TOTAL ASSETS LESS CURRENT LIABILITIES		118,376	29,504	147,880	137,671
NET ASSETS		118,376	29,504	147,880	137,671



Balance Sheet - continued 30 September 2023

FUNDS

13

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CHICS		a iui	IUS.

General: Business/Operational Continuity Designated: Employee & Contractual Obligations	74,432 _43,944	87,602 30,517	
	118,376	118,119	
Restricted funds	29,504	19,552	
TOTAL FUNDS	147,880	137,671	

The financial statements were approved by the Board of Trustees and authorised for issue on 22 February 2024 and were signed on its behalf by:

Chris Randall
Chris Randall (Jun 24, 2024 12:11 GMT+1)

C Randall - Chair (Finance Subcommittee)

Charlotte Blundy
Charlotte Blundy (Jul 2, 2024 16:38 GMT+1)

C Blundy - Trustee (Finance Subcommittee)



Notes to the Financial Statements
for the Year Ended 30 September 2023

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charity, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Charities Act 2011. The financial statements have been prepared under the historical cost convention.

Financial reporting standard 102 - reduced disclosure exemptions

The charity has taken advantage of the following disclosure exemptions in preparing these financial statements, as permitted by FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland':

• the requirements of Section 7 Statement of Cash Flows.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Taxation

The charity is exempt from tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Designated funds are kept for employees' obligations including notice periods alongside contractual obligations (leases etc), all calculated up to Sept 24.



Notes to the Financial Statements - continued for the Year Ended 30 September 2023

1. ACCOUNTING POLICIES - continued

Hire purchase and leasing commitments

Rentals paid under operating leases are charged to the Statement of Financial Activities on a straight line basis over the period of the lease.

Pension costs and other post-retirement benefits

The charity operates a defined contribution pension scheme. Contributions payable to the charity's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

2. DONATIONS AND LEGACIES

Support cost

2.	DONATIONS AND	LEGACIES			
				30/9/23	30/9/22
	Income from Charital	ble Act		£ 499,576	£ 350,432
	Gift aid	oic Act		4 //,3/0	2,587
				499,576	353,019
3.	INVESTMENT INC	COME			
.	III V ESTIVIEI II II			30/9/23	30/9/22
				£	£
	Deposit account inter	rest		<u>843</u>	84
4.	INCOME FROM C	HARITABLE ACTIVITIES			
				30/9/23	30/9/22
	041	Activity		£	£
	Other income	Support cost		<u>6,453</u>	<u>7,910</u>
5.	CHARITABLE AC	TIVITIES COSTS			
			Direct	Support	
			Costs (see	costs (see	

continued... 29

note 7)

57,474

note 6)

£

439,189

Totals

£

496,663



Notes to the Financial Statements - continued for the Year Ended 30 September 2023

6. DIRECT COSTS OF CHARITABLE ACTIVITIES

Direct costs are comprised of case disbursement costs (FRFE and APBI), grants paid to delivery partners and other related spend.

7. SUPPORT COSTS

			Governance	
	Management	Finance	costs	Totals
	£	£	£	£
Support cost	39,689	_1,232	16,553	57,474

8. TRUSTEES' REMUNERATION AND BENEFITS

Trustees' expenses

There were no trustees' expenses paid for the year ended 30 September 2023 nor for the year ended 30 September 2022.

9. STAFF COSTS

	£	£
Wages and salaries	319,938	220,260
Social security costs	60,292	28,627
Other pension costs	8,173	5,219
The average monthly number of employees during the year was as follows:	388,403	254,106
	30/9/23	30/9/22
Staff	<u>10</u>	<u>7</u>
No employees received emoluments in excess of £60,000.		

10. COMPARATIVES (2022) FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds £	Restricted fund £	Total funds £
INCOME AND ENDOWMENTS FROM Donations and legacies	145,203	207,816	353,019
Charitable activities Support cost	-	7,910	7,910
Investment income	84		84
Total	145,287	215,726	361,013

continued... 30

30/9/23

30/9/22



11.

Notes to the Financial Statements - continued for the Year Ended 30 September 2023

10. COMPARATIVES (2022) FOR THE STATEMENT OF FINANCIAL ACTIVITIES -

continued	Unrestricted funds £	Restricted fund £	Total funds £
EXPENDITURE ON Charitable activities Support cost	106,433	208,505	314,938
NET INCOME	38,854	7,221	46,075
RECONCILIATION OF FUNDS Total funds brought forward	79,265	12,331	91,596
TOTAL FUNDS CARRIED FORWARD	118,119	19,552	137,671
TANGIBLE FIXED ASSETS			Fixtures and fittings £
COST At 1 October 2022 and 30 September 2023			1,000
DEPRECIATION At 1 October 2022 Charge for year			438 141
At 30 September 2023			579
NET BOOK VALUE At 30 September 2023			<u>421</u>
At 30 September 2022			<u>562</u>



Notes to the Financial Statements - continued for the Year Ended 30 September 2023

12.	CREDITORS:	AMOUNTS F.	ALLING DUE	WITHIN ONE Y	EAR
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	30/9/23	30/9/22
	£	£
Trade creditors	1	(1)
Taxation and social security	5,343	-
Other creditors	129,083	134,312
	134,427	134,311

Total creditors consist of deferred income of £127,331 (2022: £133,129) and pension liability of £1,032 (2022: £1,183).

13. MOVEMENT IN FUNDS

		Net	
	At	movement	At
	1.10.22	in funds	30.9.23
	£	£	£
Unrestricted funds			
General fund: Business Continuity	87,602	(13,170)	74,432
Designated: Employee & Contractual Obligations	30,517	13,427	43,944
	118,119	257	118,376
Restricted funds			
Restricted Funds	19,552	9,952	29,504
TOTAL FUNDS	137,671	10,209	147,880

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds	£	L	£
General fund	83,363	(96,533)	(13,170)
Designated Funds	13,427		13,427
	96,790	(96,533)	257
Restricted funds	,		
Restricted Funds	410,082	(400,130)	9,952
TOTAL FUNDS	506,872	<u>(496,663</u>)	10,209



Notes to the Financial Statements - continued for the Year Ended 30 September 2023

13. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1.10.21 £	Net movement in funds £	Transfers between funds	At 30.9.22 £
Unrestricted funds				
General fund	17,465	37,237	32,900	87,602
Designated Funds	28,900	1,617	-	30,517
Fund Reserves 1	12,900	-	(12,900)	-
Fund Reserves 2	20,000		(20,000)	
D (1) (16)	79,265	38,854	-	118,119
Restricted funds Restricted Funds	12,331	7,221	-	19,552
TOTAL FUNDS	91,596	46,075		<u>137,671</u>

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds	~	~	~
General fund	82,443	(45,206)	37,237
Designated Funds	62,844	(61,227)	1,617
Restricted funds	145,287	(106,433)	38,854
Restricted Funds	215,726	(208,505)	7,221
TOTAL FUNDS	361,013	(314,938)	46,075



Notes to the Financial Statements - continued for the Year Ended 30 September 2023

13. MOVEMENT IN FUNDS - continued

A current year 12 months and prior year 12 months combined position is as follows:

		Net	Transfers	
	At	movement	between	At
	1.10.21	in funds	funds	30.9.23
	£	£	£	£
Unrestricted funds				
General fund	17,465	24,067	32,900	74,432
Designated Funds	28,900	15,044	-	43,944
Fund Reserves 1	12,900	-	(12,900)	_
Fund Reserves 2	20,000		(20,000)	
	79,265	39,111	_	118,376
Restricted funds	,	,		,
Restricted Funds	12,331	17,173	-	29,504
TOTAL FUNDS	91,596	56,284	<u>-</u>	147,880

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources	Resources expended	Movement in funds
Unrestricted funds	£	£	£
General fund	165,806	(141,739)	24,067
Designated Funds	76,271	(61,227)	15,044
Restricted funds	242,077	(202,966)	39,111
Restricted Funds	625,808	(608,635)	17,173
TOTAL FUNDS	867,885	<u>(811,601</u>)	56,284



Notes to the Financial Statements - continued for the Year Ended 30 September 2023

14. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 30 September 2023.



Detailed Statement of Financial Activities for the Year Ended 30 September 2023	30/9/23 £	30/9/22 £
INCOME AND ENDOWMENTS	£	L
INCOME AND ENDOWMENTS		
Donations and legacies Income from Charitable Act Gift aid	499,576 	350,432 2,587
	499,576	353,019
Investment income Deposit account interest	843	84
Charitable activities Other income	6,453	7,910
Total incoming resources	506,872	361,013
EXPENDITURE		
Charitable activities		
Wages	319,938	220,260
Social security	60,292	28,627
Pensions	8,173	5,219
Direct expenses Interpreters fees	22,861 27,925	7,110 13,854
	439,189	275,070
Support costs		
Management	3.005	1.046
Training cost Rent, Rates and water	2,897 19,501	4,046 13,374
Insurance	2,214	3,099
Telephone	1,187	871
Postage and stationery	480	182
Advertising	3,464	3,444
Travelling	3,521	2,607
Office expenses	4,580	1,710
IT and Software costs	<u> 1,845</u>	351
	39,689	29,684
Finance		
Safeguarding	50	241
Carried forward	50	241



<u>Detailed Statement of Financial Activities</u> <u>for the Year Ended 30 September 2023</u>

To the Year Ended 50 September 2025	30/9/23 £	30/9/22 £
Finance	70	241
Brought forward	50	241
Sundries	47	22
Bank charges	460	1,493
Health and safety	534	133
Depreciation of tangible fixed assets	141	188
	1,232	2,077
Other 2		
Advertising	-	475
Governance costs		
Consultancies, quality assurance and accreditation costs	(002	
	6,993	214
Legal and professional fees	632	314
Accountancy fees	6,792	6,136
Subscription	<u>2,136</u>	1,182
	16,553	7,632
Total resources expended	496,663	314,938
Net income	10,209	46,075