

RAINBOW MIGRATION
(Formerly UK Lesbian and Gay Immigration Group)

(Registered Charity number 1158228)

REPORT AND FINANCIAL STATEMENTS

YEAR ENDED 31 DECEMBER 2021

RAINBOW MIGRATION
(Formerly UK Lesbian and Gay Immigration Group)
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RAINBOW MIGRATION
(Formerly UK Lesbian and Gay Immigration Group)
CHARITY DETAILS
YEAR ENDED 31 DECEMBER 2021

Registered charity number: 1158228

Trustees:

Bojana Asanović (Chair)
Christopher Scott Addison
Kiki Banadzem
Charles Bishop (appointed 9 November 2021)
Dr. Eddie Bruce-Jones
Dr. David Chirico (retired 13 September 2021)
Michael Egan (Treasurer)
Emma Finch
Usman Gul
Nina Nasim
Jackie Peirce (Secretary)

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

RAINBOW MIGRATION
(Formerly UK Lesbian and Gay Immigration Group)
ANNUAL REPORT
YEAR ENDED 31 DECEMBER 2021

Introduction

The trustees present their annual report for the year ended 31 December 2021.

The name of the charity was changed from UK Lesbian and Gay Immigration Group (UKLGIG) to Rainbow Migration on 17 May 2021.

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.

RAINBOW MIGRATION
(Formerly UK Lesbian and Gay Immigration Group)
ANNUAL REPORT
YEAR ENDED 31 DECEMBER 2021 (continued)

Achievements and performance

★ Highlights ★

Due to ongoing Covid restrictions and high infection rates, we continued to work remotely throughout 2021. As services continued to be delivered successfully, we will be continuing with online support groups on a long-term basis, enabling people who are moved to asylum accommodation outside London to continue benefitting from this unique service. Other notable achievements included:

- An organisational rebrand and new identity, from the UK Lesbian and Gay Immigration Group to Rainbow Migration
- Agreement by the UK Government to include LGBTQI+ people as a priority group for resettlement from the Afghanistan region
- Securing a commitment from UNHCR to update their guidelines on LGBTQI+ asylum
- Recognition of our concerns about cultural stereotyping of LGB people in the Equal Treatment Bench Book, used by the Judiciary of England and Wales
- Starting to deliver services to non-English speakers with the assistance of professional interpreters
- Over 80 per cent of the members of our men's group were granted refugee status.

We also developed a set of organisational values to guide the implementation of our mission:

1. **Safety:** We believe everyone should be safe from persecution and safe to be themselves. We strive to create a safe workplace culture, and we place importance on the wellbeing of everyone involved with Rainbow Migration.
2. **Integrity:** We are thorough and honest in everything we do, and we take responsibility for our actions. We want to be accountable to our communities and those who support us.
3. **Belonging:** We welcome and include all LGBTQI+ people, and we celebrate and value their range of experience in terms of gender, religion, race, age, disability status and class. We try to remove obstacles to participation, champion equality and promote a sense of family or home through our services.
4. **Respect:** We believe that every person is equal and deserves the same level of courtesy, care, and attention. We respect the rights, wishes and feelings of our service users, and campaign for their rights to be respected as they go through the asylum and immigration system.

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Legal information and advice

We delivered 186 consultations on asylum. Feedback on our asylum advice from our service users remained positive with almost all respondents saying they understood the asylum process better, they felt more confident about preparing their statements and their next steps, and felt better equipped to present their claims. We referred around 30 people to legal aid or pro bono representatives for their asylum claims. Finding good quality legal representation for LGBTQI+ asylum claims continues to be challenging due to cuts in legal aid.

Rainbow Migration is grateful to the volunteer lawyers who delivered advice on partnership and spouse visas to around 6 people every month.

Case study – providing legal support

One of our service users had legal aid funding for his asylum appeal refused by his lawyer, as they said that there were insufficient merits to warrant the grant of funding. Despite the reasoning being poor, other lawyers then refused to take his case on because of that assessment. We appealed the refusal of funding directly to the Legal Aid Agency, and the decision was overturned following an independent review. We then managed to find the service user another lawyer to represent him at his appeal despite the complexities involved because of the previous refusal of funding.

Psychosocial and wellbeing support

Thanks to the support of our grant funders, we made the fixed-term contract for one of our LGBTQI+ Asylum Seeker Support Workers into a permanent role, which provided us with capacity to start delivering services with the assistance of professional interpreters.

Our men's and women's support groups continued to meet every two weeks, with preparations underway at the end of the year to start a new group for trans, non-binary and intersex individuals. Due to the pandemic, our social events remained suspended. Demand for emotional support stabilised after a dramatic increase in 2020. However, it became increasingly difficult to find suitable and safe accommodation for our service users. We carried out casework for 55 individuals to successfully secure housing for them and 38 individuals to access health services. This work can be complex and time-consuming: we have to navigate interpreters, waiting lists, ensuring relevant services are safe for LGBTQI+ people to access, help with travel planning or expenses, among other challenges. Our work continues even after accommodation has been secured, as we may need to be on hand for any problems that arise or if individuals need extra emotional support.

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YEAR ENDED 31 DECEMBER 2021 (continued)

We wrote 27 letters of support for service users we had worked with intensively to use as evidence in their asylum claims. Eight of these individuals were granted asylum last year. In one case, a judge recognised not only the value of our evidence in helping establish the service user's sexual orientation but also named the letter as being a key part of the evidence establishing a service user's poor mental health after there was contention around his clinical psychologist's report.

Case study – helping people in detention

We received a request to help someone who had been detained at Colnbrook detention centre. As always, our objective was to get him out of detention but also to support him whilst in detention. We provided legal advice and ensured he found a lawyer. The service user then contacted us again on Christmas Eve as the government wanted to remove him from the country that day. We gave him emotional support, ensured he engaged with the medical team in the detention centre and spoke to his solicitor. His removal was stopped. He was released from detention on 13 January and is now in safe accommodation.

Case study – providing psychosocial and wellbeing support

A gay man who attended our May 2019 monthly asylum meeting was assessed as being particularly vulnerable, suffering from low mood and panic attacks as a consequence of the abuse he suffered as a child. From a young age, his parents had decided he would marry his female cousin. He said he realised he was gay when he was 15 years old and that it took him a long time to come to terms with his sexuality. When his family found out about his sexuality, they disowned him and he became aware he would no longer be able to return home. He did not claim asylum as soon as he arrived in the UK because he was not aware that refugee protection was available to LGBTQI+ people.

We provided a series of one-to-one support sessions specific to his needs and secured him legal representation. He also attended a number of our social events and joined our men's support group in November 2019. During his time in the group, he made friends and played an active role in lifting the spirits of other group members.

Within the support group setting, he opened up about his struggles with his physical and mental health, as well as the difficulties he faced in accepting his own sexuality. He discussed the pain and impact of his father's rejection, how hard it was for his family to have cut him off because of his sexuality, how long it had been since he last saw them and how much he missed them. He explained how hard it was to know he would not be safe to return to his country of origin.

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He is from a Muslim background and described the discrimination and exclusion he felt from some Muslims and fellow nationals in the UK. In one group session, he spoke about workers in a local eatery telling his friend he was gay and that he would be injured if he returned to the establishment. Fortunately, he was already 'out' to the friend, who was supportive.

He felt that discussing his mental health and developing a sense of pride from being in the support group were very beneficial to his recovery. He spoke about the importance of building a 'chosen family' where he was loved and respected for who he was, and said that this is one of the reasons he appreciated the support group and the services he received from Rainbow Migration. He said he felt respected and accepted for who he was, and that the support group members were like his gay family.

"Rainbow Migration is one of the best LGBTQI+ organisations in the UK. Staff is always ready for help. I feel completely safe myself when I communicate with them. Bless you all."

He had his substantive asylum interview cancelled twice, in June and July 2021, which caused him great distress. He felt let down by the Home Office and reported his mental and physical health were deteriorating as a result of the delays and uncertainty. He was finally interviewed in December 2021 and granted refugee status five days later.

Influencing

Rainbow Migration recruited our first Legal and Policy Director and Campaigns Manager, providing much needed capacity to effectively influence policy and practice.

We campaigned successfully with Stonewall for the UK Government to agree to evacuate LGBTQI+ people from Afghanistan and include them as a priority group for resettlement.

Working with partners from four other countries, we secured commitment from UNHCR at their LGBTQI+ global roundtable to update their guidelines on LGBTQI+ asylum.

The latest edition of the Equal Treatment Bench Book, used by the Judiciary of England and Wales, cited our 2018 research report *Still Falling Short* and warned against "culturally loaded, misconceptions might be that someone cannot be LGB because ... They cannot describe their emotional journey to realising their identity."

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Rainbow Migration has grave concerns about the potential impact of the Nationality and Borders Bill on the lives of LGBTQI+ people in need of refugee protection, believing many will be refused asylum and there will be a risk to their lives as a result. From March, we worked with other charities to campaign against the New Plan for Immigration and the subsequent Bill, including providing briefings, securing a parliamentary debate and running a campaign action for supporters to write to their MPs. Our messages were raised by MPs on several occasions.

Communications

We launched our new name – Rainbow Migration – on 17 May 2021. The new branding aimed to reflect the full diversity of the LGBTQI+ community and differentiate us from others in the refugee and LGBTQI+ sectors. As part of the launch of the name change, we also launched a new visual identity and website. Our new logo combines two themes, a rainbow and an arrow. The rainbow is a symbol of freedom in many cultures and reflects the idea of hope and possibilities that are out there. It is also the most widely recognised LGBTQI+ symbol in the world. The arrow symbolises migration and movement. It is also a nod to our previous logo. We are grateful to Tribal Worldwide, Keltie and Linklaters for their help in developing this rebrand and website redesign.

Rainbow Migration's work and the challenges facing LGBTQI+ people seeking asylum were widely featured in the press including coverage in The Mirror, BBC London, Metro, The Telegraph, The Independent, Pink News, DIVA, gal-dem, Gay Times and Attitude.

With assistance from Public Interest Research Centre and NEON, we produced and circulated a message guide on LGBTQI+ asylum in time for the publication of the New Plan for Immigration.

Training and capacity building

Rainbow Migration delivered training on delivering services to LGBTQI+ people seeking asylum to the British Red Cross Glasgow, Citizens Advice North & West Kent, Positively UK and Galop. We published a guide to setting up a support group on our website.

Fundraising activities

Rainbow Migration secured funding from a variety of sources. We secured £145,000 in new grants from:

Justice Together
London Community Response Fund
Paul Hamlyn Foundation.

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We are also pleased to record our grateful thanks to Rainbow Migration's continuing grant funders during the year, namely:

A B Charitable Trust
 Barrow Cadbury Trust
 Ben & Jerry's Foundation
 Chris Graham-Bell Charitable Trust
 LGBT+ Futures
 Lloyds Bank Foundation
 Trust for London
 The Tudor Trust
 Unbound Philanthropy.

Rainbow Migration received donations of over £70,000 from law firms and other commercial organisations; donations from individuals of over £55,000, much of which was unsolicited; and subscriptions from Friends and Members.

Rainbow Migration does not use any professional fundraising services.

Financial review

Rainbow Migration's income and expenditure for the year, and its retained funds at the end of the year, may be summarised as follows:

	2021 £'000	2020 £'000
Income:		
Grants (restricted)	201	145
Grants (unrestricted)	113	188
Donations, legacies and other	152	156
	<u>466</u>	<u>489</u>
Expenditure	(396)	(299)
	<u>70</u>	<u>190</u>
Net income	341	151
Funds at start of year		
	<u>411</u>	<u>341</u>
Funds at end of year	=====	=====
Restricted funds	100	47
Unrestricted funds	311	294
	<u>411</u>	<u>341</u>
	=====	=====

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YEAR ENDED 31 DECEMBER 2021 (continued)

Our 2021 income was comparable to that of 2020, which the trustees regard as a considerable success, as 2020 saw a significant growth in income and the fundraising environment remains challenging. Accordingly, we were able to increase expenditure on charitable activities by nearly £100,000 while still maintaining an appropriate level of reserves. Rainbow Migration will need to invest resources in our fundraising capacity to ensure that our higher level of expenditure can be maintained in future years.

We remain grateful to all of our funders, donors and supporters for continuing to support Rainbow Migration and our service users throughout the Covid pandemic.

Reserves policy

The charity needs to hold reserves for several reasons, namely:

- To be able to continue to meet its obligations and deliver its programme of activities in the event of adverse circumstances, such as delays or shortfalls in funding or unexpected increases in expenditure.
- To be able take advantage of opportunities as they arise, such as the ability to employ high-calibre people, before specific funding is in place.
- In a last resort, to deal with winding-up costs and secure an orderly closure of the organisation.

The charity is not critically dependent on any single funder or income stream. However, a substantial expired grant or lost funding stream would have a material effect on working capital, and could take between three and six months to replace on average. To provide adequate mitigation against such risks, and to allow a prudent margin for taking advantage of opportunities, the trustees aim to hold reserves of between three and six months' worth of annual expenditure (excluding funded one-off activities). For 2021 the target range was £125,000 - £250,000. For 2022 the target range is £160,000 - £320,000, based on budgeted expenditure which reflects the charity's planned growth in activity. These assumptions and estimates are reviewed as Rainbow Migration's programme of activities develops.

Rainbow Migration's reserves (as defined in the Charities SORP) as at 31 December 2021 are:

	£'000
Unrestricted funds	311
Less: book value of fixed assets	(5)
Reserves	<u>306</u> =====

This amount is within the target range for 2022.

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Estimated closure costs are kept under review. On the basis that salary costs are partially funded by restricted income grants, the period of notice on our office premises licence is relatively short, 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 three months is at the lower end of the 'going concern' target range set out above, no further action is required.

Future plans

In 2022, we will write a new organisational strategy. We also plan to launch a campaign against immigration detention, work with partners improve the next iteration of UNHCR's guidelines on LGBTQI+ asylum claims and increase our partnerships with corporate law firms for pro bono representation of our service users.

Structure, governance and management

Charity constitution and governing document

Rainbow Migration CIO, formerly UK Lesbian and Gay Immigration Group CIO ('UKLGIG') is a registered charity, number 1158228. The change of name took effect on 17 May 2021.

Rainbow Migration is constituted as a Charitable Incorporated Organisation (CIO), governed by its CIO constitution, dated 13 August 2014 and subsequently amended, most recently at an Extraordinary General Meeting on 28 January 2021 in order to change the charity's name.

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 nine times in 2021 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 three occasions in 2021 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 nine occasions in 2021 and also considered matters by telephone and email between meetings.

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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.

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. The Trustee Board reviews its composition and skills and expertise and recruits to fill any identified gaps. Vacancies that arise are generally advertised widely on social media and the internet and attract keen interest. Where a candidate with exceptional skills or expertise has already come forward, exceptionally a recruitment may take place without open advertising. 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 subject to due diligence. Individual members can seek nomination and election through the AGM but all recent recruits have started in response to an identified vacancy and active recruitment.

At the time of the 2021 AGM, Jacqueline Peirce had served 9 years as a trustee of Rainbow Migration and the previous organisation unincorporated association. Members expressed that they wished to reappoint Jackie and she was duly re-elected, as permitted under the terms of the current constitution.

As part of trustee succession planning, an open recruitment was held to recruit a lawyer to join the Trustee Board. After a process involving both advertising and actively soliciting applications, a competitive recruitment resulted in a successful appointment of Charles Bishop to the Board.

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YEAR ENDED 31 DECEMBER 2021 (continued)

There are currently no vacancies on the Board, but trustees are engaged in the process of succession planning for future retirements as will be required by term limits in the Constitution.

We thank our retiring trustee, David Chirico, for everything he gave to the organisation during his 9 years as a trustee and 15 years as a volunteer. David's world outlook and huge legal and political knowledge were a great asset to us. We will miss his insight, clarity and unwavering support.

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 although opportunities for this in 2021 were limited by the pandemic. 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.

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.

RAINBOW MIGRATION
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YEAR ENDED 31 DECEMBER 2021 (continued)

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
13 June 2022

**INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF
RAINBOW MIGRATION
(Formerly UK Lesbian and Gay Immigration Group)**

I report to the trustees on my examination of the accounts of the above Charitable Incorporated Organisation (CIO) for the year ended 31 December 2021.

Responsibilities and basis of report

As the 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 and in carrying out my examination, I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.


Independent examiner's statement

The CIO's gross income exceeded £250,000 and I am qualified to undertake the examination by being a qualified member of the Institute of Chartered Accountants in England and Wales.

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination which give 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 did not accord with those records; or
3. the accounts did 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.



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

13 June 2022

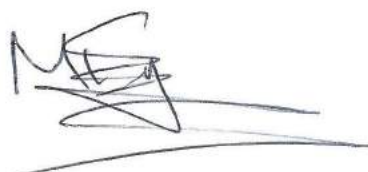
RAINBOW MIGRATION
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STATEMENT OF FINANCIAL ACTIVITIES
YEAR ENDED 31 DECEMBER 2021

	Note	Rest- ricted £	Unrest- ricted £	2021 Total £	Rest- ricted £	Unrest- ricted £	2020 Total £
Income from:							
Donations and legacies	2	2,307	148,310	150,617	450	146,588	147,038
Charitable activities	3	200,750	114,990	315,740	145,071	196,358	341,429
Investments	4	-	263	263	-	576	576
Total		203,057	263,563	466,620	145,521	343,522	489,043
Expenditure on:							
Raising funds	6	390	396	-	588	588	
Charitable activities	5	149,922	245,919	395,841	142,235	156,030	298,265
Total		149,928	246,309	396,237	142,235	156,618	298,853
Net income							
	11	53,129	17,254	70,383	3,286	186,904	190,190
Transfers between funds	10	-	-	-	(4,748)	4,748	-
Net movement in funds		53,129	17,254	70,383	(1,462)	191,652	190,190
Reconciliation of funds:							
Funds at start of year		46,748	294,137	340,885	48,210	102,485	150,695
Funds at end of year		99,877	311,391	411,268	46,748	294,137	340,885

RAINBOW MIGRATION
(Formerly UK Lesbian and Gay Immigration Group)
BALANCE SHEET
31 DECEMBER 2021

	Note	Rest- ricted £	Unrest- ricted £	2021 Total £	Rest- ricted £	Unrest- ricted £	2020 Total £
Fixed assets							
Tangible assets	7	-	4,983	4,983	-	4,833	4,833
Current assets							
Debtors	8	47,500	52,834	100,334	1,000	20,574	21,574
Cash at bank and in hand		52,377	267,347	319,724	45,748	277,604	323,352
		99,877	320,181	420,058	46,748	298,178	344,926
Creditors							
Amounts falling due within one year	9	-	(13,773)	(13,773)	-	(8,874)	(8,874)
Net current assets		99,877	306,408	406,285	46,748	289,304	336,052
Net assets		99,877	311,391	411,268	46,748	294,137	340,885
The funds of the charity							
Restricted income funds	10	99,877	-	99,877	46,748	-	46,748
Unrestricted funds		-	311,391	311,391	-	294,137	294,137
Total charity funds		99,877	311,391	411,268	46,748	294,137	340,885

Approved by the Trustees and signed on their behalf by



Michael Egan
Treasurer
13 June 2022

RAINBOW MIGRATION
(Formerly UK Lesbian and Gay Immigration Group)
STATEMENT OF CASH FLOWS
YEAR ENDED 31 DECEMBER 2021

	Note	2021 £	2020 £
Cash flows from operating activities:			
Net cash provided/(used) by operating activities	11	(922)	199,232
		<u> </u>	<u> </u>
Cash flows from investing activities:			
Purchase of fixed assets		(2,706)	(4,248)
		<u> </u>	<u> </u>
Net cash provided/(used) by investing activities		(2,706)	(4,248)
		<u> </u>	<u> </u>
Change in cash and cash equivalents in the year		(3,628)	194,984
Cash and cash equivalents at start of year		323,352	128,368
		<u> </u>	<u> </u>
Cash and cash equivalents at end of year		319,724	323,352
		<u> </u>	<u> </u>

RAINBOW MIGRATION
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NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 31 DECEMBER 2021

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').

Having reviewed the financial position and future plans for the charity, the trustees have identified no material uncertainties related to events or conditions that cast significant doubt on the charity's ability to continue its activities for the foreseeable future. Accordingly, they continue to adopt a going concern basis in preparing the financial statements.

The charity is a public benefit entity as defined in FRS102.

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.

RAINBOW MIGRATION
(Formerly UK Lesbian and Gay Immigration Group)
NOTES TO THE FINANCIAL STATEMENTS (continued)
YEAR ENDED 31 DECEMBER 2021

2. Donations and legacies

	Rest- ricted £	Unrest- ricted £	2021 Total £	Rest- ricted £	Unrest- ricted £	2020 Total £
Donations	2,307	143,479	145,786	450	88,642	89,092
Legacies	-	1,537	1,537	-	56,576	56,576
Fundraising events	-	2,222	2,222	-	1,370	1,370
Coronavirus Job Retention Scheme	-	1,072	1,072	-	-	-
	<u>2,307</u>	<u>148,310</u>	<u>150,617</u>	<u>450</u>	<u>146,588</u>	<u>147,038</u>
	=====	=====	=====	=====	=====	=====

3. Income from charitable activities

	Rest- ricted £	Unrest- ricted £	2021 Total £	Rest- ricted £	Unrest- ricted £	2020 Total £
Grants:						
A B Charitable Trust	-	20,000	20,000	-	15,000	15,000
Barrow Cadbury Trust	25,000	-	25,000	13,000	-	13,000
Ben & Jerry's Foundation	25,000	-	25,000	25,000	-	25,000
Ben & Jerry's Foundation (Covid-19)	5,000	-	5,000	-	-	-
Chris Graham-Bell Charitable Trust	15,000	-	15,000	-	-	-
Council of Europe	-	-	-	3,514	-	3,514
Justice Together	35,000	-	35,000	-	-	-
LGBT+ Futures Intersections Fund	-	-	-	2,160	-	2,160
LGBT+ Futures: National	-	-	-	4,914	-	4,914
Emergency Trust Fund	-	-	-	-	-	-
Lloyds Bank Foundation	-	-	-	24,983	-	24,983
London Community Response Fund	50,000	-	50,000	-	-	-
Paul Hamlyn Foundation	-	60,000	60,000	-	-	-
Paul Hamlyn Foundation:	-	-	-	20,000	-	20,000
Covid-19 Emergency Fund	-	-	-	-	-	-
Refugee Action: Respond & Adapt	-	-	-	-	30,000	30,000
Sigrid Rausing Trust	-	-	-	-	35,000	35,000
Trust for London	43,750	-	43,750	41,500	-	41,500
The Tudor Trust	-	33,333	33,333	-	33,333	33,333
The Tudor Trust (Wellbeing)	2,000	-	2,000	-	-	-
Unbound Philanthropy	-	-	-	-	75,000	75,000
Wakefield & Tetley Trust	-	-	-	10,000	-	10,000
	<u>200,750</u>	<u>113,333</u>	<u>314,083</u>	<u>145,071</u>	<u>188,333</u>	<u>333,404</u>
Outreach support	-	-	-	-	275	275
Training and presentation fees	-	1,657	1,657	-	7,750	7,750
	<u>200,750</u>	<u>114,990</u>	<u>315,740</u>	<u>145,071</u>	<u>196,358</u>	<u>341,429</u>
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RAINBOW MIGRATION
(Formerly UK Lesbian and Gay Immigration Group)
NOTES TO THE FINANCIAL STATEMENTS (continued)
YEAR ENDED 31 DECEMBER 2021

4. Income from investments

	Rest- ricted £	Unrest- ricted £	2021 Total £	Rest- ricted £	Unrest- ricted £	2020 Total £
Deposit account interest	-	263	263	-	576	576
	<u>-</u>	<u>263</u>	<u>263</u>	<u>-</u>	<u>576</u>	<u>576</u>
	=====	=====	=====	=====	=====	=====

5. Expenditure on charitable activities

	Rest- ricted £	Unrest- ricted £	2021 Total £	Rest- ricted £	Unrest- ricted £	2020 Total £
Staff costs	120,579	174,319	294,898	124,208	96,252	220,460
Legal consultancy fees	10,600	1,000	11,600	1,290	1,710	3,000
IT consultancy fees	-	3,990	3,990	-	-	-
Rent and utilities	10,356	21,433	31,789	-	30,178	30,178
Travel	-	430	430	-	1,000	1,000
Volunteer costs	-	25	25	-	118	118
Insurance	754	1,079	1,833	960	840	1,800
Telephone	17	1,331	1,348	355	824	1,179
IT costs	892	9,901	10,793	130	15,645	15,775
Website development	-	11,837	11,837	-	-	-
Interpreting, translation and subtitling	4,553	-	4,553	11,813	432	12,245
Printing, postage and stationery	28	1,092	1,120	50	235	285
Small equipment and maintenance	120	1,122	1,242	569	958	1,527
Support groups and other meetings	-	1,328	1,328	450	1,171	1,621
Client counselling	-	-	-	2,319	381	2,700
Publicity	-	3,590	3,590	-	647	647
Training and welfare	2,000	4,082	6,082	20	2,505	2,525
Recruitment costs	-	2,759	2,759	-	-	-
Conference fees	-	570	570	-	-	-
Subscriptions and affiliations	-	1,679	1,679	-	834	834
Sundries	5	452	457	59	172	231
Independent examination fees	-	816	816	-	827	827
Payroll services	-	396	396	-	360	360
Bank charges	18	132	150	12	120	132
Depreciation	-	2,556	2,556	-	821	821
	<u>149,922</u>	<u>245,919</u>	<u>395,841</u>	<u>142,235</u>	<u>156,030</u>	<u>298,265</u>
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RAINBOW MIGRATION
(Formerly UK Lesbian and Gay Immigration Group)
NOTES TO THE FINANCIAL STATEMENTS (continued)
YEAR ENDED 31 DECEMBER 2021

6. Trustees and employees

No trustees received any remuneration or other benefits in 2021 (2020: none). No trustees received reimbursement for expenses in 2021 (2020: one trustee, £349).

No employees received emoluments in excess of £60,000 in 2021 (2020: none). The average monthly number of employees during the year (full time equivalent) was as follows:

	2021	2020
Executive director	1.0	1.0
Asylum seeker support	2.8	2.2
Legal and policy	0.8	1.0
Campaigns and communications	1.4	0.8
Operations and administration	1.0	0.4
Team assistants	1.0	0.7
	<u>8.0</u>	<u>6.1</u>
	=====	=====

7. Tangible fixed assets

	Computers £
Cost:	
At 1 January 2021	8,181
Additions	2,706
	<u>10,887</u>
At 31 December 2021	
Depreciation:	
At 1 January 2021	3,348
Charge for the year	2,556
	<u>5,904</u>
At 31 December 2021	
Net book value:	
At 31 December 2021	<u>4,983</u>
	=====
At 31 December 2020	<u>4,833</u>
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RAINBOW MIGRATION
(Formerly UK Lesbian and Gay Immigration Group)
NOTES TO THE FINANCIAL STATEMENTS (continued)
YEAR ENDED 31 DECEMBER 2021

8. Debtors

	2021	2020
	£	£
Grants receivable	80,833	1,000
Sundry debtors	9,601	11,552
Prepayments	9,900	9,022
	<u>100,334</u>	<u>21,574</u>
	=====	=====

9. Creditors

	2021	2020
	£	£
Trade creditors	4,888	451
Taxes and social security	8,009	6,755
Accrued expenses	876	1,668
	<u>13,773</u>	<u>8,874</u>
	=====	=====

10. Movements on restricted funds

	1 Jan 2021	Income	Expend -iture	31 Dec 2021
	£	£	£	£
2021:				
Barrow Cadbury Trust	-	25,000	(25,000)	-
Ben & Jerry's Foundation	24,994	25,000	(8,708)	41,286
Ben & Jerry's Foundation (Covid-19)	-	5,000	(5,000)	-
Better Bankside	123	-	-	123
Chris Graham-Bell Charitable Trust	-	15,000	(13,750)	1,250
Council of Europe	6	-	(6)	-
Justice Together	-	35,000	(9,446)	25,554
LGBT+ Futures Intersections Fund	1,467	-	(1,467)	-
LGBT+ Futures: National Emergencies Trust Fund	624	-	(624)	-
Lloyds Bank Foundation	8,990	-	(8,990)	-
London Community Response Fund	-	50,000	(34,973)	15,027
Protect LGBTQI+ Lives	450	2,307	(6)	2,751
Trust for London	10,094	43,750	(39,958)	13,886
Tudor Trust (Wellbeing)	-	2,000	(2,000)	-
	<u>46,748</u>	<u>203,057</u>	<u>(149,928)</u>	<u>99,877</u>
	=====	=====	=====	=====

RAINBOW MIGRATION
(Formerly UK Lesbian and Gay Immigration Group)
NOTES TO THE FINANCIAL STATEMENTS (continued)
YEAR ENDED 31 DECEMBER 2021

10. Movements on restricted funds (continued)

	1 Jan 2020	Income	Expend -iture	31 Dec 2020
	£	£	£	£
2020:				
Barrow Cadbury Trust	12,000	13,000	(25,000)	-
Ben & Jerry's Foundation	-	25,000	(6)	24,994
Better Bankside	631	-	(508)	123
Chris Graham-Bell Charitable Trust	5,000	-	(5,000)	-
Council of Europe	-	3,514	(3,508)	6
LGBT+ Futures Fund	10,068	-	(10,068)	-
LGBT+ Futures Intersections Fund	-	2,160	(693)	1,467
LGBT+ Futures: National Emergencies Trust Fund	-	4,914	(4,290)	624
Lloyds Bank Foundation	6,230	24,983	(22,223)	8,990
National Lottery Awards for All	2,500	-	(2,500)	-
Paul Hamlyn Foundation: Covid-19 Emergency Fund	-	20,000	(20,000)	-
Protect LGBTQI+ Lives	-	450	-	450
Trust for London	11,781	41,500	(43,187)	10,094
Wakefield & Tetley Trust	-	10,000	(10,000)	-
	<u>48,210</u>	<u>145,521</u>	<u>(146,983)</u>	<u>46,748</u>
	=====	=====	=====	=====

Restricted expenditure was allocated as follows:

	£
Purchase of fixed assets (2020)	(4,248)
Purchase of fixed assets (2019)	(500)
Revenue expenditure	(142,235)
Total expenditure	<u>(146,983)</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 2021, and previously £50,000 over two years from January 2019).

Ben & Jerry's Foundation: for creating an LGBTQI movement for immigration and detention reform (£50,000 over two years from July 2020).

Ben & Jerry's Foundation (Covid-19): towards salaries to meet increased demand for our support service.

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

RAINBOW MIGRATION
(Formerly UK Lesbian and Gay Immigration Group)
NOTES TO THE FINANCIAL STATEMENTS (continued)
YEAR ENDED 31 DECEMBER 2021

10. Movements on restricted funds (continued)

Chris Graham-Bell Charitable Trust: towards the salary of an LGBTQI+ Asylum Seeker Support Worker (£60,000 over three years from February 2021), and previously also towards the translation of key documents for the asylum legal and support service (£5,000 over one year from December 2019).

Council of Europe: for counselling to assist with the mental health needs of LGBTI asylum seekers in the UK whose needs have been exacerbated by the COVID-19 pandemic (€4,000 over three months from September 2020).

Justice Together: to use evidence from LGBTQI + immigration advice for influencing work to improve the asylum and immigration system (£200,000 over three years from June 2021).

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

LGBT+ Futures Intersections Fund: for a new support group for LGBTQI+ women seeking asylum (£2,160 over one year from April 2020).

LGBT+ Futures: National Emergencies Trust Fund: for the purchase of six laptops to ensure better data security as Rainbow Migration deliver services remotely (£4,914 over six months from October 2020).

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

London Community Response Fund: towards costs related to service provision and preparation for office-based working (£50,000 over one year).

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

Paul Hamlyn Foundation: Covid-19 Emergency Fund: towards core support during the Covid-19 pandemic.

Protect LGBTQI+ Lives: appeal launched in December 2020 in order to

- run communications campaigns to make the public and the LGBTQI+ community aware that the safety of LGBTQI+ people is under threat;
- provide evidence that demonstrates how important the right to asylum is;
- build alliances with refugee and LGBTQI+ organisations to push back against these threats in a strong and united way.

RAINBOW MIGRATION
(Formerly UK Lesbian and Gay Immigration Group)
NOTES TO THE FINANCIAL STATEMENTS (continued)
YEAR ENDED 31 DECEMBER 2021

10. Movements on restricted funds (continued)

Trust for London: towards advice and policy-change work to support LGBTQI+ asylum seekers (£128,000 over three years from June 2019).

Tudor Trust (Wellbeing): to support staff, volunteer and trustee wellbeing (£2,000 over one year).

Wakefield & Tetley Trust: towards LGBTQI+ asylum services, specifically to benefit the residents of Southwark and Tower Hamlets (£10,000 over one year from January 2020).

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

	2021	2020
	£	£
Net income for the year	70,383	190,190
Adjustments for:		
Depreciation	2,556	821
Decrease/(increase) in debtors	(78,760)	5,831
Increase/(decrease) in creditors	4,899	2,390
	<hr/>	<hr/>
Net cash provided/(used) by operating activities	(922)	199,232
	=====	=====