

UK LESBIAN AND GAY IMMIGRATION GROUP

(Registered Charity number 1158228)

REPORT AND FINANCIAL STATEMENTS

YEAR ENDED 31 DECEMBER 2017



UK LESBIAN AND GAY IMMIGRATION GROUP

CONTENTS

YEAR ENDED 31 DECEMBER 2017

	Page
Charity details	1
Annual report	2-9
Independent examiner's report	10
Statement of financial activities	11
Balance sheet	12
Statement of cash flows	13
Notes to the financial statements	14-19

UK LESBIAN AND GAY IMMIGRATION GROUP

CHARITY DETAILS

YEAR ENDED 31 DECEMBER 2017

Registered charity number: 1158228

Trustees: Bojana Asanović (Chair)
Sami Belaid
Allan Briddock
Dr. Eddie Bruce-Jones
David Chirico
Michael Egan (Treasurer) (appointed 30 January 2018)
Jackie Peirce (Secretary)
Osob Dahir (appointed 6 September 2017, retired 15 January 2018)
Regina Lombard (appointed 16 May 2017, retired 30 January 2018)
Kim Manning-Cooper (retired 21 December 2017)
Olushola (Steven) Onaysanya (retired 29 June 2017)

Registered Office: 32-36 Loman Street
London SE1 0EH

Bankers: CAF Bank
25 Kings Hill Avenue
Kings Hill
West Malling
Kent ME19 4JQ

Independent Examiner: Nicholas Cliffe & Co.
Chartered Accountants
Mill Court
Great Shelford
Cambridge CB22 5LD

Regulator: Office of the Immigration Services Commissioner
21 Bloomsbury Street
London WC1B 3HF
Registration number: N201700019

UK LESBIAN AND GAY IMMIGRATION GROUP

ANNUAL REPORT

YEAR ENDED 31 DECEMBER 2017

Introduction

The trustees present their annual report and financial statements for the year ended 31 December 2017.

Objectives and activities

The objectives of the charity are to promote for the public benefit:

- human rights with particular reference to the right to asylum, to freedom of movement and residence and the right not to be subject to torture or cruel, inhuman or degrading treatment, and respect for family and private life; and
- equality and diversity in the United Kingdom and internationally and in particular the elimination of discrimination on the grounds of sexual or gender identity, in particular dignity, respect and safety for lesbian, gay, bisexual, trans and intersex (LGBTI) people who have immigration issues related to their sexual or gender identity.

We aim to achieve that by:

- the provision of specialist legal advice and assistance in the field of immigration and asylum law to people who are unable to obtain such legal advice, assistance and representation as a result of their lack of resources;
- the relief of need amongst LGBTI asylum seekers and refugees by the provision of non-legal support;
- conducting or commissioning research in immigration law and policy and publishing the same to the public;
- raising awareness of any aspects of discrimination in society relating to immigration issues for LGBTI people by publications, lectures, media, public advocacy and other means of communication;
- conducting or commissioning research on human rights, equality and diversity relating to immigration issues for LGBTI people and publishing the results of the same to the public;
- advancing education in human rights, equality and diversity relating to immigration issues for LGBTI people whether by teaching or producing materials;
- cultivating a sentiment in favour of human rights, equality and diversity relating to immigration issues for LGBTI people by the use of publications, codes of practice, the media and public advocacy;
- advocating for the rights of LGBTI people outside the UK;
- advancing law and policy relating to human rights and equality in LGBTI asylum and immigration, nationally and internationally including commenting on proposed legislation.

In administering the charity, the trustees have complied with the duty under section 17(5), Charities Act 2011, to have regard to the public benefit guidance issued by the Charity Commission.

UK LESBIAN AND GAY IMMIGRATION GROUP

ANNUAL REPORT

YEAR ENDED 31 DECEMBER 2017 (continued)

Achievements and performance

Legal information and advice

UKLGIG expanded its specialist legal advice service by registering with the Office of the Immigration Services Commissioner and recruiting its first Legal Officer to provide one-off regulated immigration advice in person, by phone and by email to LGBTQI+ people seeking asylum and second tier advice to their lawyers. UKLGIG found that the service was utilised to full capacity immediately without any promotion.

Volunteer lawyers continued to provide specialist legal advice at monthly asylum meetings. There were almost 1,000 attendances at those meetings in 2017 (with between 46 and 176 attendees at each meeting). Some people attended more than once.

UKLGIG referred 51 people seeking asylum to specialist legal aid or pro bono legal representation at Linklaters. This is lower than in 2016, when we made 111 referrals, due to declining capacity for specialist legal aid funded representation more broadly and reduced staff capacity due to disability.

The legal officer held drop-in advice sessions at Birmingham LGBT and Yarl's Wood detention centre.

We continued to host an online forum for LGBTQI+ people making partnership applications, and to hold monthly meetings to provide specialist legal advice on partnership applications by LGBTQI+ people. There were 119 attendances at these meetings. We also updated the legal information on asylum and partnership applications on our website.

Psychosocial and wellbeing support

UKLGIG assisted 122 people through peer support groups for men, women and trans people and one-to-one support. Due to limited resources, we can only offer these services to the most vulnerable people and there is still substantial unmet need.

UKLGIG also visited detainees in Colnbrook, Harmondsworth and Yarl's Wood detention centres.

We ran free monthly HIV and sexual health screening sessions in collaboration with NAZ.

We ran social events including participation in London Pride, Trans Pride in Brighton and a Christmas party.

UKLGIG created an email group with the aim of connecting different organisations around the country providing specialist support services.

UK LESBIAN AND GAY IMMIGRATION GROUP

ANNUAL REPORT

YEAR ENDED 31 DECEMBER 2017 (continued)

Policy and advocacy

We continued to engage in constructive dialogue with the Home Office through bilateral meetings and stakeholder groups such as the Strategic Engagement Group, the sub-group on equalities and the sub-group on detention.

UKLGIG made an unprecedented number of submissions to consultations by the Home Office and the Chief Inspector of Borders and Immigration on detention policy, the updated Asylum Policy Instruction (API) on Gender Identity in Asylum Claims (jointly with Gendered Intelligence and TELI); the vulnerable persons resettlement scheme; vulnerable adults; asylum casework; and the use of country of origin information. The submissions were made as part of our long-term advocacy towards our goals on detention, decision-making and personal safety. UKLGIG has received positive feedback from the Home Office on contributions to the API, publication of which is anticipated in 2018. The outcomes of some of the other submissions are also awaited.

We continued to engage with parliamentarians, including briefing MPs and Peers from across political parties on immigration detention.

UKLGIG was a founding member of the UK Alliance for Global Equality, which works to promote LGBT rights globally.

UKLGIG participated in a policy roundtable in Brussels organised by ILGA Europe.

Training

UKLGIG delivered three training courses on LGBTQI+ asylum claims with the Immigration Lawyers Practitioners Association (ILPA) in London. We also delivered a fourth course in Manchester with ILPA and Asylum Aid.

UKLGIG delivered a workshop with Cavaria (Belgium) at the ILGA Europe conference on accommodation and detention of LGBTQI+ people seeking asylum. We also delivered a workshop on advising and supporting trans people seeking asylum at the Out & Proud: LGBTI Asylum in Europe conference in the Netherlands.

Volunteers

We recruited three volunteers to assist with delivering our asylum services. Two long-standing volunteers continued to assist with the monthly partnership meetings and managing the website and online forum.

UKLGIG had the voluntary services of 29 lawyers during the year providing specialist advice and information at meetings on asylum and partnership.

UK LESBIAN AND GAY IMMIGRATION GROUP

ANNUAL REPORT

YEAR ENDED 31 DECEMBER 2017 (continued)

Fundraising activities

UKLGIG secured funding from a mixture of sources. We secured new grant funds from Oak Foundation and Wakefield & Tetley Trust. We took part in the London Legal Walk and the Pride Run 10K.

UKLGIG received subscriptions from Friends, Members and affiliated solicitor firms. We continue to promote these sources of funding but do not accept Membership or Friends applications from people who are seeking asylum in order to avoid subscriptions being perceived as a route to access services or as evidence confirming sexual orientation or gender identity.

We also received donations that were both solicited and unsolicited.

UKLGIG does not use any professional fundraising services

Financial review

Review of 2017

Income for the year amounted to £165,578 (2016: £205,519, comprising £157,397 arising in the year and £48,122 transferred to the present charity (UK Lesbian and Gay Immigration Group CIO, charity number 1158228) from its unincorporated predecessor (charity number 1101400)).

Total income consisted of restricted grants for specific activities £77,200 (2016: £101,930), unrestricted grants and fees for services £61,545 (2016: £23,950), donations £26,805 (2016: £79,596, comprising £31,474 arising in the year and £48,122 transferred in as noted above), and interest receivable £28 (2016: £43).

The Trustees are pleased to record their grateful thanks to UKLGIG's principal grant funders during the year, namely:

Barrow Cadbury Trust (*)
Linklaters
NHS (*)
Oak Foundation
Sigrid Rausing Trust
Tudor Trust (*)
Trust for London (*)
Wakefield and Tetley Trust (*)

Grants from funders indicated (*) are restricted for specific activities as set out in note 10 to the accounts.

UK LESBIAN AND GAY IMMIGRATION GROUP

ANNUAL REPORT

YEAR ENDED 31 DECEMBER 2017 (continued)

Expenditure for the year amounted to £144,898 (2016: £134,306), analysed in detail in note 5 to the accounts.

Net income for the year was therefore £20,680 (2016: £71,213, comprising £23,091 arising in the year and £48,122 transferred in as noted above). The funds of the charity at the end of the year amounted to £91,893, of which £16,605 was restricted and £75,288 unrestricted (2016: £71,213, of which £6,546 restricted and £64,667 unrestricted). This satisfactory financial position is a result of the generosity of UKLGIG's funders and donors, and the prudent management of resources. However the Trustees are ever mindful that demand for UKLGIG's services and support substantially exceeds our present capacities, and that much higher income levels would be required to deliver the services and support our beneficiaries need.

Reserves policy

The charity needs to hold reserves in order to be able to continue to meet its obligations and deliver its programme of activities even in the event of a delay or shortfall in funding. On the basis that a substantial expired grant or lost funding stream could take between three and six months to replace on average, the trustees aim to hold unrestricted reserves of between three and six months' worth of annual expenditure to provide adequate mitigation against such risks. For 2017 the target range was approximately £35,000 - £70,000; unrestricted reserves as at 31 December 2017 are slightly more than the upper end of the target range.

The trustees have also considered the reserves that would be required in a last resort, to deal with winding-up costs and secure an orderly closure of the organisation. On the basis that salary costs are currently substantially funded by restricted income grants, the period of notice on our office premises licence is relatively short (and the rent is partly funded by restricted income grants), and there are no other significant future contingencies for which higher reserves are considered necessary, the trustees estimate that unrestricted reserves of approximately three months' worth of annual expenditure would be sufficient to secure an orderly closure. As this amount is at the lower end of the 'going concern' target range set out above, no further action is currently required.

The assumptions and estimates summarised above are reviewed as UKLGIG's programme of activities develops.

Structure, governance and management

Governing document

UK Lesbian and Gay Immigration Group is a Charitable Incorporated Organisation (CIO) governed by its CIO constitution dated 13 August 2014.

UK LESBIAN AND GAY IMMIGRATION GROUP

ANNUAL REPORT

YEAR ENDED 31 DECEMBER 2017 (continued)

Charity constitution

UK Lesbian and Gay Immigration Group CIO is a registered charity, number 1158228.

Organisational structure

Prior to incorporation as a CIO UK Lesbian and Gay Immigration Group operated as an unincorporated association registered as a charity, number 1101400. That association ceased activity on 31 December 2015 and has been de-registered in line with the resolution to incorporate as a CIO. A vesting deed transferred all assets and liabilities to the CIO on that date.

The Trustee Board, which can have between 3 and 10 members, administers the charity. The members of the Board elect officers from amongst their number, namely the Chair, Treasurer and Secretary. The Board met 6 times in 2017 in addition to the AGM. In addition, there is a Finance Subcommittee and a Human Resources Subcommittee. The Finance Subcommittee scrutinises finances more closely and advises the Trustee Board and the Executive Director. It met on 4 occasions in 2017 and also considered matters by telephone and email between meetings. The Human Resources Subcommittee advises the Board and the Executive Director on any matters relating to any human resources including, staff, volunteers and trustees. It met on 3 occasions in 2017 and also considered matters by telephone and email between meetings.

A chief executive, titled as Executive Director, is appointed by the trustees to manage the day-to-day operations of the charity. The trustees have delegated, within limits set by them, to the Executive Director, authority for operational matters including finance, employment and service delivery. The Executive Director is accountable to the Trustee Board.

Leila Zadeh was appointed as full-time Executive Director in April 2017.

Decision making

Advice is given to the Trustee Board by the Executive Director and other staff as appropriate, by its members and through the subcommittees. Decisions can be by simple majority vote of the trustees but most decisions are reached by consensus. Board meetings are generally open and are attended by the Executive Director and may be attended by other staff members. Confidential matters are considered in closed meetings without staff present. Between meetings decisions may be taken by email consultation and recorded at the next meeting. Where urgency requires it, decisions may be taken by the Chair after appropriate consultation for ratification at the subsequent Trustee Board meeting.

UK LESBIAN AND GAY IMMIGRATION GROUP

ANNUAL REPORT

YEAR ENDED 31 DECEMBER 2017 (continued)

Recruitment and appointment of new trustees

Trustees are required to be members of the CIO. Trustees are elected by the Annual General Meeting. One-third of trustees serving are required to retire by rotation at the AGM (those being the longest serving since their last appointment at the date of the AGM). Trustees may be appointed by the Trustee Board to fill a vacancy but their term is then only until the end of the next AGM, at which time they may stand for election. Vacancies that arise are advertised widely on social media and the internet and attract keen interest. After shortlisting, a two-way interview takes place and then an opportunity to observe a board meeting before each side commits to proceed with the appointment. Individual members can seek nomination and election through the AGM but all recent recruits have started in response to an advertised vacancy.

A higher turnover of trustees occurred in the year where work or family commitments meant trustees could not continue in the role.

All our retiring trustees have contributed significantly to the organisation even in a short time. The Board is pleased to report that keen and able candidates continue to come forward to serve as trustees. The Board will continue to recruit to extend its skills and experience, and to share the trustee workload in the coming year.

Induction and training of new trustees

New trustees are provided with a copy of the constitution and a copy of the latest annual report and accounts. They are invited to meet with the Executive Director for an induction meeting and, if they have not already done so, are encouraged to attend some of our services. Trustees are provided with the main organisational policies and the terms and conditions of current grants. For trustees without previous experience, another trustee will offer one-to-one mentoring or support. Training on key governance issues including the role of the trustee board and understanding financial information is offered.

Future plans

The trustees aim to develop UKLGIG's policy and advocacy work by engaging in additional Home Office stakeholder groups. The trustees also intend to raise funds to expand existing services to meet demand. UKLGIG also aims to develop its work with other organisations providing specialist support services.

The trustees continue with their intention to undertake a re-branding, including a new and more inclusive name for the organisation.

UK LESBIAN AND GAY IMMIGRATION GROUP

ANNUAL REPORT

YEAR ENDED 31 DECEMBER 2017 (continued)

Statement of Trustees' Responsibilities

The trustees are responsible for preparing their annual report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Charity law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable incorporated organisation (CIO) and of the incoming resources and application of resources, including the income and expenditure, of the CIO for that period. In preparing those financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in 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) ('the Charities SORP');
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the CIO will continue in operation.

The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the CIO and enable them to ensure that the financial statements comply with the Charities Act 2011 and the Charities SORP. They are also responsible for safeguarding the assets of the CIO and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

By order of the board

Bojana Asanović
Chair
31 July 2018

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF UK LESBIAN AND GAY IMMIGRATION GROUP

I report to the charity trustees on my examination of the accounts of the Charitable Incorporated Organisation (CIO) for the year ended 31 December 2017.

Responsibilities and basis of report

As the charity trustees of the CIO 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 CIO's accounts carried out under section 145 of the Act. 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

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 as required by section 130 of the Act; or
2. the accounts do not accord with those records; or
3. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

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.

Nicholas Cliffe & Co.
Chartered Accountants
Mill Court
Great Shelford
Cambridge CB22 5LD

31 July 2018

UK LESBIAN AND GAY IMMIGRATION GROUP

STATEMENT OF FINANCIAL ACTIVITIES

YEAR ENDED 31 DECEMBER 2017

	Note	Restricted	Un- restricted	2017 Total	2016 Total
		£	£	£	£
Income from:					
Donations and legacies	2	-	26,805	26,805	79,596
Charitable activities	3	77,200	61,545	138,745	125,880
Other trading activities		-	-	-	-
Investments	4	-	28	28	43
		<hr/>	<hr/>	<hr/>	<hr/>
Total		77,200	88,378	165,578	205,519
		<hr/>	<hr/>	<hr/>	<hr/>
Expenditure on:					
Raising funds		-	548	548	2,125
Charitable activities	5	67,141	77,209	144,350	132,181
Other		-	-	-	-
		<hr/>	<hr/>	<hr/>	<hr/>
Total		67,141	77,757	144,898	134,306
		<hr/>	<hr/>	<hr/>	<hr/>
Net income	11	10,059	10,621	20,680	71,213
Transfers between funds		-	-	-	-
		<hr/>	<hr/>	<hr/>	<hr/>
Net movement in funds		10,059	10,621	20,680	71,213
Reconciliation of funds:					
Funds at start of year		6,546	64,667	71,213	-
		<hr/>	<hr/>	<hr/>	<hr/>
Funds at end of year		16,605	75,288	91,893	71,213
		<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>

UK LESBIAN AND GAY IMMIGRATION GROUP

BALANCE SHEET

31 DECEMBER 2017

	Note	Restricted £	Un- restricted £	2017 Total £	2016 Total £
Fixed assets					
Tangible assets	7	-	721	721	1,453
Current assets					
Debtors	8	10,000	14,334	24,334	26,004
Cash at bank and in hand		6,605	64,182	70,787	59,330
		16,605	78,516	95,121	85,334
Creditors					
Amounts falling due within one year	9	-	(3,949)	(3,949)	(15,574)
Net current assets		16,605	74,567	91,172	69,760
Net assets		16,605	75,288	91,893	71,213
The funds of the charity					
Restricted income funds	10	16,605	-	16,605	6,546
Unrestricted funds		-	75,288	75,288	64,667
Total charity funds		16,605	75,288	91,893	71,213

Approved by the trustees and signed on their behalf by

Michael Egan
Treasurer
31 July 2018

UK LESBIAN AND GAY IMMIGRATION GROUP

STATEMENT OF CASH FLOWS

31 DECEMBER 2017

	Note	2017	2016
		£	£
Cash flows from operating activities:			
Net cash provided by operating activities	11	11,457	61,510
		<hr/>	<hr/>
Cash flows from investing activities:			
Purchase of fixed assets		-	(2,180)
		<hr/>	<hr/>
Net cash (used in) investing activities		-	(2,180)
		<hr/>	<hr/>
Change in cash and cash equivalents in the year		11,457	59,330
Cash and cash equivalents at start of year		59,330	-
		<hr/>	<hr/>
Cash and cash equivalents at end of year		70,787	59,330
		<hr/> <hr/>	<hr/> <hr/>

UK LESBIAN AND GAY IMMIGRATION GROUP

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 DECEMBER 2017

1. Accounting policies

Basis of preparing the financial statements

The financial statements have been prepared under the historical cost convention and in accordance with 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) ('the Charities SORP').

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:

Computer equipment - 33% on cost.

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.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

UK LESBIAN AND GAY IMMIGRATION GROUP

NOTES TO THE FINANCIAL STATEMENTS (continued)

YEAR ENDED 31 DECEMBER 2017

2. Donations and legacies

	Restricted	Un- restricted	2017 Total	2016 Total
	£	£	£	£
Donations	-	18,811	18,811	68,506
Fundraising events	-	4,524	4,524	4,480
Solicitor affiliation fees	-	3,470	3,470	6,610
	-----	-----	-----	-----
	-	26,805	26,805	79,596
	=====	=====	=====	=====

Included in donations for 2016 are funds of £48,122 transferred to the present charity (UK Lesbian and Gay Immigration Group CIO, charity number 1158228) from its unincorporated predecessor (charity number 1101400).

3. Income from charitable activities

	Restricted	Un- restricted	2017 Total	2016 Total
	£	£	£	£
Grants:				
Barrow Cadbury Trust	20,000	-	20,000	26,250
Law Society Charity	-	-	-	5,000
Linklaters	-	15,000	15,000	-
Matrix Causes Fund	-	-	-	2,180
NHS	1,000	-	1,000	1,000
Oak Foundation	-	11,000	11,000	3,350
Sigrid Rausing Trust	-	35,000	35,000	35,000
Trust for London	12,500	-	12,500	12,500
Tudor Trust	35,000	-	35,000	25,000
Wakefield & Tetley Trust	8,700	-	8,700	-
	-----	-----	-----	-----
	77,200	61,000	138,200	110,280
Research project fees	-	-	-	15,000
Outreach support	-	245	245	600
Training fees	-	300	300	-
	-----	-----	-----	-----
	77,200	61,545	138,745	125,880
	=====	=====	=====	=====

Further details regarding restricted grants and funds are set out in note 10.

UK LESBIAN AND GAY IMMIGRATION GROUP

NOTES TO THE FINANCIAL STATEMENTS (continued)

YEAR ENDED 31 DECEMBER 2017

4. Income from investments

	Restricted	Un- restricted	2017 Total	2016 Total
	£	£	£	£
Deposit account interest	-	28	28	43
	-----	-----	-----	-----
	-	28	28	43
	=====	=====	=====	=====

5. Expenditure on charitable activities

	Restricted	Un- restricted	2017 Total	2016 Total
	£	£	£	£
Staff costs	55,472	39,583	95,055	89,988
Rent and utilities	10,000	17,636	27,636	18,851
Premises maintenance	-	2,982	2,982	-
Travel	1,669	4,292	5,961	8,841
Volunteer costs	-	98	98	519
Insurance	-	585	585	425
Telephone	-	2,078	2,078	2,458
IT costs	-	2,395	2,395	2,030
Printing, postage and stationery	-	1,903	1,903	1,569
Equipment maintenance	-	635	635	-
Meetings	-	1,167	1,167	1,096
Publicity	-	564	564	-
Training and welfare	-	1,011	1,011	890
Conference fees	-	-	-	1,606
Subscriptions	-	310	310	235
Sundries	-	60	60	350
Independent examination fees	-	780	780	2,240
Payroll services	-	312	312	312
Bank charges	-	86	86	44
Depreciation	-	732	732	727
	-----	-----	-----	-----
	67,141	77,209	144,350	132,181
	=====	=====	=====	=====

UK LESBIAN AND GAY IMMIGRATION GROUP

NOTES TO THE FINANCIAL STATEMENTS (continued)

YEAR ENDED 31 DECEMBER 2017

6. Trustees and employees

No trustees received any remuneration or other benefits in 2017 (2016: none).
No trustees received payment for any expenses in 2017 (2016: none).

No employees received emoluments in excess of £60,000 in 2017 (2016: none).
The average monthly number of employees during the year (full time equivalent) was as follows:

	2017	2016
Executive director	1.0	1.0
Legal officer	0.4	-
Asylum seeker support worker	1.2	1.5
Administrator	0.4	0.4
	<hr/>	<hr/>
	3.0	2.9
	=====	=====

7. Tangible fixed assets

	Computers £
Cost:	
At 1 January 2017	2,180
Additions	-
	<hr/>
At 31 December 2017	2,180
	<hr/>
Depreciation:	
At 1 January 2017	727
Charge for the year	732
	<hr/>
At 31 December 2017	1,459
	<hr/>
Net book value:	
At 31 December 2017	721
	=====
At 31 December 2016	1,453
	=====

UK LESBIAN AND GAY IMMIGRATION GROUP

NOTES TO THE FINANCIAL STATEMENTS (continued)

YEAR ENDED 31 DECEMBER 2017

8. Debtors

	2017	2016
	£	£
Grants receivable	10,000	17,000
Sundry debtors	7,028	4,053
Prepayments	7,306	4,951
	<hr/>	<hr/>
	24,334	26,004
	=====	=====

9. Creditors

	2017	2016
	£	£
Grants received in advance	-	10,000
Trade creditors	441	423
Taxes and social security	2,410	1,546
Accrued expenses	1,098	3,605
	<hr/>	<hr/>
	3,949	15,574
	=====	=====

10. Movements on restricted funds

	Opening balance	Income	Expend -iture	Closing balance
	£	£	£	£
Barrow Cadbury Trust	-	20,000	(20,000)	-
NHS	-	1,000	(1,000)	-
Trust for London	-	12,500	(12,337)	163
Tudor Trust	6,546	35,000	(32,354)	9,192
Wakefield & Tetley Trust	-	8,700	(1,450)	7,250
	<hr/>	<hr/>	<hr/>	<hr/>
	6,546	77,200	(67,141)	16,605
	=====	=====	=====	=====

UK LESBIAN AND GAY IMMIGRATION GROUP

NOTES TO THE FINANCIAL STATEMENTS (continued)

YEAR ENDED 31 DECEMBER 2017

10. Movements on restricted funds (continued)

The restricted funds are for the following purposes:

Barrow Cadbury Trust: towards the Executive Director's salary for policy and campaigning work (£40,000 over two years from November 2016).

NHS: to enable UKLGIG to continue to provide support services to LGBTI people detained at Yarl's Wood Immigration Removal Centre.

Trust for London: for legal and other support to LGBTI+ people seeking asylum in the UK (£50,000 over two years from August 2015).

Tudor Trust: towards the salary of an asylum seeker support worker and core costs (£105,000 over three years from July 2015).

Wakefield & Tetley Trust: for support to LGBT+ people seeking asylum who are resident in Southwark, Tower Hamlets or the City of London.

11. Net cash provided by / (used in) operating activities

	2017 £	2016 £
Net income for the year	20,680	71,213
Adjustments for:		
Depreciation	732	727
Decrease/(increase) in debtors	1,670	(26,004)
(Decrease)/increase in creditors	(11,625)	15,574
	<hr/>	<hr/>
Net cash provided by operating activities	11,457	61,510
	=====	=====