

**UK LESBIAN AND GAY IMMIGRATION GROUP**

(Registered Charity number 1158228)

**REPORT AND FINANCIAL STATEMENTS**

**YEAR ENDED 31 DECEMBER 2019**



**UK Lesbian & Gay**

**Immigration Group**

# **UK LESBIAN AND GAY IMMIGRATION GROUP**

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**YEAR ENDED 31 DECEMBER 2019**

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## **UK LESBIAN AND GAY IMMIGRATION GROUP**

### **CHARITY DETAILS**

**YEAR ENDED 31 DECEMBER 2019**

Registered charity number: 1158228

Trustees: Bojana Asanović (Chair)  
Scott Addison  
Sami Belaid  
Dr. Eddie Bruce-Jones  
Dr. David Chirico  
Michael Egan (Treasurer)  
Emma Finch  
Jackie Peirce (Secretary)  
Kiki Banadzem (appointed 16 March 2020)  
Allan Briddock (retired 10 January 2019)

Executive Director: Leila Zadeh

Registered Office: 7-14 Great Dover Street  
London SE1 4YR

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

Independent Examiner: Andrew Nicholas Cliffe  
Nicholas Cliffe & Co. Limited  
Chartered Accountants  
Mill House  
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 2019**

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### **INTRODUCTION**

The trustees present their annual report and financial statements for the year ended 31 December 2019.

### **OBJECTIVES AND ACTIVITIES**

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

- human rights of lesbian, gay, bisexual, trans\*, queer and intersex (LGBTQI+) people 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 LGBTQI+ 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 LGBTQI+ 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 LGBTQI+ 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 LGBTQI+ people and publishing the results of the same to the public;
- advancing education in human rights, equality and diversity relating to immigration issues for LGBTQI+ people whether by teaching or producing materials;
- cultivating a sentiment in favour of human rights, equality and diversity relating to immigration issues for LGBTQI+ people by the use of publications, codes of practice, the media and public advocacy;
- advocating for the rights of LGBTQI+ people outside the UK;
- advancing law and policy relating to human rights and equality in LGBTQI+ 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 2019 (continued)

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#### ACHIEVEMENTS AND PERFORMANCE

##### *Legal information and advice for LGBTQI+ people seeking asylum*

UKLGIG appointed a permanent Legal Officer at the end of 2018 with a freelance Supervising Solicitor providing oversight to the service. The legal officer was initially part-time but became full-time by the end of 2019. They provided one-off regulated immigration advice in person, by phone and by email to LGBTQI+ people seeking asylum and second tier advice to their lawyers. They also led outreach sessions at Yarl's Wood detention centre and Birmingham LGBT. The legal officer and supervising solicitor gave advice on asylum to 244 LGBTQI+ people in 2019, of whom 158 were based in London and 56 were in detention. These clients were from 54 countries of origin from 6 continents.

UKLGIG's long-running monthly asylum meetings continued throughout 2019 giving attendees an opportunity to listen to talks by volunteer lawyers on applying for asylum as an LGBTQI+ person. We recruited more volunteer lawyers to ensure that everyone could also have a private 10-minute consultation. The meetings were also an opportunity for clients to meet with our support services staff for needs assessments (see below). March was the busiest month in 2019, with 66 people attending.

Our quarterly workshops for small groups of LGBTQI+ women and trans people seeking asylum enabled us to provide a high-quality intensive service for particularly marginalised groups. Participants consistently reported that the workshops helped them understand the asylum process better, feel more confident about preparing their personal witness statements, and be better equipped to present their asylum claims.

We referred 50 LGBTQI+ people who were seeking asylum to specialist legal aid or pro bono lawyers (an increase on the 29 people referred in 2018).

##### *Legal information and advice for LGBTQI+ people making partnership applications*

UKLGIG volunteers hosted and gave immigration advice at monthly meetings for LGBTQI+ people making immigration applications based on their relationships. Up to 13 people attended each meeting. Our website and online forum continued to provide immigration advice and information to LGBTQI+ couples.

## UK LESBIAN AND GAY IMMIGRATION GROUP

### ANNUAL REPORT

YEAR ENDED 31 DECEMBER 2019 (continued)

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#### *Psychosocial and wellbeing support to LGBTQI+ people seeking asylum*

In January 2019, we appointed our first Support Services Manager, followed by two part-time LGBTQI+ Asylum Seeker Support Workers mid-year. The Support Services Manager refined the way we conduct needs assessments at the abovementioned monthly asylum meetings. As a result, we began to identify a higher proportion of clients with complex mental health needs that UKLGIG's services are not designed to meet. We established referral pathways for these individuals to appropriate services and supported them to engage. Those found to require further assistance from UKLGIG were given follow-up appointments with a member of staff to provide one-to-one support and/or to discuss the possibility of joining one of our support groups.

We ran 35 support group meetings for men and women separately to help build social support networks, improve self-esteem and develop confidence. Staff also took support group members on a day trip to Margate in order to improve mental health. They were welcomed by the local community and attendees still talk about how much they enjoyed the day.

We provided one-to-one emotional support at our offices to 131 people. In addition, we gave emotional support in-person to LGBTQI+ people seeking asylum at Colnbrook, Harmondsworth and Morton Hall immigration detention centres, and by phone to LGBTQI+ people in many other detention centres.

We helped 77 people access health services and 84 people to access housing. Thirty-eight people attended sexual health screenings that we hosted. Staff and volunteers wrote 10 letters of support for clients they had worked with intensively to use as evidence in their asylum claims; and attended court 6 times to give witness evidence.

UKLGIG volunteers continued to organise regular social events for clients in order to reduce isolation. These included walks, visits to galleries and museums, film screenings, football matches, stadium tours, workshops and festivals. The majority of participants fed back that they met someone through these events that they would like to stay in touch with. We also participated in the London Pride parade. Our annual client Christmas party this year included live entertainment.



## UK LESBIAN AND GAY IMMIGRATION GROUP

### ANNUAL REPORT

YEAR ENDED 31 DECEMBER 2019 (continued)

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#### *Case study*

A gay man presented at our monthly meeting. He had recently disclosed his sexuality to the family he had been living with, and they had become aggressive and threatened to send him back to his country of origin. He was staying with a friend but was concerned about his mental health and how to find a solicitor.

UKLGIG's Support Services Manager met with him and noticed that he was shaking when he spoke. The client disclosed that he had been sexually abused as a child and started crying. He disclosed that he had never told anyone about it before. He continued to cry and shake as he detailed the abuse he had suffered. He had been groomed for several years and was starting to have flashbacks. The Support Services Manager did some grounding techniques and shared some methods for dealing with panic attacks in future. He also made a referral to a counsellor who had offered his services to UKLGIG clients free-of-charge. The Support Services Manager also discussed boundaries and sexual health as the client had disclosed that he often partook in risky behaviour.

We arranged for the client to attend our office for a one-to-one support session a few days later. The client was eager for medication for his depression but was afraid of visiting his GP as the doctor was a friend of the family he had been staying with and he was afraid that he would disclose information to them. A Support Worker advised how he could change doctor even without proof of address. We also made a referral to a legal aid solicitor.

The client had over ten sessions of counselling and began to gain control over his emotions. He attended several UKLGIG group events and received one-to-one emotional support from our Support Services Manager when needed (separate to the remit of the counsellor). Making friends with other people in similar circumstances to his own helped him with his wellbeing and confidence. He became more aware of risk-taking behaviour and accessed the medication he needed.

*'UKLGIG put me on the right path to come to terms with accepting who I am. I was lost and scared before, I was holding so much darkness inside. You helped me find my way, and to find a solicitor and help me to be open and not scared. I have to deal with my past. When I am sad, I think of that day ...with people, just like me, laughing.'*

## UK LESBIAN AND GAY IMMIGRATION GROUP

### ANNUAL REPORT

YEAR ENDED 31 DECEMBER 2019 (continued)

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#### *Policy and advocacy*

##### *a. Detention*

Following our written and oral evidence to the Home Affairs Committee and Joint Committee on Human Rights in 2018, both their inquiries on detention were published and recommended a 28-day time limit. The Home Affairs Committee also recommended that the government recognise all LGBTQI+ people are at risk inside detention.

In June, Baroness Williams of Trafford, Minister of State for the Home Office, acknowledged the 'sensitivities' of detaining LGBTQI+ people during a debate in parliament.

UKLGIG worked with other members of Detention Forum to get support from MPs across political parties for amendments tabled to the immigration bill to introduce a time limit on detention and judicial oversight, and we met with the Immigration Minister, Caroline Nokes.

At the same time, we made a written submission to the Independent Chief Inspector of Borders and Immigration for his inspection of adults at risk in immigration detention.

With pro bono assistance from the creative agency Tribal, in September we ran the *Lend Your Voice* campaign. 28 LGBTQI+ influencers read the words of an LGBTQI+ person who had been held in immigration and detention, and called for a 28-day time limit on detention. The campaign videos were viewed over 63,000 times on UKLGIG's channels alone.

The Executive Director presented on the need for a time limit on detention at a workshop organised by LGBT+ Conservatives at the party's autumn conference. She also ran a workshop at the ILGA-Europe conference on trans people in prisons and detention centres, along with three organisations from other European countries.

##### *b. Decision-making*

Following publication of our research report, *Still Falling Short*, in 2018, the Executive Director met with various Home Office staff. Amongst other actions, they confirmed that they had used the report to develop a one-hour training course for Home Office caseworkers, invited UKLGIG to give training to their senior caseworkers and technical specialists, and would use the report to update their guidance on asylum claims based on gender identity.

The report findings were also raised by MPs during a debate on Brunei in April 2019.



## UK LESBIAN AND GAY IMMIGRATION GROUP

### ANNUAL REPORT

#### YEAR ENDED 31 DECEMBER 2019 (continued)

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We presented the findings of *Still Falling Short* to the LGBTI+ Cross-Party Group in the Scottish Parliament, at the High Level Conference on Advancing LGBTI Equality in the EU organised by the Finnish presidency, at a conference in Frankfurt on Under the European Asylum Rainbow: Intersectional Queer Challenges, to members of HEAR Network, and at the University of Sussex.

We worked with other organisations on research and policy analysis. We supported a report by the Metropolitan Community Church of North London on experiences of LGBTQI+ people of faith of African origin who seek asylum. We worked with Freedom From Torture on the Lessons Not Learned report, looking at failures by the Home Office to act on recommendations from different organisations over the last 15 years.

We presented policy analysis on number of matters. We responded to a Home Office consultation on updating their guidance on credibility. We published a paper on the interpretation of Supreme Court guidance, *HJ (Iran) and HT (Cameroon) in Country Policy Information Notes on Sexual Orientation, Gender Identity and Gender Expression*. We made a written submission to the inspection of the Home Office's use of interpreters by the Independent Chief Inspector of Borders and Immigration, with contributions from SOGICA, Humanists UK, Micro Rainbow, Metropolitan Community Church of North London, Pride Without Borders, and Time to Be Out.

#### *c. Other policy and advocacy*

We secured a statement in the Home Office's Asylum Accommodation and Support statement of requirements that LGBTI people should not be required to share rooms.

We gave feedback on the draft Home Office induction packs for people in asylum accommodation, which was incorporated into the final documents.

We gave input into the new Home Office policy on domestic abuse, as a result of which the published policy was more LGBTQI+ inclusive.

A number of our concerns about the treatment of LGBTQI+ people seeking asylum were raised during an oral question in the House of Lords on tracking LGBTQI+ people through the asylum system.

We attended two European Asylum Support Office (EASO) consultation meetings in Brussels on gender-related persecution and the initial steps of the asylum procedure. We also co-facilitated a pre-conference on refugees at the ILGA-World conference together with Rainbow Railroad.

UKLGIG's Executive Director worked with the CEOs of Refugee Action, Refugee Council, Scottish Refugee Council, the Red Cross and Freedom From Torture to create a coalition advocating for asylum reform in a more coordinated and impactful manner.

## UK LESBIAN AND GAY IMMIGRATION GROUP

### ANNUAL REPORT

#### YEAR ENDED 31 DECEMBER 2019 (continued)

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##### *Communications*

In 2019, we started the process of rebranding. This project is being led by UKLGIG trustee, Scott Addison, and is due for completion by the end of 2020.

The UKLGIG website was visited 115,000 times in 2019, and we reached 1.5 million people on social media.

Our messages received widespread media coverage, with close to 100 pieces of coverage including in The Guardian, BBC, The Independent, ITV, Channel 5, the i paper, Pink News, Gay Times, Gay Star News, Free Movement, the Law Society and Openly.

##### *Training and capacity building*

We gave training to staff at Humanists UK on LGBTQI+ asylum claims. We also gave advice and guidance to staff and volunteers at other civil society organisations, for example the Inclusive Mosque, LGBT Ireland, LGBT Health and Wellbeing, Mortimer Market and Stonewall.

We worked closely with ILGA-Europe to set up a new email group on LGBTQI+ asylum in Europe.

Our Executive Director joined the advisory group for a two-year pilot on leadership development in the refugee and migration sector, led by Migration Exchange. She also delivered a lecture to a group of students from the USA at the CIEE Global Institute London.

##### *Volunteers*

UKLGIG is grateful to the 14 volunteers who helped run our asylum and partnership services in 2019, and to the more than 30 lawyers who volunteered at our monthly asylum or partnership meetings.

##### *Fundraising activities*

UKLGIG secured funding from a mixture of sources. We secured new grant funds from Barrow Cadbury Trust, Better Bankside, the Chris Graham-Bell Charitable Trust, East End Community Foundation, the Law Society Charity, LGBT+ Futures Fund, National Lottery Awards for All, Trust for London, the Tudor Trust and Wakefield and Tetley Trust.

Staff, volunteers and staff at partner organisations raised funds for UKLGIG through participation in the London Legal Walk.

## **UK LESBIAN AND GAY IMMIGRATION GROUP**

### **ANNUAL REPORT**

**YEAR ENDED 31 DECEMBER 2019 (continued)**

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UKLGIG received subscriptions from Friends and Members. We 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, gender identity, gender expression or sex characteristics.

Income from affiliated solicitor firms was less than in previous years as we decided to focus instead on reviewing our affiliations programme.

We also received donations that were both solicited and unsolicited.

UKLGIG does not use any professional fundraising services.

### **FINANCIAL REVIEW**

#### *Review of 2019*

Income for the year amounted to £220,137 (2018: £189,644). Total income consisted of restricted grants for specific activities £107,655 (2018: £107,983), unrestricted grants £85,082 (2018: £61,330), and donations and other income (all unrestricted) £27,400 (2018: £20,331).

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

- Barrow Cadbury Trust (\*)
- Better Bankside (\*)
- Chris Graham-Bell Charitable Trust (\*)
- East End Community Foundation (\*)
- The Law Society Charity (\*)
- LGBT+ Futures Fund
- Linklaters
- Lloyds Bank Foundation (\*)
- National Lottery Awards for All (\*)
- Sigrid Rausing Trust
- Trust for London (\*)
- The Tudor Trust
- 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 2019 (continued)**

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Expenditure for the year amounted to £200,070 (2018: £150,909), analysed in detail in note 5 to the accounts. Net income for the year was therefore £20,067 (2018: £38,735).

The funds of the charity at the end of the year amounted to £150,695, of which £48,210 was restricted and £102,485 unrestricted (2018: £130,628, of which £36,951 restricted and £93,677 unrestricted).

#### *Reserves policy*

The charity needs to hold reserves (i.e. unrestricted funds) in order to be able to continue to meet its obligations and deliver its programme of activities in the event of adverse circumstances, including delays or shortfalls 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 reserves of between three and six months' worth of annual expenditure (excluding funded one-off activities) to provide adequate mitigation against such risks. For 2019 the target range was £50,000 - £100,000. For 2020 the target range is £75,000 - £150,000, based on budgeted expenditure which reflects the charity's planned growth in activity. Reserves as at 31 December 2019 amounted to £102,485 which is within the 2020 target range. These assumptions and estimates are reviewed as UKLGIG's programme of activities develops.

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 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.

#### **FUTURE PLANS**

As well as completing the rebranding, in 2020, we plan to complete the processes for installing a new casework and fundraising database, replacing UKLGIG's solicitors affiliation policy with a new programme for engaging with lawyers, and making legal information on asylum available on our website in both written and video format in 9 languages.

We also intend to open two more support groups, deliver training to lawyers on LGBTQI+ asylum, use social media and traditional media more strategically, and set up a refugee advisory group.

## UK LESBIAN AND GAY IMMIGRATION GROUP

### ANNUAL REPORT

YEAR ENDED 31 DECEMBER 2019 (continued)

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#### STRUCTURE, GOVERNANCE AND MANAGEMENT

##### *Charity constitution and governing document*

UK Lesbian and Gay Immigration Group CIO ('UKLGIG') is a registered charity, number 1158228.

UKLGIG is constituted as a Charitable Incorporated Organisation (CIO), governed by its CIO constitution (dated 13 August 2014, amended 17 October 2018 and 31 October 2019).

Amendments to the objects of the charity were approved by the AGM on 3 September 2019 and registered with the consent of the Charity Commission following resolution by the Trustee Board on 31 October 2019. These confirm that our beneficiaries, previously described as "lesbian, gay, bisexual, trans and intersex" people, were widely inclusive of sexual and gender minorities and will be described in future as "lesbian, gay, bisexual, trans\*, queer and intersex" and by the use of the abbreviation LGBTQI+.

##### *Organisational structure*

The Trustee Board, which can have between three and ten members, administers the charity. The members of the Board elect officers from amongst their number, namely the Chair, Treasurer and Secretary. The Board met seven times in 2019 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 two occasions in 2019 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 three occasions in 2019 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 authority, within limits set by them, to the Executive Director for operational matters including finance, employment and service delivery. The Executive Director is accountable to the Trustee Board. Leila Zadeh has been the Executive Director since April 2017.



## UK LESBIAN AND GAY IMMIGRATION GROUP

### ANNUAL REPORT

YEAR ENDED 31 DECEMBER 2019 (continued)

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#### *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.

#### *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.

Following successful recruitment of 3 trustees in 2018 the Board reviewed its composition and embarked in 2019 on a further recruitment round for a further trustee with lived experience as an LGBTQI+ asylum seeker. That process was successfully completed at the start of 2020.

We thank our retiring trustees for their work with the organisation.

#### *Induction and training of new trustees*

New trustees are provided with guidance from the Charity Commission and copies of key documents, namely the constitution, minutes of past trustees' meetings, the main organisational policies, the terms and conditions of current grants and the latest annual report and accounts. If they have not already done so, they are encouraged to observe some of our services. 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 also offered if needed.



## UK LESBIAN AND GAY IMMIGRATION GROUP

### ANNUAL REPORT

YEAR ENDED 31 DECEMBER 2019 (continued)

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#### 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  
19 June 2020

## **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 2019.

### *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.



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

19 June 2020

# UK LESBIAN AND GAY IMMIGRATION GROUP

## STATEMENT OF FINANCIAL ACTIVITIES

YEAR ENDED 31 DECEMBER 2019

	Note	Rest- ricted £	Unrest- ricted £	2019 Total £	Rest- ricted £	Unrest- ricted £	2018 Total £
<b>Income from:</b>							
Donations and legacies	2	-	27,173	27,173	-	20,266	20,266
Charitable activities	3	107,655	85,082	192,737	107,983	61,330	169,313
Investments	4	-	227	227	-	65	65
<b>Total</b>		<b>107,655</b>	<b>112,482</b>	<b>220,137</b>	<b>107,983</b>	<b>81,661</b>	<b>189,644</b>
<b>Expenditure on:</b>							
Raising funds		-	135	135	-	82	82
Charitable activities	5	96,396	103,539	199,935	87,637	63,190	150,827
<b>Total</b>		<b>96,396</b>	<b>103,674</b>	<b>200,070</b>	<b>87,637</b>	<b>63,272</b>	<b>150,909</b>
<b>Net income</b>	11	<b>11,259</b>	<b>8,808</b>	<b>20,067</b>	<b>20,346</b>	<b>18,389</b>	<b>38,735</b>
Transfers between funds		-	-	-	-	-	-
<b>Net movement in funds</b>		<b>11,259</b>	<b>8,808</b>	<b>20,067</b>	<b>20,346</b>	<b>18,389</b>	<b>38,735</b>
<b>Reconciliation of funds:</b>							
Funds at start of year		36,951	93,677	130,628	16,605	75,288	91,893
<b>Funds at end of year</b>		<b>48,210</b>	<b>102,485</b>	<b>150,695</b>	<b>36,951</b>	<b>93,677</b>	<b>130,628</b>



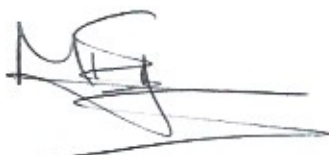
# UK LESBIAN AND GAY IMMIGRATION GROUP

## BALANCE SHEET

31 DECEMBER 2019

	Note	Rest- ricted £	Unrest- ricted £	2019 Total £	Rest- ricted £	Unrest- ricted £	2018 Total £
<b>Fixed assets</b>							
Tangible assets	7	-	1,406	1,406	-	-	-
<b>Current assets</b>							
Debtors	8	12,000	15,405	27,405	-	15,414	15,414
Cash at bank and in hand		36,210	92,158	128,368	37,842	81,289	119,131
		48,210	107,563	155,773	37,842	96,703	134,545
<b>Creditors</b>							
Amounts falling due within one year	9	-	(6,484)	(6,484)	(891)	(3,026)	(3,917)
<b>Net current assets</b>		48,210	101,079	149,289	36,951	93,677	130,628
<b>Net assets</b>		48,210	102,485	150,695	36,951	93,677	130,628
<b>The funds of the charity</b>							
Restricted income funds	10	48,210	-	48,210	36,951	-	36,951
Unrestricted funds		-	102,485	102,485	-	93,677	93,677
<b>Total charity funds</b>		48,210	102,485	150,695	36,951	93,677	130,628

Approved by the Trustees and signed on their behalf by



Michael Egan  
Treasurer  
19 June 2020

**UK LESBIAN AND GAY IMMIGRATION GROUP**

**STATEMENT OF CASH FLOWS**

**31 DECEMBER 2019**

	<b>Note</b>	<b>2019 £</b>	<b>2018 £</b>
<b>Cash flows from operating activities:</b>			
Net cash provided by operating activities	11	10,990	48,344
		<hr/>	<hr/>
<b>Cash flows from investing activities:</b>			
Purchase of fixed assets		(1,753)	-
		<hr/>	<hr/>
Net cash (used in) investing activities		(1,753)	-
		<hr/>	<hr/>
<b>Change in cash and cash equivalents in the year</b>		<b>9,237</b>	<b>48,344</b>
Cash and cash equivalents at start of year		119,131	70,787
		<hr/>	<hr/>
<b>Cash and cash equivalents at end of year</b>		<b>128,368</b>	<b>119,131</b>
		<b>=====</b>	<b>=====</b>

# UK LESBIAN AND GAY IMMIGRATION GROUP

## NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 DECEMBER 2019

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### 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 2019

### 2. Donations and legacies

	Rest- ricted £	Unrest- ricted £	2019 Total £	Rest- ricted £	Unrest- ricted £	2018 Total £
Donations	-	25,552	25,552	-	17,539	17,539
Fundraising events	-	1,366	1,366	-	1,495	1,495
Solicitor affiliation fees	-	255	255	-	1,232	1,232
	-	27,173	27,173	-	20,266	20,266

### 3. Income from charitable activities

	Rest- ricted £	Unrest- ricted £	2019 Total £	Rest- ricted £	Unrest- ricted £	2018 Total £
Grants:						
A B Charitable Trust	-	-	-	-	10,000	10,000
Barrow Cadbury Trust	24,000	-	24,000	33,000	-	33,000
Better Bankside	644	-	644	-	-	-
Chris Graham-Bell Charitable Trust	5,000	-	5,000	-	-	-
East End Community Foundation	1,000	-	1,000	-	-	-
The Law Society Charity	2,500	-	2,500	-	-	-
LGBT+ Futures Fund	10,578	-	10,578	-	-	-
Linklaters	-	15,000	15,000	-	15,000	15,000
Lloyds Bank Foundation	24,983	-	24,983	24,983	-	24,983
National Lottery Awards for All	10,000	-	10,000	-	-	-
Sigrid Rausing Trust	-	35,000	35,000	-	35,000	35,000
Trust for London	20,250	-	20,250	25,000	-	25,000
The Tudor Trust	-	33,334	33,334	25,000	-	25,000
Wakefield & Tetley Trust	8,700	-	8,700	-	-	-
	107,655	83,334	190,989	107,983	60,000	167,983
Outreach support	-	150	150	-	360	360
Training fees	-	1,598	1,598	-	970	970
	107,655	85,082	192,737	107,983	61,330	169,313

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 2019

### 4. Income from investments

	Rest- ricted £	Unrest- ricted £	2019 Total £	Rest- ricted £	Unrest- ricted £	2018 Total £
Deposit account interest	-	227	227	-	65	65
	-	227	227	-	65	65

### 5. Expenditure on charitable activities

	Rest- ricted £	Unrest- ricted £	2019 Total £	Rest- ricted £	Unrest- ricted £	2018 Total £
Staff costs	85,126	51,108	136,234	50,253	32,603	82,856
Supervising solicitor's fees	4,371	4,551	8,922	16,748	-	16,748
Rent and utilities	6,369	24,276	30,645	17,780	12,697	30,477
Travel	-	3,750	3,750	2,624	2,457	5,081
Volunteer costs	-	877	877	-	361	361
Insurance	517	1,045	1,562	-	1,327	1,327
Telephone	-	2,223	2,223	-	2,430	2,430
IT costs	-	4,143	4,143	-	3,375	3,375
Printing, postage and stationery	-	1,490	1,490	-	895	895
Small equipment and maintenance	-	1,148	1,148	-	330	330
Support groups and other meetings	13	3,473	3,486	232	698	930
Publicity	-	943	943	-	1,162	1,162
Training and welfare	-	1,085	1,085	-	2,073	2,073
Conference fees	-	447	447	-	464	464
Subscriptions and affiliations	-	1,233	1,233	-	395	395
Sundries	-	142	142	-	55	55
Independent examination fees	-	804	804	-	732	732
Payroll services	-	360	360	-	317	317
Bank charges	-	94	94	-	98	98
Depreciation	-	347	347	-	721	721
	96,396	103,539	199,935	87,637	63,190	150,827

## UK LESBIAN AND GAY IMMIGRATION GROUP

### NOTES TO THE FINANCIAL STATEMENTS (continued)

YEAR ENDED 31 DECEMBER 2019

#### 6. Trustees and employees

No trustees received any remuneration or other benefits in 2019 (2018: none).

No trustees received payment for any expenses in 2019 (2018: none).

No employees received emoluments in excess of £60,000 in 2019 (2018: none).

The average monthly number of employees during the year (full time equivalent) was as follows:

	2019	2018
Executive director	1.0	1.0
Legal officer	0.8	0.1
Support services manager	0.9	-
Asylum seeker support worker	0.8	0.9
Administrator	0.4	0.4
	<u>3.9</u>	<u>2.4</u>
	=====	=====

The role of supervising solicitor was fulfilled by a consultant (see note 5 above).

#### 7. Tangible fixed assets

	Computers £
Cost:	
At 1 January 2019	2,180
Additions	1,753
	<u>3,933</u>
At 31 December 2019	3,933
Depreciation:	
At 1 January 2019	2,180
Charge for the year	347
	<u>2,527</u>
At 31 December 2019	2,527
Net book value:	
At 31 December 2019	<u>1,406</u>
	=====
At 31 December 2018	-
	=====



**UK LESBIAN AND GAY IMMIGRATION GROUP**

**NOTES TO THE FINANCIAL STATEMENTS (continued)**

**YEAR ENDED 31 DECEMBER 2019**

**8. Debtors**

	<b>2019</b>	<b>2018</b>
	<b>£</b>	<b>£</b>
Grants receivable	12,000	-
Sundry debtors	7,483	7,323
Prepayments	7,922	8,091
	<u>27,405</u>	<u>15,414</u>
	=====	=====

**9. Creditors**

	<b>2019</b>	<b>2018</b>
	<b>£</b>	<b>£</b>
Trade creditors	416	329
Taxes and social security	3,793	1,557
Accrued expenses	2,275	2,031
	<u>6,484</u>	<u>3,917</u>
	=====	=====

**10. Movements on restricted funds**

	<b>1 Jan</b>		<b>Expend</b>	<b>31 Dec</b>
<b>2019:</b>	<b>2019</b>	<b>Income</b>	<b>-iture</b>	<b>2019</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Barrow Cadbury Trust	12,615	24,000	(24,615)	12,000
Better Bankside	-	644	(13)	631
Chris Graham-Bell Charitable Trust	-	5,000	-	5,000
East End Community Foundation	-	1,000	(1,000)	-
The Law Society Charity	-	2,500	(2,500)	-
LGBT+ Futures Fund	-	10,578	(510)	10,068
Lloyds Bank Foundation	11,677	24,983	(30,430)	6,230
National Lottery Awards for All	-	10,000	(7,500)	2,500
Trust for London	12,659	20,250	(21,128)	11,781
Wakefield & Tetley Trust	-	8,700	(8,700)	-
	<u>36,951</u>	<u>107,655</u>	<u>96,396</u>	<u>48,210</u>
	=====	=====	=====	=====

**UK LESBIAN AND GAY IMMIGRATION GROUP****NOTES TO THE FINANCIAL STATEMENTS (continued)****YEAR ENDED 31 DECEMBER 2019****10. Movements on restricted funds (continued)**

	<b>1 Jan 2018 £</b>	<b>Income £</b>	<b>Expend -iture £</b>	<b>31 Dec 2018 £</b>
<b>2018:</b>				
Barrow Cadbury Trust	-	33,000	(20,385)	12,615
Lloyds Bank Foundation	-	24,983	(13,306)	11,677
Trust for London	6,709	25,000	(19,050)	12,659
The Tudor Trust	2,646	25,000	(27,646)	-
Wakefield & Tetley Trust	7,250	-	(7,250)	-
	<u>16,605</u>	<u>107,983</u>	<u>(87,637)</u>	<u>36,951</u>
	=====	=====	=====	=====

The restricted funds are for the following purposes:

Barrow Cadbury Trust: towards the Executive Director's salary for policy and campaigning work (£50,000 over two years from January 2019, and previously £40,000 over two years from November 2016).

Better Bankside: to fund the purchase of a new laptop and refreshments for support group meetings (£644 over one year from November 2019)

Chris Graham-Bell Charitable Trust: towards the salaries of the LGBTQI+ Asylum Seeker Support Workers and translation of key documents for the asylum legal and support service (£5,000 over one year from December 2019).

East End Community Foundation: towards the delivery of monthly support services for LGBTQI+ asylum seekers (£1,000 over one year from February 2019).

The Law Society Charity: towards the salary of the Legal Officer (£2,500 over one year from February 2019).

LGBT+ Futures Fund: for translating and subtitling legal information videos and text on UKLGIG's website (£10,578 over one year from April 2019).

Lloyds Bank Foundation: towards the salaries of support workers and associated costs (£74,949 over three years from May 2018).

# UK LESBIAN AND GAY IMMIGRATION GROUP

## NOTES TO THE FINANCIAL STATEMENTS (continued)

YEAR ENDED 31 DECEMBER 2019

### 10. Movements on restricted funds (continued)

National Lottery Awards for All: towards the LGBTQI+ asylum seekers support service (£10,000 over one year from May 2019).

Trust for London: for legal and other support to LGBTI+ people seeking asylum in the UK (£50,000 from August 2015, originally for two years but extension agreed); and towards advice and policy-change work to support LGBTQI+ asylum seekers (£128,000 over three years from June 2019).

The 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: towards LGBTQI+ asylum services, specifically to benefit the residents of Southwark and Tower Hamlets (£8,700 over one year from January 2020).

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

	2019 £	2018 £
Net income for the year	20,067	38,735
Adjustments for:		
Depreciation	347	721
Decrease in debtors	(11,991)	8,920
(Decrease) in creditors	2,567	(32)
Net cash provided by operating activities	10,990	48,344