

RAINBOW MIGRATION
(Registered Charity number 1158228)

REPORT AND FINANCIAL STATEMENTS

YEAR ENDED 31 DECEMBER 2022

RAINBOW MIGRATION
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YEAR ENDED 31 DECEMBER 2022

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**RAINBOW MIGRATION
CHARITY DETAILS
YEAR ENDED 31 DECEMBER 2022**

Registered charity number: 1158228

Trustees: Bojana Asanović (Chair until 9 August, retired 20 September 2022)
Christopher Scott Addison (Chair from 9 August 2022)
Kiki Banadzem (resigned 24 April 2023)
Charles Bishop (Secretary from 9 August 2022)
Dr. Eddie Bruce-Jones
Michael Egan (Treasurer)
Emma Finch
Usman Gul
Jackie Peirce (Secretary until 9 August 2022, retired 6 December 2022)
Hussein Said (appointed 16 February 2023)

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
ANNUAL REPORT
YEAR ENDED 31 DECEMBER 2022**

Introduction

The trustees present their annual report for the year ended 31 December 2022.

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
ANNUAL REPORT
YEAR ENDED 31 DECEMBER 2022 (continued)**

Achievements and performance

Highlights

We are proud to have achieved so much in 2022 against the backdrop of an increasingly challenging external environment. Egregious policies and legislation such as the policy to send people seeking asylum to Rwanda and the Nationality and Borders Act, which acutely affect LGBTQI+ people seeking asylum, have caused heightened fear and anxiety among our service users. Our support services and specialist legal advice service have been a lifeline for many, helping LGBTQI+ people seeking asylum to reduce isolation, build support networks and succeed in the asylum process. Last year, our asylum services helped 365 people. We continued to campaign for improved treatment of LGBTQI+ people seeking asylum and a more humane asylum and immigration system. Some of our key highlights from 2022 include:

- We won a Big Issue Changemaker Award, an Attitude Pride Award and were Highly Commended at the LawWorks Pro Bono Awards.
- We returned to Pride in London with 36 of our service users after two years of not being able to attend due to Covid. We also attended London Trans+ Pride for the first time with seven of our service users.
- We secured LGBTQI-specific changes to Home Office guidance on implementation of the Nationality and Borders Act.
- 18 service users from countries such as Saudi Arabia, Brazil, Morocco, Egypt, and Zimbabwe who accessed our support services were granted asylum.

Legal service

We delivered legal advice on asylum to 219 people. We secured legal representation for 46 people. Every service user who completed an evaluation form said that they now have a better understanding of the asylum process as a result of accessing our legal advice service. Feedback remains positive:

"I am relieved about the asylum case after talking to you. In a kind, assertive and resourceful, true LGBTI supportive atmosphere, I can now proceed with finalizing the case and follow clear instructions for the process ahead. Thank you so much for the support and knowledge shared." – Asylum legal service user

"[The Legal Officer] has been more than helpful and dealt with my case with such empathy and was so clear and professional throughout our telephone conversation. I feel so much better going forward." – Asylum legal service user

**RAINBOW MIGRATION
ANNUAL REPORT
YEAR ENDED 31 DECEMBER 2022 (continued)**

The ongoing legal aid crisis coupled with a lack of knowledge in LGBTQI+ asylum claims continues to make it difficult for us to find quality legal representation for our service users. We are extremely grateful to the law firm Linklaters for our longstanding and successful partnership whereby they continue to represent some of our service users.

Rainbow Migration is grateful to the volunteer lawyers who delivered advice on partnership and spouse visas.

“Without their help, I do not believe we would have been successful so soon after filing the application and may have had to go to a lengthy appeal. Almost everyone except [the volunteer lawyer] was very doubtful we would be successful. They gave us advice on what to write and what not to write. We are very grateful to them.” –
Partnership legal service user

Support service

We provided one-to-one emotional support to 145 people. We helped 75 people to access housing and supported 70 people to access physical, mental, and sexual health services. We supported 99 people to purchase essential items. For example, one individual who was living in a hotel in Belfast, extremely isolated and surviving on only £8 a week, did not have any hygiene items including underwear. We sent him a supermarket voucher, so he was able to purchase this. For another person who arrived in the UK with only the clothes that she was wearing, we helped her buy a mobile phone, hygiene products, and underwear.

The remote delivery model we developed as a response to Covid has provided us with more flexible ways to reach our service users. While we have begun offering face-to-face services once more, we are now using a hybrid approach, offering a blend of remote and face-to-face support to meet the individual needs of our service users. Remote support has generally been preferred by our service users since 2020 as appointments can be arranged flexibly at a time that suits them and removes the need to travel. This has also improved accessibility for our service users for whom keeping track of appointments can sometimes be a challenge.

The need for our services to be delivered with the assistance of professional interpreters grew. Between March and June, the amount of time spent on calls with interpreters was almost double the amount of time that had been spent on calls with interpreters in the previous three months. We also received referrals from other organisations specifically requesting this service. The most popular languages in 2022 were Arabic, Farsi, Kurdish Sorani and Spanish.

**RAINBOW MIGRATION
ANNUAL REPORT
YEAR ENDED 31 DECEMBER 2022 (continued)**

Historically, our service users presented with one complex need and a few smaller needs. From April 2022, we experienced a sharp increase in service users presenting with several complex needs which requires more in-depth casework from us. This was alongside an overall increase in the number of new enquiries and delays in decisions on asylum claims leaving people in need of our services for longer. This increased the number of active cases managed by our team at an unsustainable trajectory. We recruited an additional LGBTQI+ Asylum Seeker Support Worker in 2023 to help meet the increased demand.

Case study – providing holistic support to LGBTQI+ people seeking asylum

F&V are a gay married couple. In their country of origin, they suffered significant persecution because of their sexual orientation and work to highlight LGBTQI+ rights in that country and beyond. They fled to Portugal but were forced to leave after being homophobically targeted and attacked by a local group.

When they first arrived in the UK, they intended to work as they were both freelance professionals. We provided advice on the limitations on working whilst seeking asylum, and on their options for receiving government support. They were unable to access Legal Aid due to income from previous work pushing them above the threshold. We supported them to find a private lawyer, and their friends were able to support them to privately fund their case.

In their first months here, they struggled hugely with their mental health and emotional wellbeing. We provided significant emotional support. They continued to be outspoken on LGBTQI+ rights in their country of origin and beyond. They joined us in the parade at London Pride last year, sporting handmade placards highlighting issues surrounding LGBTQI+ rights in their country of origin.

They were overjoyed to be granted refugee status in December 2022.

Influencing

We continued to work with other LGBTQI+ organisations (Mermaids, Stonewall, African Rainbow Family, LGBT Foundation and Micro Rainbow) to campaign against the Nationality and Borders Bill. Worryingly and despite the best efforts of the refugee, migration and LGBTQI+ sectors, the Nationality Borders Act became law in April 2022. The changes introduced by the Nationality and Borders Act will acutely impact LGBTQI+ people seeking asylum.

We responded to the consultation on the Home Office's draft guidance on the implementation of the Nationality Borders Act and recommended changes to reflect LGBTQI+ specific challenges when claiming asylum. Most of our recommendations were incorporated. When published, the number of references to LGBT+ people had increased from two to seven. The Home Office have stated that the changes were made due to our input.

**RAINBOW MIGRATION
ANNUAL REPORT
YEAR ENDED 31 DECEMBER 2022 (continued)**

Following the results of our 2019 social media campaign, #LendYourVoice, which showed the potential to mobilise LGBTQI+ audiences on the issue of immigration detention, in June 2022 we launched our first multi-year public-facing campaign, No Pride in Detention. The campaign is calling for an end to detention of LGBTQI+ people and a 28-day time limit on all immigration detention. The campaign is being planned, delivered, and evaluated alongside a Campaigns Advisory Group made up of LGBTQI+ people who have lived experience of the asylum system. By the end of 2022, 3,500 people had signed a digital handraiser to express their support for ending LGBTQI+ detention and 19 LGBTQI+ organisations had joined the campaign.

Communications

We launched our communications strategy in January 2022 which aligns our communications activities with our organisational outcomes. We recruited a full-time Communications and Campaigns Assistant to provide support to our public campaigning and external communications activities. With increased capacity and more activities, we have seen a surge in traffic to our website (43,000 users in 2022 vs 18,000 users in 2021) and a boost in social media engagement. We reached ten thousand followers on Twitter, and two thousand on Instagram in a little over 12 months.

Our work and the challenges facing LGBTQI+ people seeking asylum were widely featured in LGBTQI+ and mainstream media including in The Independent, ITV, BBC, The Guardian, Metro, The Huffington Post, The Times, Pink News, Gay Times, Attitude and DIVA.

We supported LGBTQI+ people with lived experience of the asylum system to engage with the media. We worked with a gay man from Rwanda to write an op-ed for the Metro about the UK Government's plan to send people seeking asylum to Rwanda. For International Migrants Day, alongside IMIX, who work with organisations across the refugee and migration sector to train, support and build communications capacity, and the International Organisation for Migration (IOM), we supported a service user to receive training in speaking to the media who went on to talk to the BBC and Metro.

Training and capacity building

Our support services team delivered training to Journey Asylum Seekers Group (a support group in Birmingham for LGBT people seeking asylum) and Beacon (a charity in Bradford helping people seeking asylum). Our Legal and Policy Director provided training on LGBTQI+ to asylum to lawyers at Willkie Farr & Gallagher to support the setup of a new pro bono relationship whereby they will represent some of our service users.

**RAINBOW MIGRATION
ANNUAL REPORT
YEAR ENDED 31 DECEMBER 2022 (continued)**

Fundraising activities

Rainbow Migration secured funding from a variety of sources. We secured new grants from:

A B Charitable Trust	Allen & Overy Foundation
Founders Pledge	GiveOut
The Law Society Charity	The National Lottery Community Fund
Oak Foundation	The Tudor Trust
U.S. Department of State (Julia Taft Grant)	

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

A B Charitable Trust	Barrow Cadbury Trust
Ben & Jerry's Foundation	Chris Graham-Bell Charitable Trust
Justice Together	Lloyds Bank Foundation for England & Wales
Paul Hamlyn Foundation	Trust for London
The Tudor Trust	Unbound Philanthropy

We received donations of over £14,000 from law firms and other commercial organisations; donations and legacies from individuals of over £90,000, much of which was unsolicited; and subscriptions from Friends and Members.

Rainbow Migration does not use any professional or third party services for public fundraising. We contracted a fundraising consultant in 2022 to assist with four funding applications, develop a funding pipeline, and the monitoring framework for our support service. In 2022, we also recruited our first Philanthropy Manager.

RAINBOW MIGRATION
ANNUAL REPORT
YEAR ENDED 31 DECEMBER 2022 (continued)

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:

	2022	2021
	£'000	£'000
Income:		
Grants (restricted)	166	201
Grants (unrestricted)	200	113
Donations, legacies and other	123	152
	<u>489</u>	<u>466</u>
Expenditure	(562)	(396)
Net income	<u>(73)</u>	<u>70</u>
Funds at start of year	411	341
Funds at end of year	<u>338</u>	<u>411</u>
	=====	=====
Restricted funds	35	100
Unrestricted funds	303	311
	<u>338</u>	<u>411</u>
	=====	=====

The charity's agreed budget for 2022 incorporated a strategic decision to utilise some of our accumulated reserves in order to enhance capacity in direct support for people seeking asylum, fundraising, and operational management. During the year we were successful in recruiting staff in each of these key areas, taking our average staff complement for the year to 10.2 full time equivalent (2021: 8 FTE). The financial outcome for the year, a net deficit of £73,000 (2021: net surplus of £70,000), is entirely consistent with the agreed budget and the charity's overall operational plan for 2022.

The trustees regard the financial situation as at the end of 2022 as satisfactory, with reserves in the upper half of the agreed policy range (see below). Fundraising remains challenging, and we remain grateful to all of our funders, donors and supporters for continuing to support Rainbow Migration and our service users in the current difficult economic circumstances.

RAINBOW MIGRATION
ANNUAL REPORT
YEAR ENDED 31 DECEMBER 2022 (continued)

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 to 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 2022 the target range was £160,000 - £320,000. For 2023 the target range is £180,000 - £360,000, 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 2022 are:

	£'000
Unrestricted funds	303
Less: book value of fixed assets	(5)
Reserves	<u>298</u> =====

This amount is within the target range for 2023.

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.

**RAINBOW MIGRATION
ANNUAL REPORT
YEAR ENDED 31 DECEMBER 2022 (continued)**

Future plans

We have a new organisational strategy for 2023-2025. In 2023-24, our strategic priorities are to:

- increase lived experience and involvement in all our work
- produce a service user journey and use this to improve how service users experience of our services
- explore what anti-racism and oppression means for Rainbow Migration
- work towards publishing and communicating our data

In 2023, we will also increase our partnerships with corporate law firms for pro bono representation of our service users, and introduce wellbeing activities for our service users.

Structure, governance and management

Charity constitution and governing document

Rainbow Migration CIO is a registered charity, number 1158228.

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.

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 eight times in 2022 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 four occasions in 2022 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 four occasions in 2022 and also considered matters by telephone and email between meetings.

**RAINBOW MIGRATION
ANNUAL REPORT
YEAR ENDED 31 DECEMBER 2022 (continued)**

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, either individually or 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 2022 AGM, Bojana Asanović and Jacqueline Peirce had served as trustees and officers of Rainbow Migration and the previous organisation unincorporated association since election in 2011. Bojana stepped down as chair on 9 August 2022 and as trustee at the AGM, Jacqueline stepped down as secretary on 9 August 2022 and remained a trustee until stepping down in December 2022.

We thank both Bojana and Jacqueline as they provided an immeasurable contribution to the organisation for many years. Rainbow Migration would not be the organisation it is today without their dedication, insight and wisdom.

**RAINBOW MIGRATION
ANNUAL REPORT
YEAR ENDED 31 DECEMBER 2022 (continued)**

Scott Addison was elected as the new chair and Charles Bishop as the new secretary 9 August 2022.

As part of trustee succession planning, an open recruitment was held to recruit a lawyer with experience in asylum law to join the Trustee Board. This process resulted in the successful appointment of Hussein Said to the Board in early 2023.

At the time of writing, the Trustee Board are recruiting one or two more trustees, with a particular, but not exclusive, focus on encouraging applications from LGBTQI+ people with lived experience of the asylum system, trans individuals or people with skills in service user involvement, safeguarding, ICT and digital, or anti-racism.

Induction and training of new trustees

New trustees are provided with numerous resources, including from the Charity Commission, and training on good governance, the duties of a trustee and charity finance. Trustees are also given training on safeguarding, cyber-security and data protection in addition to key documents such as the constitution and organisational policies. Other training is provided as required on a case-by-case basis depending on the experience of the trustee. A 'buddying up' system with an existing trustee is offered to incoming trustees, and this is encouraged for those for whom this is their first time serving as a trustee. Induction meetings with Rainbow Migration staff are arranged to ensure new trustees understand all aspects of the operation and service delivery of the charity.

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
ANNUAL REPORT
YEAR ENDED 31 DECEMBER 2022 (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



Scott Addison
Chair
1 August 2023

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF RAINBOW MIGRATION

I report to the trustees on my examination of the accounts of the above Charitable Incorporated Organisation (CIO) for the year ended 31 December 2022 set out on pages 15 to 25.

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 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 did not accord with the accounting 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

1 August 2023

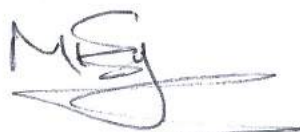
RAINBOW MIGRATION
STATEMENT OF FINANCIAL ACTIVITIES
YEAR ENDED 31 DECEMBER 2022

	Note	Rest- ricted £	Unrest- ricted £	2022 Total £	Rest- ricted £	Unrest- ricted £	2021 Total £
Income from:							
Donations and legacies	2	-	115,405	115,405	2,307	148,310	150,617
Charitable activities	3	165,708	206,732	372,440	200,750	114,990	315,740
Investments	4	-	1,447	1,447	-	263	263
Total		165,708	323,584	489,292	203,057	263,563	466,620
Expenditure on:							
Raising funds		-	556	556	6	390	396
Charitable activities	5	230,270	331,615	561,885	149,922	245,919	395,841
Total		230,270	332,171	562,441	149,928	246,309	396,237
Net income							
	11	(64,562)	(8,587)	(73,149)	53,129	17,254	70,383
Transfers between funds	10	-	-	-	-	-	-
Net movement in funds		(64,562)	(8,587)	(73,149)	53,129	17,254	70,383
Reconciliation of funds:							
Funds at start of year		99,877	311,391	411,268	46,748	294,137	340,885
Funds at end of year		35,315	302,804	338,119	99,877	311,391	411,268

**RAINBOW MIGRATION
BALANCE SHEET
31 DECEMBER 2022**

	Note	Rest- ricted £	Unrest- ricted £	2022 Total £	Rest- ricted £	Unrest- ricted £	2021 Total £
Fixed assets							
Tangible assets	7	-	5,161	5,161	-	4,983	4,983
Current assets							
Debtors	8	-	58,853	58,853	47,500	52,834	100,334
Cash at bank and in hand		35,315	258,175	293,490	52,377	267,347	319,724
		35,315	317,028	352,343	99,877	320,181	420,058
Creditors							
Amounts falling due within one year	9	-	(19,385)	(19,385)	-	(13,773)	(13,773)
Net current assets		35,315	297,643	332,958	99,877	306,408	406,285
Net assets		35,315	302,804	338,119	99,877	311,391	411,268
The funds of the charity							
Restricted income funds	10	35,315	-	35,315	99,877	-	99,877
Unrestricted funds		-	302,804	302,804	-	311,391	311,391
Total charity funds		35,315	302,804	338,119	99,877	311,391	411,268

Approved by the Trustees and signed on their behalf by



Michael Egan
Treasurer
1 August 2023

**RAINBOW MIGRATION
STATEMENT OF CASH FLOWS
YEAR ENDED 31 DECEMBER 2022**

	Note	2022 £	2021 £
Cash flows from operating activities:			
Net cash provided/(used) by operating activities	11	(22,915)	(922)
Cash flows from investing activities:			
Purchase of fixed assets		(3,319)	(2,706)
Net cash provided/(used) by investing activities		(3,319)	(2,706)
Change in cash and cash equivalents in the year		(26,234)	(3,628)
Cash and cash equivalents at start of year		319,724	323,352
Cash and cash equivalents at end of year		293,490	319,724

RAINBOW MIGRATION
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 31 DECEMBER 2022

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
NOTES TO THE FINANCIAL STATEMENTS (continued)
YEAR ENDED 31 DECEMBER 2022**
2. Donations and legacies

	Rest- ricted £	Unrest- ricted £	2022 Total £	Rest- ricted £	Unrest- ricted £	2021 Total £
Donations	-	108,112	108,112	2,307	143,479	145,786
Legacies	-	5,000	5,000	-	1,537	1,537
Fundraising events	-	2,293	2,293	-	2,222	2,222
Coronavirus Job Retention Scheme	-	-	-	-	1,072	1,072
	<u>-</u>	<u>115,405</u>	<u>115,405</u>	<u>2,307</u>	<u>148,310</u>	<u>150,617</u>
	=====	=====	=====	=====	=====	=====

3. Income from charitable activities

	Rest- ricted £	Unrest- ricted £	2022 Total £	Rest- ricted £	Unrest- ricted £	2021 Total £
Grants:						
A B Charitable Trust	-	24,200	24,200	-	20,000	20,000
Allen & Overy Foundation	-	4,000	4,000	-	-	-
Barrow Cadbury Trust	25,000	-	25,000	25,000	-	25,000
Ben & Jerry's Foundation	-	-	-	25,000	-	25,000
Ben & Jerry's Foundation (Covid-19)	-	-	-	5,000	-	5,000
Chris Graham-Bell Charitable Trust	30,000	-	30,000	15,000	-	15,000
Founders Pledge	-	1,000	1,000	-	-	-
GiveOut	-	15,568	15,568	-	-	-
Justice Together	67,000	-	67,000	35,000	-	35,000
The Law Society Charity	4,748	-	4,748	-	-	-
Lloyds Bank Foundation for England & Wales	-	27,250	27,250	-	-	-
The National Lottery Community Fund	10,000	-	10,000	-	-	-
Oak Foundation	-	18,750	18,750	-	-	-
Paul Hamlyn Foundation	-	55,000	55,000	-	60,000	60,000
Trust for London	22,500	-	-	43,750	-	43,750
Trust for London (London Community Response Fund)	-	-	-	50,000	-	50,000
The Tudor Trust	-	30,000	30,000	-	33,333	33,333
The Tudor Trust (Wellbeing)	2,000	-	2,000	2,000	-	2,000
U.S. Department of State (Julia Taft Grant)	4,460	-	4,460	-	-	-
Other grant funders	-	25,000	25,000	-	-	-
	<u>165,708</u>	<u>200,768</u>	<u>366,476</u>	<u>200,750</u>	<u>113,333</u>	<u>314,083</u>
Consultancy fees	-	2,475	2,475	-	-	-
Training and presentation fees	-	3,489	3,489	-	1,657	1,657
	<u>165,708</u>	<u>206,732</u>	<u>372,440</u>	<u>200,750</u>	<u>114,990</u>	<u>315,740</u>
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RAINBOW MIGRATION
NOTES TO THE FINANCIAL STATEMENTS (continued)
YEAR ENDED 31 DECEMBER 2022

4. Income from investments

	Rest- stricted £	Unrest- stricted £	2022 Total £	Rest- stricted £	Unrest- stricted £	2021 Total £
Deposit account interest	-	1,447	1,447	-	263	263
	<u>-</u>	<u>1,447</u>	<u>1,447</u>	<u>-</u>	<u>263</u>	<u>263</u>
	=====	=====	=====	=====	=====	=====

5. Expenditure on charitable activities

	Rest- stricted £	Unrest- stricted £	2022 Total £	Rest- stricted £	Unrest- stricted £	2021 Total £
Staff costs	187,282	247,365	434,647	120,579	174,319	294,898
Legal consultancy fees	-	-	-	10,600	1,000	11,600
Other consultancy fees	-	18,407	18,407	-	3,990	3,990
Rent and utilities	10,989	22,392	33,381	10,356	21,433	31,789
Travel	1,396	238	1,634	-	430	430
Volunteer costs	-	-	-	-	25	25
Insurance	779	1,160	1,939	754	1,079	1,833
Telephone	556	1,923	2,479	17	1,331	1,348
IT costs	1,903	10,064	11,967	892	9,901	10,793
Website development	-	-	-	-	11,837	11,837
Interpreting, translation and subtitling	3,678	5,572	9,250	4,553	-	4,553
Printing, postage and supplies	32	1,541	1,573	28	1,092	1,120
Small equipment and maintenance	687	941	1,628	120	1,122	1,242
Support groups and other meetings	2,183	1,022	3,205	-	1,328	1,328
Campaigning	6,177	5,751	11,928	-	-	-
Publicity	11,460	-	11,460	-	3,590	3,590
Training and welfare	2,390	5,585	7,975	2,000	4,082	6,082
Recruitment costs	-	1,915	1,915	-	2,759	2,759
Conference fees	441	52	493	-	570	570
Subscriptions and affiliations	-	2,078	2,078	-	1,679	1,679
Sundries	-	39	39	5	452	457
Independent examination fees	-	830	830	-	816	816
Payroll services	-	553	553	-	396	396
Other governance costs	-	1,213	1,213	-	-	-
Bank charges	-	150	150	18	132	150
Depreciation	317	2,824	3,141	-	2,556	2,556
	<u>230,270</u>	<u>331,615</u>	<u>561,885</u>	<u>149,922</u>	<u>245,919</u>	<u>395,841</u>
	=====	=====	=====	=====	=====	=====

**RAINBOW MIGRATION
NOTES TO THE FINANCIAL STATEMENTS (continued)
YEAR ENDED 31 DECEMBER 2022**
6. Trustees and employees

No trustees received any remuneration or other benefits in 2022 (2021: none). Expenses amounting to £620 (2021: £nil) were reimbursed to, or paid to third parties on behalf of, five trustees (2021: none) in respect of travel, subsistence and training.

One employee received emoluments within the range £60,000-£70,000 in 2022 (2021: none). The average monthly number of employees during the year (full time equivalent) was as follows:

	2022	2021
Executive director	1.0	1.0
Asylum seeker support	3.3	3.3
Legal and policy	1.4	0.8
Campaigns and communications	2.6	1.9
Operations and administration	1.9	1.0
	<u>10.2</u>	<u>8.0</u>
	=====	=====

7. Tangible fixed assets

	Computers £
Cost:	
At 1 January 2022	10,887
Additions	3,319
	<u>14,206</u>
At 31 December 2022	
Depreciation:	
At 1 January 2022	5,904
Charge for the year	3,141
	<u>9,045</u>
At 31 December 2022	
Net book value:	
At 31 December 2022	<u>5,161</u>
	=====
At 31 December 2021	<u>4,983</u>
	=====

**RAINBOW MIGRATION
NOTES TO THE FINANCIAL STATEMENTS (continued)
YEAR ENDED 31 DECEMBER 2022**
8. Debtors

	2022	2021
	£	£
Grants receivable	30,677	80,833
Sundry debtors	14,407	9,601
Prepayments	13,769	9,900
	<u>58,853</u>	<u>100,334</u>
	=====	=====

9. Creditors

	2022	2021
	£	£
Trade creditors	8,184	4,888
Taxes and social security	10,334	8,009
Accrued expenses	867	876
	<u>19,385</u>	<u>13,773</u>
	=====	=====

10. Movements on restricted funds

	1 Jan 2022	Income	Expend -iture	31 Dec 2022
	£	£	£	£
2022:				
Barrow Cadbury Trust	-	25,000	(25,000)	-
Ben & Jerry's Foundation	41,286	-	(27,389)	13,897
Better Bankside	123	-	(123)	-
Chris Graham-Bell Charitable Trust	1,250	30,000	(28,752)	2,498
Justice Together	25,554	67,000	(83,549)	9,005
The Law Society Charity	-	4,748	(2,814)	1,934
The National Lottery Community Fund	-	10,000	(10,000)	-
Protect LGBTQI+ Lives	2,751	-	(2,751)	-
Trust for London	13,886	22,500	(32,286)	4,100
Trust for London (London Community Response Fund)	15,027	-	(15,027)	-
The Tudor Trust (Wellbeing)	-	2,000	(79)	1,921
U.S. Department of State (Julia Taft Grant)	-	4,460	(2,500)	1,960
	<u>99,877</u>	<u>165,708</u>	<u>(230,270)</u>	<u>35,315</u>
	=====	=====	=====	=====

RAINBOW MIGRATION
NOTES TO THE FINANCIAL STATEMENTS (continued)
YEAR ENDED 31 DECEMBER 2022

10. Movements on restricted funds (continued)

	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	624	-	(624)	-
Emergencies Trust Fund	-	-	-	-
Lloyds Bank Foundation for England & Wales	8,990	-	(8,990)	-
Protect LGBTQI+ Lives	450	2,307	(6)	2,751
Trust for London	10,094	43,750	(39,958)	13,886
Trust for London (London Community Response Fund)	-	50,000	(34,973)	15,027
The Tudor Trust (Wellbeing)	-	2,000	(2,000)	-
	<u>46,748</u>	<u>203,057</u>	<u>(149,928)</u>	<u>99,877</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).

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, refreshments for support group meetings and Zoom licenses (£644 over one year from November 2019).

Chris Graham-Bell Charitable Trust: towards the salary of an LGBTQI+ Asylum Seeker Support Worker (£60,000 over three years from February 2021).

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).

RAINBOW MIGRATION
NOTES TO THE FINANCIAL STATEMENTS (continued)
YEAR ENDED 31 DECEMBER 2022

10. Movements on restricted funds (continued)

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).

The Law Society Charity: towards the salary costs of a Legal Officer (£4,748 over one year from May 2022).

LGBT+ Futures Intersections Fund: for a 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 for England & Wales: towards the salaries of support workers and associated costs (£74,949 over three years from May 2018).

The National Lottery Community Fund: towards the salary costs of a Legal and Support Services Assistant and a Support Services Manager (£10,000 over 6 months from June 2022).

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

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

Trust for London (London Community Response Fund): towards costs related to service provision and preparation for office-based working (£50,000 over one year from April 2021).

The Tudor Trust (Wellbeing): to support staff, volunteer and trustee wellbeing (£2,000 for each of the years 2021 and 2022).

U.S. Department of State (Julia Taft Grant): to provide LGBTQI+ asylum seekers in the United Kingdom with access to quality and specialised legal information on the asylum process (\$25,000 over one year from October 2022).

**RAINBOW MIGRATION
NOTES TO THE FINANCIAL STATEMENTS (continued)
YEAR ENDED 31 DECEMBER 2022**

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

	2022	2021
	£	£
Net income for the year	(73,149)	70,383
Adjustments for:		
Depreciation	3,141	2,556
Decrease/(increase) in debtors	41,481	(78,760)
Increase/(decrease) in creditors	5,612	4,899
	<hr/>	<hr/>
Net cash provided/(used) by operating activities	(22,915)	(922)
	=====	=====