

REGISTERED COMPANY NUMBER: 09911764 (England and Wales)
REGISTERED CHARITY NUMBER: 1177765

REPORT OF THE TRUSTEES AND
FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2022
FOR
REFUGEES AT HOME LIMITED
(A COMPANY LIMITED BY GUARANTEE)

REFUGEES AT HOME LIMITED

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FOR THE YEAR ENDED 31 DECEMBER 2022

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REFUGEES AT HOME LIMITED

SUMMARY FOR THE YEAR FOR THE YEAR ENDED 31 DECEMBER 2022

At the beginning of 2022, we planned for a year of consolidation and stability, after the uncertainty caused by the pandemic and the increase in applications to host after the Taliban took over Afghanistan. 2022 would see the implementation of our IT project, with a new IT system for the team and a new database.

When Russia invaded Ukraine in February 2022, and the government announced Homes for Ukraine - making hosting part of public policy for the first time - we had an immediate, huge surge in applications by generous hosts offering a spare room to people fleeing the war in Ukraine. We had to upscale quickly, substantially increasing our team to respond to the outpouring of generosity.

Since then, for the rest of 2022, we have restructured our increased team, worked with additional volunteers and implemented our IT changes, with new systems and processes and a new database. We also became more involved with discussions with the Home Office and the Department for Levelling Up, Housing & Communities (DLUHC) as an important voice at the table, and we strengthened our relationships with other charities working in the sector.

The strategy was clear throughout this year of great change for the charity, that we needed to respond to the Ukraine crisis in a way which truly helped people in need, but preserved our brand, values and position, and that we remained an organisation which arranges hosting for people claiming asylum of all nationalities.

By the end of December 2022, we had hosted for over 339,931 individual person nights, which equates to over 931 years of hosting since we started in October 2015. We have hosted over 4,200 guests who have come from 90 countries, including Ukraine, Afghanistan, Syria, Eritrea and Sudan. Placements can be anything from one night to over a year. In 2022, we made 905 placements and hosted 1,323 guests for a total of 144,679 individual person nights.

REFUGEES AT HOME LIMITED

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 DECEMBER 2022

The trustees, who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 December 2022. The trustees have adopted the provisions of 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).

OBJECTIVES AND ACTIVITIES

Objectives and aims

The formal **Objects** of Refugees at Home are the prevention or relief of poverty of refugees, those seeking asylum and their dependants in the United Kingdom, for the public benefit, in particular but not exclusively by:

- facilitating the provision of accommodation by members of the public;
- the provision of financial assistance; and
- the provision of practical assistance.

Our **Mission Statement** is:

Connecting refugees and asylum seekers in need with welcoming hosts.

This is paired with our **Vision**:

A society where every refugee and asylum seeker facing homelessness has a safe place to stay and a chance to rebuild their life.

The charity was set up by a small group of friends in 2016 in response to the Syrian refugee crisis. Since then, it has grown to become the UK's largest independent hosting charity.

The context of our work

The refugee and asylum system in the UK is unacceptably tough for those most in need of help and support. The statistics are stark:

- At the end of 2022 over 160,000 people were awaiting an initial decision on their asylum application. More than 80% of all asylum claims currently submitted are now taking longer than one year for an initial decision .
- People seeking asylum are banned from working at all for at least the first 12 months and usually for the whole duration of their wait for asylum. They may live on Home Office support equivalent to £6.42 per day. Before this support is granted, or if it is refused, asylum seekers can be wholly destitute.
- This support stops just 28 days after someone is granted refugee status. Faced with a cliff edge and no support to find new housing, open a bank account, and secure income, among other activities needed before being evicted, many new refugees are at significant risk of homelessness and destitution.

In April 2022, following the Russian invasion of Ukraine, the UK Government announced new visa routes for Ukrainians fleeing the war to arrive in the UK. The Ukrainian Family Visa and Homes for Ukraine have so far offered visas to 163,000 individuals who did not need to claim asylum before receiving permission to enter the UK.

This was a seismic change for the charity, which had previously existed to offer help to those falling outside government support of refugees and asylum seekers. However, hosting was the only pathway to protection for those fleeing the war in Ukraine.

REFUGEES AT HOME LIMITED

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 DECEMBER 2022

Our activities

Refugees at Home connects hosts with a spare room with refugees and people seeking asylum who are in need of somewhere to stay.

Refugees and people seeking asylum are fleeing war or persecution in their own countries. But many who come to the UK in search of safety find themselves facing homelessness and destitution. They may be without statutory support for long periods or need some additional help to build new lives in the UK.

We don't think people who come to the UK for sanctuary should end up on the streets. We recruit and support volunteer hosts who are willing to offer a temporary home and a helping hand. Our role is to carefully match each guest and host, to assess and prepare guests and hosts and check accommodation, and to provide ongoing support to hosts throughout each stay.

Potential guests are referred from several sources, and we work with the referrers to check the suitability of guests for hosting. We expect referrers and caseworkers to have a clear plan and give ongoing support for taking the next step, e.g. gaining refugee status, applications to NASS (National Asylum Support Service) and move-on. There is no formal upper time-limit for the duration of hosting, although we try to ensure move-on within a year.

We do not give advice about immigration issues. All referrals of guests who do not have refugee status must be made by a case worker before we accept them for hosting.

All our hosts have a home assessment by a person with professional experience; for example, social workers, health visitors, district nurses, mental health practitioners or doctors, usually General Practitioners. Home visitors can assess people in their homes, or virtually. Hosts commit to provide a bed, access to the kitchen and bathroom and a welcoming smile. Many give additional support, such as providing food and help with how to secure a bank account, sign on for work or register with a GP.

At the beginning of 2022, the Board set the strategy for the year. The agreed focuses for 2022 were to grow and recover to at least pre-pandemic levels; to exploit opportunities for growth outside London; to develop staff, improve host care and better engage home visitors; and to improve efficiency of operations. We planned for a year of consolidation and stability, after the uncertainty caused by the pandemic, and the increase in applications to host after the Taliban took over Afghanistan. 2022 would see the implementation of our IT project, with a new IT system for the team, and a new database.

The war in Ukraine and its impact on our work

The war in Ukraine had an unprecedented impact on the work of Refugees at Home. Following the launch of the government's Homes for Ukraine scheme in March, our host numbers increased six-fold, and our number of placements trebled. By the end of December 2022, we had made placements for over 750 Ukrainian families. This represents over 80% of our total placements in 2022.

At the end of 2021 we had almost 2,000 hosts signed up. Following the invasion of Ukraine, a further 12,000 people came forward to open their doors to the newly arriving guests - an increase in host numbers of 600%.

The huge rise in host applications prompted by the Ukraine crisis created an urgent need for home visitors, and in early March we ran a campaign to recruit more people with experience in home visiting to undertake our essential host and home assessments. We now have over 800 volunteer home visitors. We also took on some paid Home Visitors to help us process the unprecedented number of host applications more quickly.

To manage these changes in 2022, we overhauled our operation, quadrupling our number of permanent staff and restructuring our team. We now have an Outreach team, focussing on the needs of hosts and volunteers, and a Placement team who work to find a room for refugees and asylum seekers in need. We took responsibility for host support and check-ins back to our staff team (rather than relying on home visitors for this part of our work).

REFUGEES AT HOME LIMITED

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 DECEMBER 2022

We responded to the current crisis in a way which supports to the people in need but which preserved our brand, values and position. We remain an organisation which hosts people of all nationalities who are seeking asylum or are refugees.

Our partners

Our referral partners work with guests to apply to find a host and support them during their stay. These include nationwide refugee and humanitarian agencies such as the British Red Cross, Refugee Council and Scottish Refugee Council; homeless charities including Glass Door and CentrePoint; regional or local organisations such as SHARe Knowsley and ASSIST Sheffield; and LGBTQ+ charities such as Micro Rainbow and Rainbow Migration.

We do not host unaccompanied children, but we have a strong working relationship with Together with Migrant Children, who are our partners for placements involving families with children and young people.

Many other organisations provide support and help for our guests, including The Bike Project, Barnardo's, RefuAid, Breaking Barriers, Freedom From Torture and the Helen Bamber Foundation.

Volunteers

We are very grateful to all the volunteers who support our work and our refugee and asylum seeker guests. A particular thank you to all our hosts who so generously open their homes to our guests. We are also grateful to our volunteer home visitors who conduct the initial assessment of potential hosts. We also extend our thanks to our group of volunteers who help with administration, communications, marketing and fundraising, and support the work of our paid staff and volunteer trustees.

We also extend our thanks to Travers Smith who offer pro bono legal and other support and are very valuable and generous supporters.

Public benefit

In planning the activities of the charity, the Trustees refer to the guidance issued by the Charity Commission with regard to public benefit. In particular, the Trustees consider how planned activities will contribute to the aims and objectives of the charity. The Trustees confirm that they have complied with the duty in section 17(5) of the Charities Act 2011 to have due regard to the guidance published by the Charity Commission.

The achievements and activities outlined in this report demonstrate the public benefit arising from the charity's activities.

ACHIEVEMENTS AND PERFORMANCE

In 2022 we calculated that the accommodation we provided only cost, on average, under £20 per hosted night. Our guests not only get a better and safer night's sleep, but they can practise their English, learn about British society and family life, and share their culture with a welcoming host family. Many guests and hosts become lifelong friends.

We had 2,492 referrals in 2022 through a range of charitable partners. This number is almost half the total number of referrals we have ever received, showing the impact of the Ukraine programme on our work. From these referrals, we were able to make placements for 36% of those who applied. For 62% of the referrals, no placement was made, with guests either not being appropriate for hosting or no longer in need of hosting, with some of these referrals carrying over into 2023.

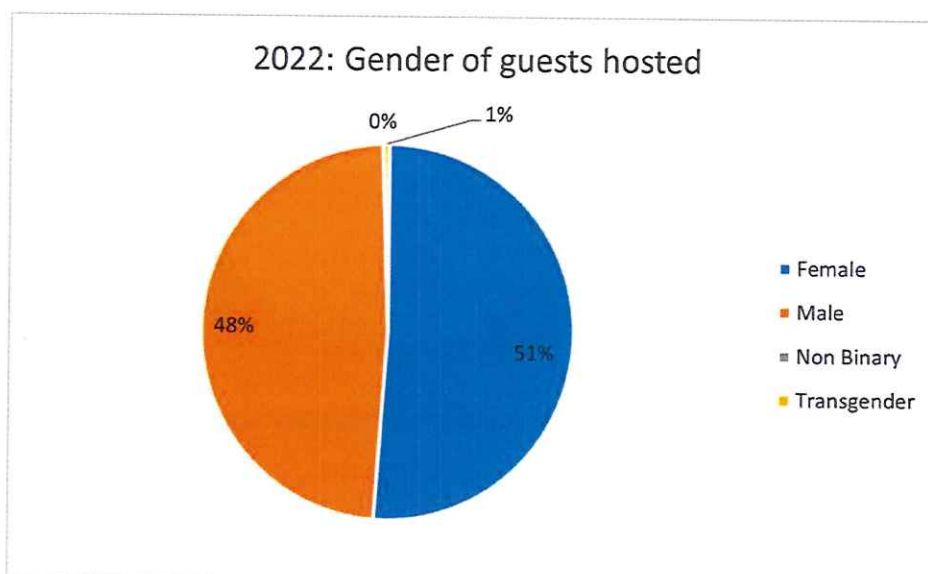
In the past, most of our guests (and all asylum seekers) have been referred to us by these partners, but with guests coming from Ukraine there was a large rise in the number of guests self-referring - almost a quarter of all the guests by the end of 2022.

REFUGEES AT HOME LIMITED

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 DECEMBER 2022**

We made 906 placements in 2022 across 155,486 placement nights. While the majority were single people, since the beginning of the Ukrainian crisis we saw many more families needing accommodation and worked to find hosts with more than one spare room to accommodate them. The average length of stay in 2022 was 171 days. As many of our recent guests are part of the Homes for Ukraine scheme, which has a minimum hosting period of six months, we are seeing longer durations for many of our placements. We also host guests from some 70 other nations, all of them fleeing war, conflict or persecution in their home countries.

Another major change we have witnessed as a result of the war in Ukraine has been the huge rise in the number of female guests. In all previous years the majority of our guests have been male. This year, for the first time, women (51% of guests in 2022) outnumbered men. Most of our guests are between the ages of 17 and 35, but we have seen a much broader range of ages since the war in Ukraine, with many refugees arriving as families, often with children, grandparents and even great-grandparents. This year our guests' ages have ranged from three months to 90 years.



In 2022 we celebrated our 250,000th placement night - that is a quarter of a million nights when our guests would otherwise have been homeless.

Guests prefer to be hosted in cities, close to amenities and to their fellow nationals. In 2022 over half of our placements (482) were in London, with the north-west of England being the second most popular region for hosting with 105 placements. Although London remains the main destination city, our geographical reach has grown, and guests have found placements across the UK, in Sheffield, Belfast, Liverpool, Reading, Plymouth, Cardiff and Glasgow.

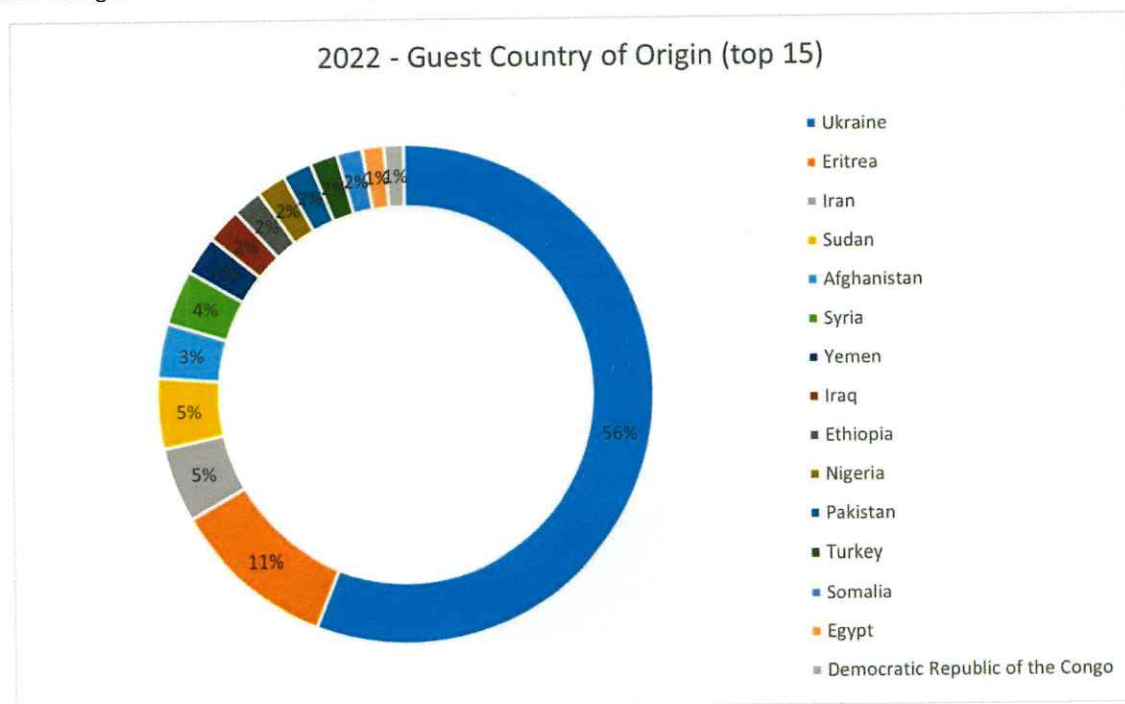
In 2022, we saw the outcomes after hosting for our guests change due to the cost-of-living crisis, and with increased challenges around privately renting property. In 2022, 29% of our self-referred guests moved into privately rented accommodation, compared to 41% in 2021. Only 4% of guests were offered housing through the local authority, with 20% of our self-referred guests requiring re-hosting at the end of their initial placement. We will continue to respond and review the impacts of hosting for our guests now and in the future to ensure that our offer is appropriate, meaningful and of use to our guests.

We continue to monitor and evaluate our work and the experience of our hosts and guests is crucial to that evaluation. For 2023 we are planning evaluation work around our Home Visitor experience, and an evaluation of our response to the Ukraine visa programmes, as well as measuring the impact of our host and guest experience.

REFUGEES AT HOME LIMITED

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 DECEMBER 2022

People from Ukraine urgently need our help. But we never lose sight of our pledge to support all those in need - from Afghanistan, Eritrea, Iran, Syria, Sudan and over 70 other countries. That core commitment remains. Policy and practice changes at the Home Office may mean the demand from other nationals increases over the next year or so.



Homes for Ukraine

We are one of the government's recognised providers for Homes for Ukraine, helping to match people coming from Ukraine with sponsors in the UK.

Due to the conditions and requirements of the Homes for Ukraine scheme, we are unable to help with rematching requests for placements not originally made through Refugees at Home.

Support for refugees

We are a proud member of various coalitions and networks, including Together with Refugees, which brings people together to stand against divisiveness and hate directed at refugees, the No Accommodation Network (NACCOM), which aims to end the destitution caused by the asylum and immigration system, IMIX, which works to improve communications capacity in the refugee sector, and the Living Wage Foundation.

Changes to the way we operate as a result of the war in Ukraine

When Russia invaded Ukraine, we were inundated with applications from hosts, as well as from those in Ukraine seeking our support. We had to scale up our operation at great speed, without losing the professionalism and individual care for which we are known and respected. We also needed to support our staff and protect them from burn-out.

We rapidly recruited volunteer and paid home visitors and admin staff to help work through all the host applications as quickly as possible. With over 700 volunteer home visitors and 15 paid home visitors now registered with us, home visits are scheduled and introductions made to potential hosts within 7 working days, which means that we can move quickly to place guests with hosts. Investing in our home visitors, through online sessions and regular updates, we have been able to keep home visitors briefed on the ongoing changes we are seeing in the sector and in the Ukraine visa programmes. Our home visitors are often the only people from R@H our hosts will meet in person, so the investment in their knowledge and connection to the core purpose of the organisation is essential. We introduced a Volunteer Specialist role in early 2023 to support this work (we will give more detail about this in next year's report).

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We worked with various local authorities and government departments, exploring the best, safest ways to support people fleeing the war in Ukraine, and those evacuated from Afghanistan, by hosting them. Some of these collaborations were more successful than others, as each local authority had a different approach. We carefully considered our response to the structures introduced by the government around the Ukraine programmes; we were able to assist guests who arrived through the Ukraine Family Visa route, who were not entitled to wrap-around integration support by the local authorities. We provided short-term hosting to those on the Ukraine work visa extension scheme before they claimed asylum in the UK. We carefully considered the role we could play in rematch (finding a new host after the initial 6 months in the UK) and, although we wanted to help, the structure and level of bureaucracy built into the rematch system meant that it would not have been good value for money for our team to be the liaison between local authorities where we could not influence decisions made. We have, however, been able to offer in-area rematches to those Ukrainians we initially placed.

Throughout the year, despite problems with visa delays, we continued to receive requests for help from Ukrainian refugees. We prioritised those most in need of hosting, namely people currently in the UK and street homeless, those in a direct conflict zone, women travelling alone or with children, and members of the LGBTQI community.

We worked with a team from **Boston Consulting Group** who advised us and gave support on a pro bono basis as we scaled up our operation. Over the course of three months, they supported the charity to build up flexible capacity by introducing efficiencies in our processes and recruiting additional staff as needed. They assisted with identifying bottle necks in our processes and supported us in implementing changes, particularly in management of data, host vetting by home visitors and matching hosts and guests, working with our staff and introducing new technological tools.

IT project

As reported in our 2021 annual report, during 2021 we started to work with **Evolve Technologies Ltd** on the replacement of our old IT systems with a new database, operational interfaces and workflows. In 2022, we continued to work with Evolve. Implementation was paused for a few weeks after the invasion of Ukraine, as the team was so stretched with processing host applications and on-boarding new staff. This only served to highlight the need for a robust data system to support our core mission.

The changes made have brought an extra effectiveness and efficiency to the work of our charity and have enabled some process automation, while still allowing for personal matches and our individual approach to each placement, and continued high standards. We migrated to the new system at the end of June 2022 and the staff team were trained on the flow of the new processes to support their day-to-day work. The migration went well, with positive feedback from staff. While there were the inevitable snagging issues, this has fundamentally improved the way our team works. The development continued throughout the second half of 2022, to ensure the system was tailored to the charity's needs and was completed in early 2023.

We are very grateful to Evolve for their support throughout this process.

The trustees have continued to review the costs of this work, which are at charitable rates, and remain confident that this investment will support the growth and increased effectiveness of our charity and reduce risk.

In late 2022, we also began to work with **Triangle Information Management** on data analytics and insight generation. We will report on this in our 2023 annual report.

It also became clear in 2022 that our **website** needed to be fully updated and refreshed. The additional traffic driven by hosts prompted to apply by the war in Ukraine made it clear that the website needed to be more accessible, with an improved user experience. This work was put out for tender in early 2023 and we will report on this in our 2023 annual report.

New offices

In June 2022, we moved into our first stable office accommodation - a big change for the team but necessary as the organisation grew - in 3Space in Brixton, and it has been very useful at a time of great activity and upheaval to have a large office space where the team can work together and support each other. We are very grateful to Travers Smith who generously kitted out our offices.

REFUGEES AT HOME LIMITED

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 DECEMBER 2022

Staff team

As noted above, our staff team quadrupled during 2022. Our work was focussed primarily on responding to the scale of applications, but during the course of the year we were able to introduce a new staffing structure, creating a strong senior team and development opportunities for the team. Our work is split into Outreach, where the team focus on engaging with our new and existing hosts, checking in on their availability and hosting preferences, and our Placement team who assess guests, find hosts and manage placements. 2022 has seen an increase to the average length of placements, and our Placement Coordinators are seeing additional support and assistance being required. In September 2022, our Executive team grew with the appointment of a Deputy Director to the team.

Salary bands were reviewed to ensure that staff are paid the living wage, and a new staff benefits package was introduced in 2023, which will be reported on in our 2023 annual report.

Fundraising achieved against objectives set

At the start of 2022, our fundraising plans were to systematise our fundraising activities, and to keep fundraising at levels to support our operations as they then were.

When the war in Ukraine began, we set up a Crowdfunder which raised £97,999.75 (including gift aid) between 18 March 2022 and 1 July 2022. We also received pledges totalling more than £600,000 from trusts, grant-givers and individuals in the first few weeks. This enabled us to recruit staff and pay for additional IT hardware and software, so that we could process host applications and start matching hosts with guests as quickly as possible. In March we put in place new procedures to carry out due diligence on all donations over £20,000, to ensure we approve the source and are aware of any potential controversies.

By the summer, with substantial donations, our strategy was to continue modest fundraising but not to seek material new grants as our reserves were very high at that point.

We participated in the Big Give Christmas challenge, raising £5,020.

We hosted our annual Founders Circle dinner, where Countdown host (and one of our hosts) Rachel Riley spoke alongside a guest from Ukraine. We are very grateful to the 24 members of the Founders Circle who offer substantial ongoing, regular core-funding support for our work.

FINANCIAL REVIEW

Financial position

Income for the year totalled £1,333,807 (2021: £322,768) of which £102,482 (2021: £nil) was restricted and £1,231,325 (2021: £322,768) was unrestricted. Expenditure totalled £728,902 (2021: £233,520) of which £102,482 (2021: £nil) was restricted and £626,420 (2021: £233,520) was unrestricted.

Funds carried forward at the end of the period totalled £1,143,083 (2021: £538,178), of which all was unrestricted (2021: £538,178).

Principal funding sources

As noted above, as a result of the war in Ukraine, we received a huge increase in donations and grants, and had to ramp up our staffing to ensure that we were able to process all the new host applications and match guests with hosts as rapidly as possible.

REFUGEES AT HOME LIMITED

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 DECEMBER 2022

Our principal funders were Mail Force, ABC Trust and the Marie Louise von Motesiczky Charitable Trust. We also continue to have strong support from individuals via JustGiving, My Donate, Facebook and standing orders paid directly into our bank account, as well as from our generous Founders Circle.

Reserves policy

At the end of the year we held £1,143,083 in reserves, a very big increase from the end of 2021 when we held £538,178.

Our target is to hold nine months' operating costs in reserve. We were clearly well in excess of this at the end of 2022 due to the exceptionally high level of donations around the time of the Ukraine crisis. However, now that donations have reverted to a more normal level and as we have increased our staff numbers to fulfil our charitable objectives, we are using up our excess reserves. We are also paying for the completion of our IT project and website overhaul which will be completed in 2023.

We are budgeting that by the end of 2023 our reserves will be in line with our policy, so we are applying for grants again to support our work.

Going concern

After making appropriate enquiries, the Trustees have a reasonable expectation that the Charity has adequate resources to continue in operational existence for the foreseeable future. For this reason they continue to adopt the going concern basis in preparing the financial statements. The Charity is continuously monitoring its expected income levels, and operational targets are set in order to ensure the charity secures sufficient funding to fulfil its ongoing obligations. Further details regarding the adoption of the going concern basis can be found in the Accounting Policies.

PLANS FOR THE FUTURE

The trustees continue to review the ever-changing landscape and continue to question and refine strategy. Key questions are how fast and far the charity should grow to meet the needs of refugees and asylum seekers in the UK, and how best to structure the charity through staffing and IT infrastructure to meet those needs.

After a very fast-changing year in 2022, the trustees plan for 2023 to be a year of consolidation. Barring a major external event, we plan to stay at about the same size as we were at the end of 2022. We continue to explore external partnerships which support our work.

Our plan for the coming year is to ensure that we retain and recruit enough active hosts to meet the needs of our guests. We will be focussing on creating new, or stronger, relationships with our referral partners, so that our guests have strong case work support, and hosts are able to offer their spare rooms to guests, particularly in areas of the UK where our hosting offer is not fully utilised.

We are developing the wrap-around support we offer our hosts and home visitors. In November 2022, we ran the first of our Home Visitor webinars and are continuing this work in 2023. We are planning to offer similar sessions for new hosts and making plans for hub expansion. We are also exploring how best to support our guests as they move on from hosting into other accommodation.

The work with Triangle will provide our operational and senior team with updated dashboards allowing them to see clear trends and patterns in our delivery. In addition to adding extra data intelligence, this work will upskill staff and allow Refugees at Home to be a more data-mature, insight-driven charity.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

Refugees at Home is a company limited by guarantee and a registered charity. It operates according to its Memorandum and Articles of Association, as amended in December 2018.

Recruitment and appointment of new trustees

The Board requires a minimum of three Trustee-Directors. As of the end of December 2022, there were eight people on the board, with recruitment of new trustee-directors planned for 2023 after a skills review.

The Trustees have extensive expertise in running charities, refugees and asylum seekers, fundraising, finance, media and communications, law, data protection, safeguarding, data and IT. As well as the Chair, Company Secretary and Treasurer, each trustee has a specific role and leads or contributes to a sub-committee.

In 2022 our Chair, Yvette Ball, resigned as Chair and then from the Board due to ill health. We are very grateful to her for her enormous contribution to the charity over the five years she was a trustee. We were also sorry to say goodbye to Marion Kafetz, who retired from the board, and Anne Race, who resigned for personal reasons. Marion had been involved since the early days of the charity, and led on our work with Home Visitors as well as being our Safeguarding trustee. Anne gave valuable input and lead on our host-raising work. We are grateful to all three of them for their valuable input over the years.

We are very grateful to Daniel Gerring for taking on the role of Chair of the charity at a very busy time and when he himself was on parental leave. His calm, intelligent leadership and huge involvement help us continue the work we do.

We recruit trustees using a formal advertising and interview process. A comprehensive induction is given, including a meeting with the Chair and Executive Director. We are mindful of the need to diversify the make-up of the board.

We have agreed 'back-up' roles for key board members in case of emergency.

Organisational structure

At the beginning of 2022, we employed seven paid members of staff. By the end of 2022, we employed 21 paid members of staff. During the course of 2022, this number fluctuated as we recruited people on short-term contracts to cover immediate tasks as a result of the war in Ukraine. Of particular note: in the second half of 2022, we recruited a Deputy Director, Carly Whyborn, to support the Executive Director in senior management of a growing charity and increased staff team.

Over the course of 2022, we restructured the team. As a result of the Ukraine crisis, we increased the size of our admin team to process the huge numbers of people applying to host. At the end of 2022, we restructured further and now have an outreach team, supporting hosts and home visitors, and a placement team, matching hosts and guests. Each team had a lead, with the staff reporting to that lead, with those leads and other members of staff reporting to the Deputy Director. She reports to the Executive Director who reports to the Chair of the Board.

The structure is continuing to evolve into a more settled state for 2023.

The board of trustees focuses on strategic decision-making, as well as supporting the senior leadership team and the staff. The Operations sub-committee consists of two trustees and the Executive Director; the board delegates day-to-day decisions to the Operations sub-committee and/or the senior leadership team (as appropriate and confirmed in writing). The IT sub-committee consists of two trustees and the Executive Director, supported by the treasurer. Overarching decisions and funding decisions are brought to the board, with day-to-day decisions made by the committee. The Fundraising committee consists of three trustees and five fundraising volunteers. The Chair calls ad hoc sub-committees as necessary. All sub-committees report back to the board.

REFUGEES AT HOME LIMITED

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 DECEMBER 2022

Staff salaries

Staff salaries are fixed according to our Pay Principles, which are available to the staff. In 2022 we awarded two cost of living increases as well as pay awards. We also began a benefits review, which was completed in 2023, to consider other ways to support our staff.

We are very grateful to all our staff for their incredible work in 2022, under great pressure and with emotions strongly felt as many of our staff have lived experience. We hope to continue to support them in their work and to value them and their health as well as the work they do.

Risk management

The trustees have a duty to identify and review the risks to which the charity is exposed, and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error. These duties are met by a regular review of our risk assessment procedures and policies, and by ongoing monitoring. One of our trustees is tasked with risk management and produces our annual risk register which is reviewed by all trustees and the Executive Director.

Throughout 2022, the trustees were mindful of the risk inherent for a small charity operating at capacity in a changing landscape. These risks were regularly discussed by the board and small changes were made quickly, as necessary, to mitigate and appropriately balance those risks, namely:

Operational

The risks to our refugee and asylum seeker guests if safe hosting accommodation is not available to them: mitigated by scaling up the team processing new hosts.

The risk to our staff of burn-out and stress when they were working in a difficult and stressful situation: mitigated by putting in place employee training and recruiting the Deputy Director to help with staff support.

Safety

The risks to the charity of acting too fast or making mistakes: mitigated by scaling up when resources were in place, and by having policies and processes to deal with any hosting related issues.

Reputational

The risk of any errors, or indeed of acting too slowly in the face of a humanitarian crisis. Mitigated by our investment in new systems, having expertise and policies on media engagement, and dealing swiftly and efficiently with complaints.

REFUGEES AT HOME LIMITED

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 DECEMBER 2022

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number
09911764 (England and Wales)

Registered Charity number
1177765

Registered office
21 Ballingdon Road
London
SW11 6AJ

Trustees

Yvette Ball (Chair, resigned as Chair 22 April 2022, resigned as trustee 29 June 2022)
Daniel Gerring (appointed Chair 22 April 2022)
Rebecca del Tufo (Company Secretary)
Jonathan Hughes (Treasurer)
Ahmad Al-Rashid
Oliver Bethell
Matthew Blacker (appointed 12 June 2023)
Magid El-Amin
Marion Kafetz (resigned 3 November 2022)
Sara Nathan
Anne Race (resigned 29 September 2022)
Emily Reynolds (appointed 12 June 2023)
Rebecca Young

Auditors

Sedulo Audit Limited
Statutory Auditors
605 Albert House
256-260 Old St
London
EC1V 9DD

Executive Director

Lauren Scott

Deputy Director (acting Director 2023)

Carly Whyborn

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees (who are also the directors of Refugees At Home Limited for the purposes of company law) are responsible for preparing the Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) including Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

Company 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 company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing those financial statements, the trustees are required to:

REFUGEES AT HOME LIMITED

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 DECEMBER 2022**

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity 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 charitable company will continue in business.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditors are unaware; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

AUDITORS

The auditors, Sedulo Audit Limited will be proposed for re-appointment at the forthcoming Annual General Meeting.

Report of the trustees, incorporating a strategic report, approved by order of the board of trustees, as the company directors, on 27 October 2023 and signed on the board's behalf by:

Jonathan Hughes

.....
J O Hughes - Trustee

REPORT OF THE INDEPENDENT AUDITORS TO THE TRUSTEES OF REFUGEES AT HOME LIMITED

Opinion

We have audited the financial statements of Refugees At Home Limited (the 'charitable company') for the year ended 31 December 2022 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'.

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 December 2022 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The trustees are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Report of the Independent Auditors thereon.

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

REPORT OF THE INDEPENDENT AUDITORS TO THE TRUSTEES OF REFUGEES AT HOME LIMITED

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where the Charities (Accounts and Reports) Regulations 2008 requires us to report to you if, in our opinion:

- the information given in the Report of the Trustees is inconsistent in any material respect with the financial statements; or
- the charitable company has not kept adequate accounting records; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the Statement of Trustees' Responsibilities, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Our responsibilities for the audit of the financial statements

We have been appointed as auditors under Section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue a Report of the Independent Auditors that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

The extent to which our procedures are capable of detecting irregularities, including fraud

The primary responsibility for the prevention and detection of fraud rests with directors and management, and we cannot be expected to detect non-compliance with all laws and regulations.

We identified areas of laws and regulations that could reasonably be expected to have a material effect on the financial statements from our knowledge of the business and sector, enquiries of directors and management, and review of regulatory information and correspondence. We communicated identified laws and regulations throughout the audit team and remained alert to any indications of non-compliance throughout the audit.

We discussed with directors and management the policies and procedures in place to ensure compliance with laws and regulations and otherwise prevent, deter and detect fraud.

Based on this understanding we designed our audit procedures to identify non-compliance with such laws and regulations identified as potentially having a material effect on the financial statements. Our procedures included review of financial statement information and testing of that information, enquiry of management and examination of relevant documentation, analytical procedures to identify unusual or unexpected relationships that may indicate fraud, and procedures to address the risk of fraud through director or management override of controls.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our Report of the Independent Auditors.

**REPORT OF THE INDEPENDENT AUDITORS TO THE TRUSTEES OF
REFUGEES AT HOME LIMITED**

Use of our report

This report is made solely to the charitable company's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charitable company's trustees those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Sedulo Audit Limited

Diccon Thornely (Senior Statutory Auditor)
for and on behalf of Sedulo Audit Limited
Statutory Auditors
605 Albert House
256-260 Old St
London
EC1V 9DD

Date: 27 October 2023

REFUGEES AT HOME LIMITED

STATEMENT OF FINANCIAL ACTIVITIES
(INCORPORATING AN INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 DECEMBER 2022

	Notes	Unrestricted fund £	Restricted funds £	31.12.22 Total funds £	31.12.21 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	3	1,223,428	102,482	1,325,910	321,929
Other trading activities	4	3,072	-	3,072	-
Investment income	5	<u>4,825</u>	<u>-</u>	<u>4,825</u>	<u>839</u>
Total		<u>1,231,325</u>	<u>102,482</u>	<u>1,333,807</u>	<u>322,768</u>
EXPENDITURE ON					
Charitable activities					
Accommodation and assistance	6	<u>626,420</u>	<u>102,482</u>	<u>728,902</u>	<u>233,520</u>
Total		<u>626,420</u>	<u>102,482</u>	<u>728,902</u>	<u>233,520</u>
NET INCOME		604,905	-	604,905	89,248
RECONCILIATION OF FUNDS					
Total funds brought forward		<u>538,178</u>	<u>-</u>	<u>538,178</u>	<u>448,930</u>
TOTAL FUNDS CARRIED FORWARD		<u><u>1,143,083</u></u>	<u><u>-</u></u>	<u><u>1,143,083</u></u>	<u><u>538,178</u></u>

All income and expenditure derive from continuing activities. The statement of financial activities includes all gains and losses recognised in the year.

The notes form part of these financial statements

REFUGEES AT HOME LIMITED

BALANCE SHEET
31 DECEMBER 2022

	Notes	Unrestricted fund £	Restricted funds £	31.12.22 Total funds £	31.12.21 Total funds £
FIXED ASSETS					
Intangible assets	11	56,682	-	56,682	-
CURRENT ASSETS					
Debtors	12	5,134	-	5,134	8,350
Cash at bank		<u>1,185,039</u>	<u>-</u>	<u>1,185,039</u>	<u>537,654</u>
		1,190,173	-	1,190,173	546,004
CREDITORS					
Amounts falling due within one year	13	(103,772)	-	(103,772)	(7,826)
NET CURRENT ASSETS					
		<u>1,086,401</u>	<u>-</u>	<u>1,086,401</u>	<u>538,178</u>
TOTAL ASSETS LESS CURRENT LIABILITIES					
		<u>1,143,083</u>	<u>-</u>	<u>1,143,083</u>	<u>538,178</u>
NET ASSETS					
		<u><u>1,143,083</u></u>	<u><u>-</u></u>	<u><u>1,143,083</u></u>	<u><u>538,178</u></u>
FUNDS					
Unrestricted funds	14			<u>1,143,083</u>	<u>538,178</u>
TOTAL FUNDS					
				<u><u>1,143,083</u></u>	<u><u>538,178</u></u>

The financial statements were approved by the Board of Trustees and authorised for issue on 27 October 2023 and were signed on its behalf by:

Jonathan Hughes

.....
J O Hughes - Trustee

The notes form part of these financial statements

REFUGEES AT HOME LIMITED

CASH FLOW STATEMENT
FOR THE YEAR ENDED 31 DECEMBER 2022

	Notes	31.12.22 £	31.12.21 £
Cash flows from operating activities			
Cash generated from operations	1	<u>702,680</u>	<u>82,880</u>
Net cash provided by operating activities		<u>702,680</u>	<u>82,880</u>
Cash flows from investing activities			
Purchase of intangible fixed assets		(60,120)	-
Interest received		<u>4,825</u>	<u>839</u>
Net cash (used in)/provided by investing activities		<u>(55,295)</u>	<u>839</u>
Change in cash and cash equivalents in the reporting period			
		647,385	83,719
Cash and cash equivalents at the beginning of the reporting period			
		<u>537,654</u>	<u>453,935</u>
Cash and cash equivalents at the end of the reporting period			
		<u><u>1,185,039</u></u>	<u><u>537,654</u></u>

The notes form part of these financial statements

REFUGEES AT HOME LIMITED

NOTES TO THE CASH FLOW STATEMENT
FOR THE YEAR ENDED 31 DECEMBER 2022

1. RECONCILIATION OF NET INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES			
	31.12.22		31.12.21
	£		£
Net income for the reporting period (as per the Statement of Financial Activities)	604,905		89,248
Adjustments for:			
Amortisation	3,438		-
Interest received	(4,825)		(839)
Decrease/(increase) in debtors	3,216		(7,012)
Increase in creditors	<u>95,946</u>		<u>1,483</u>
Net cash provided by operations	<u><u>702,680</u></u>		<u><u>82,880</u></u>
2. ANALYSIS OF CHANGES IN NET FUNDS			
	At 1.1.22	Cash flow	At 31.12.22
	£	£	£
Net cash			
Cash at bank	<u>537,654</u>	<u>647,385</u>	<u>1,185,039</u>
Total	<u><u>537,654</u></u>	<u><u>647,385</u></u>	<u><u>1,185,039</u></u>

The notes form part of these financial statements

1. CHARITY STATUS

Refugees At Home Limited is a charitable company limited by guarantee registered in England and Wales with registered company number 09911764 and charity number 1177765. The address of the registered office is 21 Ballingdon Road, London, SW11 6AJ.

2. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

The financial statements are prepared in sterling, which is the functional currency of the company. Monetary amounts in these financial statements are rounded to the nearest £.

Going concern

We have set out in the trustees report a review of the charity's performance and general reserves position. The board believes that we have adequate financial resources and are able to manage our risks.

The board has a reasonable expectation that the charity has adequate financial resources to continue in operational existence for the foreseeable future. Accordingly, our accounts have been prepared on the basis that the charity is a going concern, as set out in the accounting policies note.

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.

Donations and legacies

Donations are recognised when the charity has been notified in writing of both the amount and settlement date. In the event that a donation is subject to conditions that require a level of performance by the charity before the charity is entitled to the funds, the income is deferred and not recognised until either those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the charity and it is probable that these conditions will be fulfilled in the reporting period.

Grants

Grants receivable are recognised when the charity becomes unconditionally entitled to the grant.

Deferred income

Deferred income represents amounts received for future periods and is released to incoming resources in the period for which, it has been received. Such income is only deferred when:

- The donor specifies that the grant or donation must only be used in future accounting periods; or
- The donor has imposed conditions which must be met before the charity has unconditional entitlement.

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.

2. ACCOUNTING POLICIES - continued

Charitable activities

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Support and governance costs

Support costs are those that assist the work of the Charity but do not directly represent charitable activities. They are incurred directly in support of expenditure on the objects of the Charity and include project management. Where support costs cannot be directly attributed to particular headings, they have been allocated to expenditure on raising funds and expenditure on charitable activities on a basis consistent with use of the resources. Governance costs are those incurred in connection with the running of the Charity and compliance with constitutional and statutory requirements.

Taxation

The charity is exempt from corporation tax on its charitable activities.

Fund accounting

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

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

Intangible fixed assets

Intangible fixed assets are initially measured at cost and subsequently measured at cost, net of amortisation and any impairment losses.

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

Software Development - over 10 years

Debtors

Trade debtors are amounts due from customers for merchandise sold or services performed in the ordinary course of business.

Trade debtors are recognised initially at the transaction price. They are subsequently measured at amortised cost using the effective interest method, less provision for impairment. A provision for the impairment of trade debtors is established when there is objective evidence that the charity will not be able to collect all amounts due according to the original terms of the debtor.

Other debtors are recognised at the settlement amount due. Prepayments are valued at the amount prepaid.

Cash at bank and in hand

Cash at bank and cash in hand include cash and short term highly liquid investment with a maturity of three months or less from the date of acquisition or opening or a deposit or similar account.

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 DECEMBER 2022

Creditors and provisions

Creditors and provisions are recognised when the charitable company has a present obligation resulting from a past event that will probably result in the transfer in funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provision are normally recognised at the settlement amount due.

Financial instruments

The charitable company only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are wholly recognised at transaction value and subsequently measured at settlement value.

Pension costs and other post-retirement benefits

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

Operating leases

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

3. DONATIONS AND LEGACIES

	Unrestricted Funds £	Restricted Funds £	Total 2022 £	Total 2021 £
Donations	428,429	-	428,429	304,242
Gift aid	40,034	-	40,034	7,687
Legacies	5,000	-	5,000	-
Grants	749,965	102,482	852,447	10,000
	<u>1,223,428</u>	<u>102,482</u>	<u>1,325,910</u>	<u>321,929</u>

4. OTHER TRADING ACTIVITIES

	Unrestricted Funds £	Restricted Funds £	Total 2022 £	Total 2021 £
Shop income	<u>3,072</u>	<u>-</u>	<u>3,072</u>	<u>-</u>

5. INVESTMENT INCOME

	Unrestricted Funds £	Restricted Funds £	Total 2022 £	Total 2021 £
Deposit account interest	<u>4,825</u>	<u>-</u>	<u>4,825</u>	<u>839</u>

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 DECEMBER 2022

6. CHARITABLE ACTIVITIES COSTS

	Staff Costs	Direct Costs	Support Costs (see below)	Total 2022
	£	£	£	£
Accommodation and assistance	<u>488,618</u>	<u>218,524</u>	<u>21,760</u>	<u>728,902</u>
	Staff Costs	Direct Costs	Support Costs (see below)	Total 2021
	£	£	£	£
Accommodation and assistance	<u>185,856</u>	<u>45,664</u>	<u>2,000</u>	<u>233,520</u>

Support costs

	31.12.22	31.12.21
	£	£
Audit fees	18,000	-
Non-audit accountancy fees	<u>3,760</u>	<u>2,000</u>
	<u>21,760</u>	<u>2,000</u>

7. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	31.12.22	31.12.21
	£	£
Auditors' remuneration	18,000	-
Non-audit services	3,760	2000
Other operating leases	40,263	-
Computer software amortisation	<u>3,438</u>	<u>-</u>

8. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 December 2022 nor for the year ended 31 December 2021.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 December 2022 nor for the year ended 31 December 2021.

REFUGEES AT HOME LIMITED

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 DECEMBER 2022

9. STAFF COSTS

	31.12.22	31.12.21
	£	£
Wages and salaries	438,532	165,888
Social security costs	41,468	15,239
Other pension costs	<u>8,618</u>	<u>4,729</u>
	<u>488,618</u>	<u>185,856</u>

The average monthly number of employees during the year was as follows:

	31.12.22	31.12.21
Accommodation and assistance	<u>18</u>	<u>6</u>

No employees received employee benefits (excluding employer pension costs) in excess of £60,000.

Key Management Personnel

The charity considers its key management personnel to comprise the Trustees, Executive Director and Deputy Director. The total employment benefits employee benefits (including employer's national insurance contributions) received by Key Management Personnel in 2022 was £74,955 (2021: £47,062).

10. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	321,929	-	321,929
Investment income	<u>839</u>	<u>-</u>	<u>839</u>
Total	<u>322,768</u>	<u>-</u>	<u>322,768</u>
EXPENDITURE ON			
Charitable activities			
Accommodation and assistance	<u>233,520</u>	<u>-</u>	<u>233,520</u>
Total	<u>233,520</u>	<u>-</u>	<u>233,520</u>
NET INCOME	89,248	-	89,248
RECONCILIATION OF FUNDS			
Total funds brought forward	448,930	-	448,930

REFUGEES AT HOME LIMITED

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 DECEMBER 2022

10. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES - continued	Unrestricted fund £	Restricted funds £	Total funds £
	_____	_____	_____
TOTAL FUNDS CARRIED FORWARD	<u>538,178</u>	<u>-</u>	<u>538,178</u>
11. INTANGIBLE FIXED ASSETS			Computer software £
COST			
Additions			<u>60,120</u>
AMORTISATION			
Charge for year			<u>3,438</u>
NET BOOK VALUE			
At 31 December 2022			<u>56,682</u>
At 31 December 2021			<u>-</u>
12. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR		31.12.22	31.12.21
		£	£
Other debtors		5,134	5,799
Prepayments and accrued income		<u>-</u>	<u>2,551</u>
		<u>5,134</u>	<u>8,350</u>
13. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR		31.12.22	31.12.21
		£	£
Social security and other taxes		12,331	-
Other creditors		3,478	1,961
Accruals and deferred income		<u>87,963</u>	<u>5,865</u>
		<u>103,772</u>	<u>7,826</u>

REFUGEES AT HOME LIMITED

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 DECEMBER 2022

14. MOVEMENT IN FUNDS

	At 1.1.22 £	Net movement in funds £	At 31.12.22 £
Unrestricted funds			
General fund	538,178	604,905	1,143,083
	<u> </u>	<u> </u>	<u> </u>
TOTAL FUNDS	<u>538,178</u>	<u>604,905</u>	<u>1,143,083</u>

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	1,231,325	(626,420)	604,905
Restricted funds			
Marie-Louise von Motesiczky Charitable Trust	66,482	(66,482)	-
Choose Love	10,000	(10,000)	-
LandAid	5,000	(5,000)	-
London Catalyst	1,000	(1,000)	-
Ross Family Charitable Trust	20,000	(20,000)	-
	<u>102,482</u>	<u>(102,482)</u>	<u>-</u>
TOTAL FUNDS	<u>1,333,807</u>	<u>(728,902)</u>	<u>604,905</u>

Comparatives for movement in funds

	At 1.1.21 £	Net movement in funds £	At 31.12.21 £
Unrestricted funds			
General fund	448,930	89,248	538,178
	<u> </u>	<u> </u>	<u> </u>
TOTAL FUNDS	<u>448,930</u>	<u>89,248</u>	<u>538,178</u>

REFUGEES AT HOME LIMITED

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 DECEMBER 2022

14. MOVEMENT IN FUNDS - continued

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	322,768	(233,520)	89,248
	<u> </u>	<u> </u>	<u> </u>
TOTAL FUNDS	<u>322,768</u>	<u>(233,520)</u>	<u>89,248</u>

15. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 December 2022.

16. LIMITED BY GUARANTEE

The company is a private company limited by guarantee and consequently does not have share capital. Each of the members is liable to contribute an amount not exceeding £1 towards the assets of the company in the events of liquidation. At the balance sheet date there were 11 (2021: 8) guaranteeing members.

Document Activity Report

Document Sent

Fri, 27 Oct 2023 14:01:34 GMT

Document Activity History

Document history shows most recent activity first

Date	Activity
Fri, 27 Oct 2023 17:04:44 GMT	Jonathan Hughes Approved the document
Fri, 27 Oct 2023 17:03:35 GMT	Jonathan Hughes viewed the document
Fri, 27 Oct 2023 15:51:30 GMT	Jonathan Hughes viewed the document
Fri, 27 Oct 2023 15:51:27 GMT	Jonathan Hughes viewed the document
Fri, 27 Oct 2023 14:04:42 GMT	Document Sent

