

Company registration number: 03931483

Charity registration number: 1080813

Indoamerican Refugee and Migrant Organisation

known as

IRMO

(A company limited by guarantee)

Annual Report and Financial Statements

for the Year Ended 31 March 2024

Field Sullivan Limited
9 Hare & Billet Road
Blackheath
SE3 0RB

Indoamerican Refugee and Migrant Organisation

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Reference and Administrative Details

Chair	Lucila Granada
Chief Executive Officer	Bruna Boscaini
Secretary	Bruna Boscaini
Treasurer	Dr Danielle Guizzo
Charity Registration Number	1080813
Company Registration Number	03931483
Registered Office	The charity is incorporated in England & Wales. Unit 8 Warwick House Overton Road London SW9 7JP
Independent Examiner	Field Sullivan Limited 9 Hare & Billet Road Blackheath SE3 ORB
Bankers	Unity Trust Bank PLC Nine Brindley Place Birmingham B1 2HB

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Trustees' Report

The trustees, who are directors for the purposes of company law, present the annual report together with the financial statements of the charitable company for the year ended 31 March 2024.

Trustees and officers

The trustees and officers serving during the year and since the year end were as follows:

Trustees:	Carolina Cal Angrisani (appointed 1 July 2023) Cecilia Lanata Briones (Resigned 1 July 2023) Noella Bello Castro Lucia Cirimello (Resigned 1 July 2023) Celia Gardiner (appointed 1 July 2023) Gabriel Gonzalez Lucila Granada Dr Danielle Guizzo (appointed 1 July 2023) Malika Shah (Resigned 12 August 2024) Olivia Stewart (Resigned 1 July 2023) Martin Tiedemann
Chair:	Cecilia Lanata Briones (Resigned 1 July 2023) Lucila Granada
Chief Executive Officer:	Bruna Boscaini
Secretary:	Bruna Boscaini
Treasurer:	Dr Danielle Guizzo (appointed 1 July 2023)

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GOVERNANCE AND MANAGEMENT

IRMO is a UK-registered charity, regulated by the Charity Commission for England and Wales. It is constituted as a company limited by guarantee. The company was established under a Memorandum of Association, which established the objectives and powers of the charitable company and is governed under its Articles of Association. The trustees listed above are the directors of the company and the trustees of the charity.

IRMO is a membership organisation, and its members (predominantly its users) are entitled to vote and stand for election to the Management Committee at the Annual General Meeting (AGM). IRMO's Board of Trustees or Management Committee is made up of six to nine members. Management Committee members are elected to serve on the board for one year at a time and can be re-elected for up to five years consecutively.

IRMO recruits trustees based on the required key skills and experiences identified in the annual skills audit. Candidates are invited to an informal interview. Representatives from IRMO's beneficiaries are invited to participate in the recruitment panel. The panel selects the recommended candidates, who will seek to be formally elected by the members during the AGM. If a position on the Management Committee becomes vacant during the year, trustees can consider nominations for new trustees.

Trustees are provided with a Handbook and Governance Manual, outlining the roles and responsibilities of the board and key policies and procedures. New trustees are provided with an in-depth induction and attend training on governance, charity legislation and other topics relevant to their roles.

While all trustees are involved in general areas of the board (including planning, finance and compliance), role descriptions are designed to provide each member with a specific focus for their work on the board. Every year, the board conducts a review of its performance in relation to best practices set out by the Charity Governance Code of the Charity Commission.

The Committee meets every two months and is responsible for approving the charity's business plan, annual budget and quarterly financial reports. Staff management and operational decisions are taken by the CEO, known as the Director, who is line-managed by the Chair.

Risk Management

Trustees assess annually the various risks to which the charity is exposed in relation to social impact, sustainability, organisational management, compliance, reputation and external factors. An agreed action plan to mitigate risks is put in place, and owners are assigned to the main risks identified. IRMO also undertakes risk assessment and contingency planning for individual projects and partnerships.

Reserves Policy

The trustees are committed to maintaining an adequate, justified, and reasonable level of reserves in line with Charity Commission guidance. The primary purpose of IRMO's reserves is to ensure the charity can wind up in a solvent manner should an unplanned closure become necessary. IRMO's Reserves Policy sets the minimum reserves level at £182,382.

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As of March 2024, the total amount of unrestricted funds held was £441,393. Of this, £135,423 is designated to contribute towards refurbishing IRMO's premises, and £60,000 is designated to support the sustainability, consolidation, and expansion of our core capacity over the next three financial years, in line with our Business Plan.

The remaining £245,970 will be held as reserves, divided into three reserve funds:

- The first fund, £200,970, ensures the charity can wind up in a solvent manner if unplanned closure becomes necessary.
- The second fund, £15,000, provides cover for exceptional long-term sickness.
- The third fund, £30,000, is available for flexible use in line with our charitable objectives, such as covering emergency costs, responding to emerging needs, or advancing our Business Plan. Trustees will determine the most appropriate use based on the situation and IRMO's financial position.

Our reserves level is equivalent to approximately four months of operating costs, meeting the required amount in our Reserves Policy. Trustees consider this level of reserves prudent and will continue to monitor reserves closely to ensure that IRMO holds adequate funds to meet future needs.

THE COMMUNITY WE SERVE: LATIN AMERICANS IN THE UK

The Latin American community is one of the fastest growing – yet one of the most invisible – migrant communities in London and the UK. Based on census data, the Latin American population in England and Wales has grown by 400% between 2001 and 2021 (McIlwaine, 2024), with many families arriving in the UK through onward migration via Southern Europe. Recent estimates based on the UK Labour Force Survey indicate that the Latin American population is approximately 450,000, with 60% concentrated in London (Turcatti & Vargas Silva, 2022). In recent years, political and social instability in Central and South American regions has led to a significant increase in individuals seeking asylum. The community is largely concentrated in South London, where IRMO is based.

IRMO's principal beneficiary group is made up of Latin American migrants, asylum seekers and refugees in the UK who are experiencing poverty, disadvantage and exclusion. This group faces severe challenges in accessing support, information and job stability due to a number of compounding, intersectional factors, including the language barrier, restrictions linked to immigration status and structural inequalities resulting from discrimination based on race, ethnicity, age, gender and disability.

In spite of the community's high rates of pre-Covid-19 employment (85%), many experience underemployment and disadvantage in the labour market. Report by Queen Mary University (2016) revealed that the majority of Latin Americans in London work in low-paid, precarious jobs, mostly in the cleaning and catering sectors, and experience in-work poverty and isolation linked to low wages, exploitative workloads and fragmented working hours. These conditions leave people vulnerable to exploitation: studies found that 45% endured workplace abuse and that one in five experienced wage theft (De la Silva et al, 2019).

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With low incomes despite working multiple jobs, many struggle to break out of in-work poverty, and many end up building up debt. In addition, lack of English hinders access to services, with a large number not claiming the social security they are entitled to. As a result, a vast proportion of our service users live in poor housing conditions, mainly in the private rental sector (75%) without letting contracts evidencing their tenancy rights (over 50%). Many live in overcrowded conditions and for almost one in three, 'home' is limited to a rented bedroom as there are no communal spaces in the property. In addition, a significant proportion is homeless or living in insecure accommodation (16.8%), one in four has been turned away by landlords who refuse to rent to families and 12.7% have experienced abuse in their housing.

Research has consistently evidenced low levels of access to rights and essential services. Queen Mary University report (2016) revealed that 1 in 6 Latin Americans in London were not registered with a GP, and 2 in 3 had never accessed dental care. Similarly, our report 'The Right to Healthcare' (2023) found that 38% of those reached by our Health and Wellbeing project were not registered with a GP. Structural barriers keep migrant and asylum-seeking children out of education for excessive time - up to two years in some cases - hindering development, integration and deepening inequality. Over the past decade, IRMO has provided advice and advocacy to support 1,500 Latin American migrant children and young people who were out of education in accessing school or college.

The lack of official data on the Latin American population in London obscures the needs of the community and poses a barrier for organisations aiming to influence policy. As a founding member and current Chair of the Coalition of Latin Americans in the UK (CLAUK), IRMO works to increase the visibility of the Latin American community by campaigning to include the 'Latin American' category in official monitoring forms. As a result of our collective efforts, Latin Americans have been officially recognised as an ethnic group by the London Boroughs of Southwark, Lambeth, Islington and Hackney, at London level by the GLA and at national level by various organisations and institutions (e.g. Arts Council England, Unison, etc.). Most recently, it has also been recognised by the borough of Newham. Recognition has brought important changes for local communities, fostering the inclusion of Latin Americans at all levels, from access to services to political representation.

Asylum seekers and refugees: In recent years, IRMO has been providing support to an increasing number of asylum seekers from across Latin America. Asylum seekers in the UK face multiple barriers to accessing legal support and crucial services, including healthcare and education. Those accommodated in hotels face a range of challenges, such as reports of pests and damp conditions, overcrowding, lack of cooking and inadequate toilet facilities. A recent survey of 53 beneficiaries housed in hotels found that 72% were dissatisfied with the quality of the food provided. Some reported hospitalisations due to malnutrition or illness caused by poor-quality food, insufficient provisions for infants and growing children, and failure to accommodate dietary needs. Additionally, 49% felt discriminated against by hotel staff, with multiple reports of verbal abuse, harassment, and mistreatment of children. 91% expressed that the weekly financial allowance of £8.86 is insufficient to cover basic necessities such as toiletries, medicine, or healthier food, and leaves them unable to afford IT devices or transport to medical appointments. These factors, compounded by social isolation have a direct impact on their physical and mental wellbeing, with 70% reporting regular or poor physical and mental health. After being granted refugee status, challenges persist. Many are evicted from asylum accommodation at extremely short notice, often without the documentation required to access employment, housing, or benefits, resulting in many becoming homeless.

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Overlapping crisis: The overlapping impact of hostile environment policies, Brexit, Covid-19 pandemic, cost-of-living crisis and rising anti-migrant hate has deepened existing structural inequalities, with devastating effects on the community.

Brexit has particularly affected the Latin American community, leading to a rise in hate crime reports and heightened anxiety. Many are vulnerable to workplace abuse and intensified labour due to labour shortages resulting from the lack of regular migration routes into low-paid jobs post-Brexit. A large proportion continues to face insecure immigration status due to pending, late or rejected EU Settlement Scheme applications, as well as experiencing suspension from employment and exclusion from support due to challenges in proving their status. With the upcoming transition to a fully digital immigration system, where physical documents will be replaced by online records, we anticipate a sharp increase in the need to support individuals in accessing and proving their status.

As an ethnic minority with large numbers facing in-work poverty and poor housing conditions, Latin Americans have been at the sharp end of the Covid-19 and cost-of-living crises. Our 2021 report 'The Impact of Covid-19 on the Lives of Latin American migrants' revealed the intersecting crises of unemployment, abusive employment practices, inadequate housing and increasing food poverty facing the community. The financial strain caused by the cost-of-living crisis has led to a sharp increase in cases of food insecurity and homelessness. Since 2020, we have seen a sustained rise in demand for our services, particularly in welfare advice, housing, and crisis support. On average, we handle three cases per week involving destitution, homelessness, or severe distress. Our Crisis Fund enables us to offer short-term support to cover the cost of food, emergency accommodation and essentials, while we provide advice, casework and advocacy to find more sustainable, long-term solutions.

OUR MISSION, VISION AND VALUES

IRMO grew out of one of the first Latin American community organisations in the UK. Originally known as Chile Democrático, IRMO was founded in August 1982 by political refugees from Chile. The organisation was later renamed the Indoamerican Refugee and Migrant Organisation (IRMO) to reflect the diverse and growing Latin American migrant community in the UK. The name also recognised the importance of indigenous people and cultures to the story of Latin America.

Our **vision** is a future where Latin Americans and other Spanish and Portuguese speakers living in the UK have equal rights, live free from poverty and discrimination, and feel empowered to pursue their aspirations.

Our **mission** is to enable the development, agency, and participation of all Latin Americans and other Spanish and Portuguese speakers, by responding to both immediate needs and structural inequalities.

We do this by offering high-quality information and advice services, opportunities for development and training, and a platform to seek social and systemic change.

We are Latin American-led, and our team includes people with lived experience of the immigration and welfare systems, no recourse to public funds (NRPF), as well as precarious working and housing conditions.

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Our values are:

- **Commitment:** We are driven by a commitment to social justice for the communities we serve. We are accountable, we learn from our experiences and always act with care and responsibility.
- **Transparency:** We communicate in an open, honest and accessible way to best support our community, expand our reach and build cohesion around our mission.
- **Collaboration:** We listen to our community and partners to strengthen our work. We value the knowledge, skills and experience they bring, and work together to create lasting change.
- **Solidarity:** We stand alongside all migrants and those fighting for social justice. We are part of the migrant movement and value the strength in our collective experiences and unity.

OUR ACTIVITIES

Our work is organised across three main operational areas and a cross-cutting area:

a. Advice and Casework

We provide frontline, one-to-one advice and casework in Spanish and Portuguese on key areas of need for the community, including immigration, welfare entitlements, housing, and homelessness prevention. We provide trusted, expert support for people facing these difficulties and help them build skills to navigate the system for themselves. We also provide support to access healthcare services. IRMO is accredited by the Advice Quality Standard (AQS) and the Office of the Immigration Services Commissioner (OISC) at level 3. We are members of Advice UK and receive second-tier support from specialist organisations including Southwark Law Centre and the National Homelessness Advice Service (NHAS).

b. Education, Training and Employment

Our comprehensive programme of support in education, training and employment includes a range of activities aimed at improving our beneficiaries' social and cultural integration in the UK. These include 12-week English for Speakers of Other Languages (ESOL) groups for adults at different levels, individualised coaching and job-hunting support, professional mentoring, vocational training and workshops on employability skills. Through these activities, our beneficiaries build skills to start and progress in the UK labour market, as well as increase their civic, cultural, and social participation in the broader community.

c. Children and Young People

Our family and youth projects offer dedicated English classes, homework support and creative workshops for recently arrived children and young people (0-19 years old). Through this work, we support young service users and their families to get a place in nursery, school, college or university, boost their educational attainment and make friends while learning, creating and discovering their talents. Parents are supported to meet their family needs and access other services through targeted advice, advocacy, referrals and learning workshops. We support families to access healthcare, special education needs and disability (SEND) support, emergency assistance and specialised legal support. Our services for children and young people have achieved the London Youth Quality Mark (LYQM).

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d. Advocacy, Research and Campaigning

We address structural inequalities through campaigning, community organising, inter-sectoral collaboration and advocacy work at local and national levels. Each IRMO programme area has identified a priority for advocacy, research and campaigning work to ensure that migrants, including asylum seekers and refugees, have fair and equal access to services in the UK and can fully exercise their rights and entitlements. Through the Coalition of Latin Americans in the UK (CLAUK), we work with other Latin American organisations and groups to advocate for greater access to rights, increased civic engagement, improved living conditions that ensure dignity, as well as for the official recognition of Latin Americans as an ethnic group in the UK.

PARTNERSHIPS, FORUMS AND NETWORKS

We understand that lasting change is best achieved through collaboration, and we have a strong history of working in partnership. These partnerships help us tackle complex issues, share resources, exchange best practices and address common challenges together. Our current partnerships include:

- The Coalition of Latin Americans in the UK (CLAUK): We chair CLAUK, a coalition of led by and for Latin American organisations from the voluntary sector working together since 2012 to raise awareness of the issues affecting Latin American communities; amplify our collective voice; and campaign for positive change in the most urgent and strategic areas.
- Place for All (PFA): A Lambeth-based partnership with The Baytree Centre and High Trees, working towards a more equal and inclusive Lambeth.
- Advice in Community Settings: We lead a partnership with The Baytree Centre and High Trees to provide high quality, free and independent advice in community settings across South London to those experiencing, or at risk of, financial hardship. The service is offered at our community centres and nine outreach locations, including food banks, faith settings and schools.
- Propel - Advice Workforce Development Programme: We lead Propel, a partnership to develop an advice workforce development programme to train advisers from underrepresented communities and enhance the capacity of community-based organisations to respond to the labour shortage in the advice sector. Along with our partners, The Baytree Centre, High Trees, LAWRS and Southwark Law Centre, we offer trainee opportunities for those keen to qualify as an adviser within a community setting.
- Building Young Brixton (BYB): A Lambeth-based partnership including ten organisations that work together to inspire and empower young people in Brixton. Each year, BYB engages with over 1,000 children and young people, establishing a blueprint for community partnerships in Lambeth. Each organisation contributes its unique approach to youth work, collectively enhancing opportunities for young people to thrive across the borough.
- Lambeth Peer Action Collective (LPAC): A collective of young people and youth organisations working to create a future free from violence in Lambeth.
- Lambeth Community Research Network (LCRN): A collaboration that seeks to build the capacity of local people and community organisations to lead research on topics that matter to them. Through the network, we champion action-focused research that leads directly to positive change for local communities.
- AMPLA (Asociación de Madres y Padres Latinoamericanos): A self-organised group of Latin American parents, founded by IRMO beneficiaries, to provide peer support to overcome common challenges.

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IRMO is also a member of:

- Mayor of London's Refugee and Migrant Advisory Panel (MRAP)
- London Initial and Contingency Accommodation Civil Society Forum
- Southwark Latin American Network
- Together with Refugees Coalition
- Network for Justice
- Migrants Rights Network
- Migrants Organise
- Civil Society EUSS Alliance
- Pan-London Migrant Frontline Network
- The National Homelessness Advice Service (NHAS)
- Advice UK
- Lambeth Advice Network
- Ethnically Diverse Advice Providers Network
- Better Work Network
- London Youth
- 4in10 London's Child Poverty Network

OUR KEY ACHIEVEMENTS AND IMPACT

During the 2023-24 period, 4,128 people benefitted from IRMO's services and activities. This includes 387 families receiving specialist advice and casework on immigration, welfare rights, housing, and homelessness prevention; 1,047 people accessing information and practical support through our community support service; 541 people receiving information and support to access healthcare; 336 learners attending our English courses and conversation classes; 120 people receiving employment support and training; 230 children and young people participating in mentoring and educational activities; and 67 people upskilled through volunteering.

We continue to **strengthen our advocacy, research, and campaigning efforts** in response to the compounding challenges posed by Brexit, Covid-19, the cost of living crisis, rising anti-migrant hate, and the increasingly hostile environment for refugees, migrants, and ethnic minority communities in the UK, both independently and through collective action. We are proud to continue chairing the Coalition of Latin Americans in the UK (CLAUK), which leads the racial justice strategy for Latin American communities across the country. We have commissioned a comprehensive legal report on the rights of migrant children in the UK, examining both UK and international legal provisions safeguarding their educational rights. The findings will inform the next stage of our advocacy strategy, aimed at ensuring that migrant children and young people have equal access to education.

We are ready to embark on an exciting new project aimed at **embedding human rights-based approaches across all our activities**. Supported by the British Institute of Human Rights (BIHR) and Just Fair, this initiative will deepen our community and our organisation's understanding of the rights safeguarded by human rights legislation, enhance our capacity to hold authorities accountable for their legal responsibilities, and equip us with stronger tools to advance our mission.

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We continued to **develop and strengthen strategic partnerships**, expanding our capacity and impact while streamlining individual processes through a truly collaborative approach. Within the Advice in Community Settings partnership, we have provided vital advice services across community centres and multiple outreach locations in South London, including food banks, faith settings, and schools, collectively supporting 858 individuals in accessing their rights and entitlements. As part of the Propel Advice Workforce Development Programme, which aims to train advisers from underrepresented communities and strengthen the capacity of community-based organisations to address the labour shortage in the advice sector, we successfully launched our first cohort of five trainees. These individuals have begun a comprehensive training programme tailored to their needs, which includes an IAG Level 3 course, in-depth training on immigration, welfare benefits, housing, and mental health awareness, alongside shadowing experienced advisors.

We continued to **address gaps in support by reaching out to more disadvantaged and underrepresented groups, proactively responding to the overlapping crises** affecting our community. Throughout the Covid-19 pandemic and the ongoing cost of living crisis, we have sustained our crisis support services tackling food poverty and digital exclusion. We have developed targeted support to a growing number of asylum seekers, including holding support sessions at hotels accommodating asylum seekers. Additionally, we have continued to assist EU-Latin Americans facing insecure immigration status due to late, pending, or rejected EU Settlement Scheme (EUSS) applications, as well as those excluded from employment or essential services because they are unable to access or prove their status.

We continued to **enhance the quality of services** across all areas as our capacity has grown, delivering more consistent and engaging support to adults, children, and young people. We successfully renewed our Advice Quality Standard (AQS), Office of the Immigration Services Commissioner (OISC), and London Youth Quality Mark accreditations, and we are now preparing to apply for the Investing in Volunteers Quality Mark. In response to the increasing demand for our advice services, we have introduced new tools and processes to improve efficiency, identify issues earlier, and reduce waiting times. These include a new triaging system and an annual schedule of monthly workshops covering key topics affecting our community.

We remain deeply committed to the **wellbeing and professional development of our staff and volunteers**. We continue to offer free counselling through our Employee Assistance Programme and provide clinical supervision for our frontline staff. In response to inflation and the rising cost of living, we have introduced timely support measures to protect our staff. Additionally, we have launched a new Workforce Development Programme aimed at supporting the growth of trainees and advisors.

We progressed with our long-awaited **organisational rebrand and new multilingual website**. This platform will better promote our work and services throughout the community, making it easier for individuals to access vital information and resources, it will align our branding and messaging with our audience and mission, creating a consistent and cohesive identity as we engage with a wider audience. We expect the new website to go live in mid-2024.

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Information and Advice

"I was suspended from my job due to my lack of EUSS status. As an EU family member living in the UK for over 15 years and holding a permanent residence card, I believed I didn't need to apply to the EUSS. Thanks to IRMO's intervention, we submitted a late application. Despite the complexities introduced by recent Home Office policy changes that made it more challenging for individuals like me to regularise their stay, after several months of uncertainty, I was ultimately granted settled status." – Carlos, 66, from Ecuador

Our work in a snapshot:

- 387 families received specialist advice on immigration, welfare rights, housing and homelessness.
- 1,840 individuals were provided with information and practical support through our community support services.
- 189 hardship and food vouchers were distributed to those facing food poverty and destitution, and 550 IT devices and SIM cards were given to combat digital exclusion.
- 305 people accessed healthcare services.

Our Information and Advice services provide culturally and linguistically appropriate information and practical support to help individuals access their rights, along with advice, casework, and legal representation on immigration, welfare, and housing for Latin American and other Spanish and Portuguese-speaking migrants, asylum seekers and refugees in the UK.

Through our Crisis Response and Community Support initiatives, we play a crucial role in addressing urgent needs, supporting 1,840 service users to access information and resources. To combat food poverty, we distributed 189 hardship and food vouchers to individuals facing crises, destitution, and homelessness. Additionally, we provided 550 IT-related items to help bridge the digital divide, ensuring access to online resources. We also made 128 referrals to external providers, connecting people with essential services such as clothing and baby banks.

In response to the ongoing pressures of rising living costs, which have led to a significant increase in poverty, destitution, and homelessness — particularly among newly granted refugees — we delivered specialist advice and casework to 387 families, with an estimated financial gain for beneficiaries of £663,794. Among our service users, 98% speak a first language other than English, and 18% have disabilities. We continue to reach those most in need by delivering support in food banks, faith settings, and hotels hosting asylum seekers. The complexity of immigration cases has intensified due to ongoing legal changes and increasingly hostile policies, such as the Rwanda Act and the Illegal Migration Act. We continue to support individuals with complex cases, including those related to the EU Settlement Scheme, and those unable to prove or access their immigration status.

We have made significant efforts to help people understand and exercise their rights by delivering 10 workshops on important topics, including changes to UK immigration policy, welfare, and housing. These are completed by relevant resources in community languages, covering areas such as the asylum process and changes in immigration legislation

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Our efforts to enhance access to healthcare services have been particularly impactful. This year, we helped 305 people register with GPs and facilitated their access to critical health, mental health, and dental care services. Our digital outreach has also made a significant impact, with social media posts related to healthcare access generating 23,855 views. In collaboration with seven partner organisations, we have raised awareness on vital health issues such as cancer prevention, sexual health, and mental health, ensuring the content is tailored to the specific needs of the Latin American community.

Education, Training and Employment

"Thanks to the English classes, I can now speak with the nurses and people at the hospital during my dialysis, and I am on the waiting list for a kidney transplant. Before I felt terrible because I couldn't communicate by myself. Thank you for the free English classes, IRMO." – Martha, 50, from Colombia.

Our work in a snapshot:

- 336 learners attended our English classes
- 161 people improved knowledge of where and how to access basic services through our workshops and community coffee mornings
- 120 people received employment support and accessed training opportunities
- 67 people developed skills through 5,746 hours of volunteering

For many Latin American migrants, refugees and asylum-seekers, there is a clear need to learn English in order to navigate the system as part of their integration journey in the UK. To support our community members on this journey, we delivered 642 hours of ESOL classes; 97 hours of drop-in conversation classes; 10 community coffee mornings; and 8 workshops in employability skills, life skills and accessing essential services.

The courses taken opened up new opportunities for participants in academic and vocational studies, as well as benefits such as giving parents an increased ability to support children with homework, communicate effectively with doctors and teachers, use public transport, and access rights and support services. Our activities also acted as a gateway to other services within IRMO, including immigration and welfare advice and employment support.

The combined challenges of Brexit, Covid-19 and the cost of living crisis made our employment support service users particularly vulnerable to barriers to employment, making it essential to invest a significant amount of time in casework, mentoring and floating support needs. Despite these challenges, we were able to support 120 Latin American, Spanish or Portuguese-speaking migrant beneficiaries, including delivering a comprehensive training course in ESOL and construction and one in Digital Literacy in partnership with Code Your Future. Most participants improved their employment situation during the period, with many reporting greater confidence to obtain better and more secure working conditions.

To further support our community, we established a peer support programme where service users who had been successful in passing the Health, Safety & Environment Test to secure the CSCS Card and qualification to work in the construction sector would support others in preparing for the exam. Additionally, we used success stories in our Community Coffee Mornings to motivate others, fostering a positive and encouraging environment. We also created online ESOL classes specifically for women who are victims of domestic abuse in partnership with the Latin American Women's Rights Service (LAWRS).

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As part of our Volunteer Scheme, we recruited and trained a total of 67 new volunteers, providing them with valuable experience and training opportunities such as working with children in an educational setting; working with vulnerable adults; safeguarding; IT; immigration and welfare advice; among other professional and non-profit sector learnings.

Children and Young People

"When I first arrived in the UK, everything felt overwhelming, and I struggled to make friends or know where to start. The LAYF project at IRMO gave me a space where I could meet people, build my confidence, improve my English and learn important skills. Through the mentoring programme I created my CV, learned how to apply for jobs, opened a bank account, and prepared for interviews. Getting my first job during the Easter holiday was such a big step for me. Thanks to the support from LAYF, I now feel confident that I can find a job I enjoy and take control of my future." – Lina, 16, from Colombia

Our work in a snapshot:

- 230 children and young people attended weekly educational activities, group workshops and one-to-one mentoring sessions.
- 112 children and young people who were out of education were supported to access school or college.
- 328 children, young people and their parents participated in 12 cultural events and trips to London landmarks.
- 159 children and young people experienced an improved sense of wellbeing.
- 154 children and young people felt less isolated as a result of having made friends and developed a support network.

The young beneficiaries supported by our Children and Young People are predominantly newly arrived migrants, asylum seekers and refugees who are not yet in school and don't speak much English. Some have fled violent gangs in their countries of origin, while others have migrated twice in their lifetime.

To ensure our project reaches the children and young people most in need, we have enhanced our triage system to better manage referrals from Early Help, Children's Services, local schools, and voluntary and community sector (VCS) organisations. A significant portion of self-referrals come through word of mouth. Additionally, our outreach efforts at food banks, hotels housing asylum seekers, and faith-based settings help identify and refer children in need to our services.

Children face numerous barriers to accessing education, including rigid documentation requirements from schools and local authorities, immigration status, hidden costs, and a lack of support for non-English speakers. These obstacles often result in prolonged periods out of school. Our Advice & Advocacy service offers personalised one-to-one support for families, helping them navigate the school admissions process, secure appropriate Special Educational Needs and Disabilities (SEND) and English as an Additional Language (EAL) support, and access grants. We also assist with acquiring school uniforms, applying for Zip Oyster cards, and obtaining free IT devices and internet access.

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The Latin American Youth Forum (LAYF), IRMO's youth group for 13–19-year-olds at risk of exclusion, provides a supportive environment through weekly afternoon activities, one-to-one mentoring, and group learning workshops. These sessions help young people nurture their talents, build a support network in the UK, develop employability skills, and explore issues relevant to them. This year's activities included workshops on public speaking, bike repair, photography, and poetry. Through creative workshops, participants explored topics such as consent and healthy relationships, challenged stereotypes and discrimination, and discussed power, privilege, and the importance of amplifying youth voices in the community.

As part of Building Young People, a partnership of 10 Lambeth-based organisations, our young participants have access to a wide range of activities and joint initiatives. One such initiative is the Lambeth Peer Action Collective (LPAC), a youth-led peer research and social action project that seeks to understand the root causes of youth violence in Lambeth. Insights from the research are used to build campaigns advocating for better opportunities, improved housing, and an education system that works for all young people.

We ensure that youth voices are central to all aspects of our work through IRMO's Youth Steering Group and the BYB Young Leaders Programme. These spaces allow young participants to actively shape and evaluate our youth services and co-deliver activities. The Young Leaders organise listening events to understand young people's priorities and provide recommendations on how services can better respond to their needs. By participating in these initiatives, young individuals develop essential skills such as leadership, planning, problem-solving, teamwork, and effective communication.

Research, Campaigning and Advocacy Work

Through campaigning, research, community organising, inter-sectoral collaboration, and advocacy at local and national levels, we aim to address structural inequalities. Our goal is to ensure that migrants, including asylum seekers and refugees, are able to fully exercise their rights.

Coalition of Latin Americans in the UK (CLAUK)

We are proud to continue chairing the Coalition of Latin Americans in the UK (CLAUK), which leads the racial justice strategy for Latin American communities across the country. CLAUK's mission is guided by two key objectives: advocating for meaningful change in critical and strategic areas, and building the capacity of organisations and groups that support Latin American communities in the UK.

In 2023, we undertook a collective process to review our governance, develop more comprehensive Terms of Reference, refresh our mission and vision, and create our five-year Business Plan. This comprehensive strategy aims to advance the structural integration of the Latin American community in the UK.

We celebrated a decade of collective work by launching our new website, unveiling our updated strategy, and publishing a report that highlights 10 key steps towards justice for Latin Americans in the UK, achieved during CLAUK's 10 years of existence.

The CLAUK 'Democracy and Participation' campaign aimed to enhance political literacy and support Latin Americans to access their democratic rights. This initiative, which included information on the new voter ID requirements introduced by the Elections Act, reached an estimated 180,000 Latin Americans over nine months through 30 in-person events and online engagement.

Indoamerican Refugee and Migrant Organisation

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Trustees' Report

As we plan the next steps for our 'Living with Dignity' campaign, we have conducted listening sessions with Latin American groups and individuals and joined forces with key partners, such as the Centre for Progressive Change, in their campaign for safe and fair sick pay leave.

Access to education

Drawing on a decade of frontline experience supporting migrant and asylum-seeking children who are out of school, we have developed an advocacy strategy to break down the structural barriers that keep these children from accessing education. We collaborate with schools, local authorities, and decision-makers to influence policy and shift attitudes around school admissions.

We have commissioned a comprehensive legal report on the education rights of migrant children in the UK. The report, which examines both UK and international legal provisions protecting education rights, focuses particularly on undocumented children. It identifies common barriers to accessing education and explores potential legal challenges to address these issues. The report is set to be published in mid-2024.

We have made significant progress in building alliances with organisations, researchers, and legal experts working at the intersection of immigration and education access. Our team has actively participated in influential forums, such as a steering group led by Southwark Law Centre, which focuses on the education of children in temporary accommodation. We have also contributed to the Forum for Equalities and Human Rights in Southwark, highlighting educational challenges faced by our community, and participated in 4in10's Policy Forum, where we discussed engagement strategies with candidates ahead of the London mayoral and assembly elections. Moreover, we have held strategic meetings with Lambeth and Southwark councillors.

We are committed to strengthening civic participation by supporting parents, carers, and young people to become active agents of social change. We work closely with self-organised parent groups, including AMPLA, Empoderando Familias, and Familias y Autismo. We recently recruited a new Community Organiser and are preparing to deliver community organising training, co-developed with leaders from each group.

Research and reports

Through our research, we aim to highlight key issues affecting our community and advocate for more effective responses from decision-makers.

During this period, we published *The Right to Healthcare: A Community-Led Approach to Better Health Outcomes for the Latin American Community*, in partnership with the Latin American Women's Rights Service (LAWRS). This report documents the numerous barriers that migrants, refugees, and asylum seekers face when accessing healthcare and provides actionable recommendations for decision-makers.

We contributed to a project led by Focus on Labour Exploitation (FLEX) and the Labour Exploitation Advisory Group (LEAG) to support long-term advocacy aimed at addressing the root causes of exploitation. Our staff and beneficiaries with lived experience of labour exploitation contributed to research on the continuum of exploitation. This framework places labour exploitation on a spectrum, ranging from non-compliance with labour laws to severe offences such as forced labour and human trafficking. The research was launched in early 2024.

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Joint advocacy and campaigning

We continued to engage in joint advocacy and campaigning efforts to address key issues affecting our beneficiaries. Examples include joining the Anti-Trafficking and Labour Exploitation Unit (ATLEU) and Focus on Labour Exploitation (FLEX) in opposing the Illegal Migration Bill during the Commons' consideration of Lords' amendments; supporting the Patients Not Passports campaign, which seeks to end the racist migrant charging policies within the NHS; and joining forces with ILPA and the 3million in a joint letter highlighting the unfairness in the Home Office's approach to late applications, among other initiatives.

Supporting the involvement of people with lived experience in policy and research

We continued to collaborate with think tanks, research bodies, and policy organisations to ensure the voice of our community is included in the development of campaigns, policies, and research. By sharing information and fostering connections with movements and organisations, we facilitated meaningful participation. For example, we supported six service users in contributing to research conducted by Praxis and 4in10 on childcare access; supported asylum seekers engage in Southwark's Joint Strategic Needs Assessment (JSNA) on The Health & Wellbeing of Asylum Seekers and Refugees in Southwark; and supported beneficiaries' involvement in the Safe Sick Pay campaign led by the Centre for Progressive Change, among other initiatives.

STORIES OF IRMO

All names have been changed to protect individual identities.

Victor, 25, El Salvador

Victor, an asylum seeker from El Salvador, has been living in the United Kingdom for the past three years. When he first attended our Community Coffee Morning, he spoke no English and was living in a hotel as temporary accommodation provided by the Home Office. He faced significant challenges in communicating with others and had little understanding of the services available in the UK.

Through his engagement in the Community Coffee Morning, Victor became motivated to join our English classes and preparation courses for the Construction Skills Certification Scheme (CSCS) qualification, which is essential for working in the construction industry. A few months later, he successfully passed the CSCS test and obtained his qualification. Upon receiving his asylum status, he secured employment in the cleaning sector while we continued to support him in his pursuit of a construction job.

Victor expressed his gratitude, saying, "Thanks to the English classes at IRMO, I have learned the language and can communicate better. I am now on track to achieve my goal of working in the construction sector, thanks to the qualification I obtained. Thank you so much, IRMO!"

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Carolina, 37, Bolivia

Carolina, a 37-year-old woman from South America, visited one of our Health and Wellbeing drop-ins seeking urgent help in accessing medical care. She was pregnant, with her due date just a month away, and faced significant challenges, including limited English proficiency and no recourse to public funds (NRPF). During her first visit, our team helped her register with a General Practitioner (GP) and complete the necessary paperwork. However, as we learned more about her situation, it became clear that she had more complex needs.

Carolina was facing destitution and homelessness as she prepared to give birth. We immediately connected her with additional resources by referring her to the No Recourse to Public Funds (NRPF) team at her local authority and to Project 17, a charity that supports families without access to public funds. As a result of these collective efforts, Carolina was placed in temporary accommodation, providing her with a safe environment as she neared her delivery date.

We provided Carolina with ongoing support by helping her access donated baby items, ensuring she had essential supplies for her newborn. We also assisted her in maintaining regular contact with her hospital and GP to guarantee she received consistent prenatal and postnatal care while addressing any new challenges that arose.

Carolina's case highlights the importance of holistic support systems for vulnerable individuals with multiple and complex needs. By offering comprehensive assistance, from securing housing and medical care to obtaining necessary supplies for her baby, Carolina was able to access her rights and the critical support she needed during this pivotal time in her life.

Max, 13, El Salvador

Max arrived in London with his parents, fleeing gang violence in Central America. Shortly after their arrival, Max and his mother were separated from his father and placed in different asylum accommodations, ultimately relocating to various parts of the country. This separation was particularly challenging for Max, who deeply missed his father.

Upon reaching out for help, it was clear that Max faced significant challenges. He had been out of school for five months, largely due to the asylum accommodation's failure to forward essential correspondence from the council and the school, which resulted in considerable delays.

Recognising the urgency of Max's situation, IRMO stepped in to facilitate his access to education. Since Max and his mother had recently relocated from London to the north of England, he participated in IRMO's online classes and academic mentoring sessions. Over the next four months, these sessions proved to be transformative. Max showed increased engagement and growing confidence. The mentoring sessions not only fostered his academic skills but also provided a supportive environment for him to practise speaking English. This small group interaction helped Max feel more comfortable conversing with peers when he started school. During his final session, Max expressed excitement about his future ambitions, stating, "I want to be an IT programmer." Max's final evaluation highlighted significant improvements in his writing and listening skills, as well as a remarkable boost in his confidence. He went from feeling isolated and anxious to becoming an active participant in his new learning environment.

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IRMO continued to provide regular support to Max's family, helping them access essential services, such as Free School Meals and transport. This support has been vital in reducing their sense of isolation and ensuring they have the resources needed to thrive in their new community.

LOOKING AHEAD

Our key objectives for 2024-25 and beyond are to further advance the following goals outlined in our Business Plan:

- **Mitigating the ongoing impacts of the hostile environment policies and Brexit** by continuing to closely monitor and respond to the evolving situation regarding EUSS, transition to a digital immigration system, new migration routes and legislation changes; and by upgrading our support to people with No Recourse to Public Funds (NRPF), undocumented migrants and asylum seekers.
- **Promoting recovery from the cost of living crisis and the long-term impact of the Covid-19 pandemic** by proactively addressing urgent needs, such as food poverty and digital exclusion, while continuing our efforts to enhance access to healthcare across the community.
- **Evolving our services based on the lived experiences of our community** by implementing our new user involvement strategy; establishing an expert panel made up of a cross-section of beneficiaries; and continuing to involve people with live experiences in research and advocacy.
- **Strengthening our approach to intersectionality to better tackle structural inequalities and discrimination** by developing more specific equality objectives; stepping up our advocacy and campaigning work at local, London and national levels; and bringing more visibility to the community, both independently and as part of the Coalition of Latin Americans in the UK (CLAUK).
- **Ensuring that IRMO has the appropriate structure, resources, knowledge and approach in place** to fully respond to the current needs and priorities of the community we serve.
- **Enhancing communication**, by launching our new website and implementing our new communications strategy to engage with our community and stakeholders in a clear, effective, and inclusive manner.
- **Continuing to prioritise team wellbeing** and fostering a healthy work environment.

THANK YOU

We would like to sincerely thank all of our staff, trustees and volunteers for their ongoing commitment and fantastic contributions to IRMO throughout 2023-24. Our heartfelt thanks also go to our incredible funders, individual and corporate supporters, and partners, whose support has enabled us to continue growing as an organisation and serving the Latin American community in the UK.

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Trustees' Report

Statement of trustees' responsibilities

The trustees (who are also the directors of Indoamerican Refugee and Migrant Organisation for the purposes of company law) are responsible for preparing the trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including FRS 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. Under company law the trustees must not approve the financial statements unless they are satisfied that they 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 its income and expenditure, of the charitable company for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards, comprising FRS 102 have been followed, subject to any material departures disclosed and explained in the financial statements; and
- 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 that can disclose with reasonable accuracy at any time the financial position of the charitable company and 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.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

The annual report was approved by the trustees of the charity on 29 November 2024 and signed on its behalf by:



Lucila Granada
Chair and trustee



Dr Danielle Guizzo
Treasurer and trustee

Indoamerican Refugee and Migrant Organisation

known as IRMO

Independent Examiner's Report to the trustees of Indoamerican Refugee and Migrant Organisation ('the Company')

I report to the charity trustees (who are also Directors for the purpose of company law) on my examination of the accounts of the Indoamerican Refugee and Migrant Organisation ('the charitable company') for the year ended 31 March 2024 which comprise the Statement of Financial Activities, the Balance Sheet and related notes.

This report is made solely to the charity's trustees, as a body, in accordance with section 145 of the Charities Act 2011. My work has been undertaken so that I might state to the charity's trustees those matters I am required to state to them in this report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the charity and the charity's trustees as a body, for my work, for this report, or for the opinions I have formed.

Responsibilities and basis of report

As the charity's trustees of Indoamerican Refugee and Migrant Organisation you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of Indoamerican Refugee and Migrant Organisation are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

An independent examination does not involve gathering all the evidence that would be required in an audit and consequently does not cover all the matters that an auditor considers in giving their opinion on the financial statements. The planning and conduct of an audit goes beyond the limited assurance that an independent examination can provide. Consequently I express no opinion as to whether the financial statements present a 'true and fair' view and my report is limited to those specific matters set out in the independent examiner's statement.

Independent examiner's statement

Since Indoamerican Refugee and Migrant Organisation's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of ICAEW, which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of Indoamerican Refugee and Migrant Organisation as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act 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; or

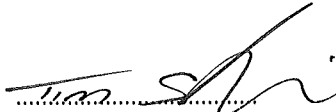
Indoamerican Refugee and Migrant Organisation

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Independent Examiner's Report to the trustees of Indoamerican Refugee and Migrant Organisation ('the Company')

4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.



.....
Timothy Sullivan FCA
ICAEW

9 Hare & Billet Road
Blackheath
SE3 0RB

Date: 17/12/24.....

Indoamerican Refugee and Migrant Organisation

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Statement of Financial Activities for the Year Ended 31 March 2024
(Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

	Note	Unrestricted £	Restricted £	Total 2024 £	Unrestricted £	Restricted £	Total 2023 £
Income and Endowments from:							
Grants, donations and legacies		77,896	720,066	797,962	113,685	622,281	735,966
Charitable activities		21,927	-	21,927	11,238	-	11,238
Investment income	5	<u>4,256</u>	<u>-</u>	<u>4,256</u>	<u>1,598</u>	<u>-</u>	<u>1,598</u>
Total income		<u>104,079</u>	<u>720,066</u>	<u>824,145</u>	<u>126,521</u>	<u>622,281</u>	<u>748,802</u>
Expenditure on:							
Charitable activities		<u>(126,322)</u>	<u>(716,832)</u>	<u>(843,154)</u>	<u>(13,546)</u>	<u>(744,504)</u>	<u>(758,050)</u>
Total expenditure		<u>(126,322)</u>	<u>(716,832)</u>	<u>(843,154)</u>	<u>(13,546)</u>	<u>(744,504)</u>	<u>(758,050)</u>
Net (expenditure)/income		(22,243)	3,234	(19,009)	112,975	(122,223)	(9,248)
Transfers between funds		<u>-</u>	<u>-</u>	<u>-</u>	<u>2,245</u>	<u>(2,245)</u>	<u>-</u>
Net movement in funds		<u>(22,243)</u>	<u>3,234</u>	<u>(19,009)</u>	<u>115,220</u>	<u>(124,468)</u>	<u>(9,248)</u>
Reconciliation of funds							
Total funds brought forward		<u>463,767</u>	<u>105,313</u>	<u>569,080</u>	<u>348,547</u>	<u>229,781</u>	<u>578,328</u>
Total funds carried forward	17	<u>441,524</u>	<u>108,547</u>	<u>550,071</u>	<u>463,767</u>	<u>105,313</u>	<u>569,080</u>

All of the charity's activities derive from continuing operations during the above two periods.

The notes on pages 26 to 45 form an integral part of these financial statements.

Indoamerican Refugee and Migrant Organisation

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(Registration number: 03931483)
Balance Sheet as at 31 March 2024

	Note	2024 £	2023 £
Fixed assets			
Tangible assets	12	135,423	155,947
Current assets			
Debtors	13	142,938	19,733
Cash at bank and in hand	14	<u>400,875</u>	<u>517,974</u>
		543,813	537,707
Creditors: Amounts falling due within one year	15	<u>(129,165)</u>	<u>(124,574)</u>
Net current assets		<u>414,648</u>	<u>413,133</u>
Net assets		<u>550,071</u>	<u>569,080</u>
Funds of the charity:			
Restricted income funds			
Restricted funds		108,547	105,313
Unrestricted income funds			
Designated Funds		240,423	245,947
General Funds		<u>201,101</u>	<u>217,820</u>
Total unrestricted funds		<u>441,524</u>	<u>463,767</u>
Total funds	17	<u>550,071</u>	<u>569,080</u>

For the financial year ending 31 March 2024 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

- The members have not required the charity to obtain an audit of its accounts for the year in question in accordance with section 476; and
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

The notes on pages 26 to 45 form an integral part of these financial statements.

Indoamerican Refugee and Migrant Organisation

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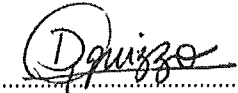
**(Registration number: 03931483)
Balance Sheet as at 31 March 2024**

The financial statements on pages 22 to 45 were approved by the trustees, and authorised for issue on 29 November 2024 and signed on their behalf by:



.....

Lucila Granada
Chair and trustee



.....

Dr Danielle Guizzo
Treasurer and trustee

The notes on pages 26 to 45 form an integral part of these financial statements.

Indoamerican Refugee and Migrant Organisation

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Statement of Cash Flows for the Year Ended 31 March 2024

	Note	2024 £	2023 £
Cash flows from operating activities			
Net cash expenditure		(19,009)	(9,248)
Adjustments to cash flows from non-cash items			
Depreciation		21,723	21,664
Investment income	5	<u>(4,256)</u>	<u>(1,598)</u>
		(1,542)	10,818
Working capital adjustments			
(Increase)/decrease in debtors	13	(123,205)	27,940
Increase in creditors	15	59,615	49,898
(Decrease)/increase in deferred income		<u>(55,024)</u>	<u>67,024</u>
Net cash flows from operating activities		<u>(120,156)</u>	<u>155,680</u>
Cash flows from investing activities			
Interest receivable and similar income	5	4,256	1,597
Purchase of tangible fixed assets	12	(1,199)	(48,513)
Sale of tangible fixed assets		<u>-</u>	<u>612</u>
Net cash flows from investing activities		<u>3,057</u>	<u>(46,304)</u>
Net (decrease)/increase in cash and cash equivalents		(117,099)	109,376
Cash and cash equivalents at 1 April		<u>517,974</u>	<u>408,598</u>
Cash and cash equivalents at 31 March		<u><u>400,875</u></u>	<u><u>517,974</u></u>

All of the cash flows are derived from continuing operations during the above two periods.

The notes on pages 26 to 45 form an integral part of these financial statements.

Indoamerican Refugee and Migrant Organisation

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Notes to the Financial Statements for the Year Ended 31 March 2024

1 Charity status

The charity is limited by guarantee, incorporated in England & Wales, and consequently does not have share capital. Each of the trustees is liable to contribute an amount not exceeding £1 towards the assets of the charity in the event of liquidation.

The address of its registered office is:

Unit 8 Warwick House

Overton Road

London

SW9 7JP

These financial statements were authorised for issue by the trustees on 29 November 2024.

2 Accounting policies

Summary of significant accounting policies and key accounting estimates

The principal accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

Statement of compliance

The financial statements have been prepared 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) (effective 1 January 2019) - (Charities SORP (FRS 102) - Second edition October 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102). They also comply with the Companies Act 2006 and Charities Act 2011.

Basis of preparation

Indoamerican Refugee and Migrant Organisation meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

Going concern

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern nor any significant areas of uncertainty that affect the carrying value of assets held by the charity.

Indoamerican Refugee and Migrant Organisation

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Notes to the Financial Statements for the Year Ended 31 March 2024

Judgements and key sources of estimation uncertainty

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the periods in which the estimate is revised where revisions affects only that period, or in the period of the revision and future periods where the revisions affects both current and future periods.

Income and endowments

All income is recognised once the charity has entitlement to the income, it is probable that the income will be received and the amount of the income receivable 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 receivable

Grants are recognised when the charity has an entitlement to the funds and any conditions linked to the grants have been met. Where performance conditions are attached to the grant and are yet to be met, the income is recognised as a liability and included on the balance sheet as deferred income to be released.

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.

Investment income

Interest income, including income arising from finance leases and other financial instruments, is recognised using the effective interest method.

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Notes to the Financial Statements for the Year Ended 31 March 2024

Expenditure

All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable settlement is required and the amount can be measured reliably. All costs are allocated to the applicable expenditure heading that aggregate similar costs to that category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of resources, with central staff costs allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Other support costs are allocated based on the spread of staff costs.

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 costs

Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources, for example, allocating property costs by floor areas, or per capita, staff costs by the time spent and other costs by their usage.

Governance costs

These include the costs attributable to the charity's compliance with constitutional and statutory requirements, including audit, strategic management and trustees meetings and reimbursed expenses.

Taxation

The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

Tangible fixed assets

Individual fixed assets costing £500.00 or more are initially recorded at cost.

Depreciation and amortisation

Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual value, over their expected useful economic life as follows:

Asset class	Depreciation method and rate
Office equipment	20% straight line method
Refurbishment	10% straight line method

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Notes to the Financial Statements for the Year Ended 31 March 2024

Trade 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 receivables.

Cash and cash equivalents

Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

Trade creditors

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Accounts payable are classified as current liabilities if the charity does not have an unconditional right, at the end of the reporting period, to defer settlement of the creditor for at least twelve months after the reporting date. If there is an unconditional right to defer settlement for at least twelve months after the reporting date, they are presented as non-current liabilities.

Trade creditors are recognised initially at the transaction price and subsequently measured at amortised cost using the effective interest method.

Borrowings

Interest-bearing borrowings are initially recorded at fair value, net of transaction costs. Interest-bearing borrowings are subsequently carried at amortised cost, with the difference between the proceeds, net of transaction costs, and the amount due on redemption being recognised as a charge to the Statement of Financial Activities over the period of the relevant borrowing.

Interest expense is recognised on the basis of the effective interest method and is included in interest payable and similar charges.

Borrowings are classified as current liabilities unless the charity has an unconditional right to defer settlement of the liability for at least twelve months after the reporting date.

Fund structure

Unrestricted income funds are general funds that are available for use at the trustees discretion in furtherance of the objectives of the charity.

Designated funds are unrestricted funds set aside for specific purposes at the discretion of the trustees.

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Restricted income funds are those donated for use in a particular area or for specific purposes, the use of which is restricted to that area or purpose.

Pensions and other post retirement obligations

The charity operates a defined contribution pension scheme which is a pension plan under which fixed contributions are paid into a pension fund and the charity has no legal or constructive obligation to pay further contributions even if the fund does not hold sufficient assets to pay all employees the benefits relating to employee service in the current and prior periods.

Contributions to defined contribution plans are recognised in the Statement of Financial Activities when they are due. If contribution payments exceed the contribution due for service, the excess is recognised as a prepayment.

Financial instruments

Recognition and measurement

All financial assets and liabilities are initially measured at transaction price (including transaction costs), except for those financial assets classified as at fair value through profit or loss, which are initially measured at fair value (which is normally the transaction price excluding transaction costs), unless the arrangement constitutes a financing transaction. If an arrangement constitutes a financing transaction, the financial asset or financial liability is measured at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Financial assets and liabilities are only offset in the statement of financial position when, and only when there exists a legally enforceable right to set off the recognised amounts and the charity intends either to settle on a net basis, or to realise the asset and settle the liability simultaneously.

Financial assets are derecognised when and only when a) the contractual rights to the cash flows from the financial asset expire or are settled, b) the charity transfers to another party substantially all of the risks and rewards of ownership of the financial asset, or c) the charity, despite having retained some, but not all, significant risks and rewards of ownership, has transferred control of the asset to another party.

Financial liabilities are derecognised only when the obligation specified in the contract is discharged, cancelled or expires.

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Notes to the Financial Statements for the Year Ended 31 March 2024

3 Income from grants, donations and legacies

	Unrestricted funds General £	Restricted funds £	Total 2024 £	Total 2023 £
Donations and legacies;				
Donations from individuals	2,176	-	2,176	4,249
Grants, including capital grants;				
The City Bridge Foundation	520	87,330	87,850	36,680
BBC Children in Need	-	19,138	19,138	57,773
The National Lottery Community Fund	-	107,344	107,344	87,632
Lambeth Council	-	49,976	49,976	156,854
Garfield Weston Foundation	15,000	-	15,000	15,000
Peter Minet Trust	5,000	-	5,000	30,000
People's Postcode Trust	-	-	-	20,000
AB Charitable Trust	25,000	-	25,000	-
Cornerstone Fund	1,200	-	1,200	4,500
Veolia Environmental Trust	-	-	-	7,375
London Catalyst	-	13,632	13,632	-
Power To Change	4,000	-	4,000	4,000
Nuestros Pequeños Hermanos UK	-	-	-	3,000
United St Saviour's Charity	-	13,195	13,195	39,588
The Neighbourly Foundation	-	-	-	1,000
Lloyds Bank Foundation for England & Wales	25,000	-	25,000	27,250
Access to Justice Foundation	-	60,371	60,371	-
The Ironmonger's Company	-	5,000	5,000	-
London Legal Support Trust	-	75,000	75,000	-
Paul Hamlyn Foundation	-	83,718	83,718	-
People's Partnership	-	12,225	12,225	-
Walcot Foundation	-	24,193	24,193	29,193
Southwark Council	-	8,330	8,330	36,791
Guy's & St Thomas Foundation	-	49,251	49,251	138,251
Greater London Authority	-	111,363	111,363	26,633

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	Unrestricted funds General £	Restricted funds £	Total 2024 £	Total 2023 £
Youth Endowment Fund	-	-	-	10,197
	<u>77,896</u>	<u>720,066</u>	<u>797,962</u>	<u>735,966</u>
 4 Income from charitable activities				
		Unrestricted funds General £	Total 2024 £	Total 2023 £
Services		<u>21,927</u>	<u>21,927</u>	<u>11,238</u>
 5 Investment income				
		Unrestricted funds General £	Total 2024 £	Total 2023 £
Interest receivable and similar income;				
Interest receivable on bank deposits		<u>4,256</u>	<u>4,256</u>	<u>1,598</u>

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Notes to the Financial Statements for the Year Ended 31 March 2024

6 Expenditure on charitable activities

	Note	Total 2024 £	Total 2023 £
Fundraising		23,790	16,746
Activities and project cost		151,635	112,602
Volunteer expenses		3,266	4,582
Staff costs	10	559,322	539,074
Support costs	7	<u>105,141</u>	<u>85,046</u>
		<u>843,154</u>	<u>758,050</u>

Within the expenditure above, there are Support Costs of £105,141 (2023 - £85,046) which relate directly to charitable activities. See note 7 for further details.

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Notes to the Financial Statements for the Year Ended 31 March 2024

7 Analysis of support costs

Support costs

	Total 2024 £	Total 2023 £
Staff welfare	9,357	3,562
Rent and rates	4,748	460
Insurance	1,454	1,703
General maintenance	2,901	1,180
Utilities	8,530	5,694
Computer software and maintenance	7,161	8,592
Printing, postage and stationery	2,407	2,153
Membership	2,961	852
Sundries	13,809	4,516
Independent examination	2,688	2,688
Bookkeeping and payroll	515	640
Legal and professional	26,648	31,152
Bank charges	239	191
Depreciation	21,723	21,663
	<u>105,141</u>	<u>85,046</u>

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8 Net incoming/outgoing resources

Net outgoing resources for the year include:

	2024	2023
	£	£
Depreciation of fixed assets	21,723	21,663
Independent examination	2,688	2,688

9 Trustees remuneration and expenses

During the year the charity made the following transactions with trustees:

Celia Gardiner

£474 (2023: £Nil) of expenses were reimbursed to Celia Gardiner during the year.

No trustees, nor any persons connected with them, have received any remuneration from the charity during the year.

No trustees have received any other benefits from the charity during the year.

10 Staff costs

The aggregate payroll costs were as follows:

	2024	2023
	£	£
Staff costs during the year were:		
Wages and salaries	508,589	489,405
Social security costs	40,180	39,355
Pension costs	10,553	10,314
	<u>559,322</u>	<u>539,074</u>

The monthly average number of persons (including senior management / leadership team) employed by the charity during the year expressed as full time equivalents was as follows:

	2024	2023
	No	No
Charitable activities	<u>19</u>	<u>21</u>

The total employee benefits of the key management personnel of the charity were £61,890 (2023 - £52,015).

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Notes to the Financial Statements for the Year Ended 31 March 2024

11 Taxation

The charity is a registered charity and is therefore exempt from taxation.

12 Tangible fixed assets

	Furniture and equipment £	Other tangible fixed asset £	Total £
Cost			
At 1 April 2023	18,391	179,854	198,245
Additions	1,199	-	1,199
At 31 March 2024	<u>19,590</u>	<u>179,854</u>	<u>199,444</u>
Depreciation			
At 1 April 2023	11,080	31,218	42,298
Charge for the year	3,738	17,985	21,723
At 31 March 2024	<u>14,818</u>	<u>49,203</u>	<u>64,021</u>
Net book value			
At 31 March 2024	<u>4,772</u>	<u>130,651</u>	<u>135,423</u>
At 31 March 2023	<u>7,311</u>	<u>148,636</u>	<u>155,947</u>

13 Debtors

	2024 £	2023 £
Trade debtors	10,989	923
Prepayments	3,944	1,959
Accrued income	128,005	16,851
	<u>142,938</u>	<u>19,733</u>

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14 Cash and cash equivalents

	2024	2023
	£	£
Cash at bank	<u>400,875</u>	<u>517,974</u>

15 Creditors: amounts falling due within one year

	2024	2023
	£	£
Trade creditors	96,228	47,956
Other creditors	2,231	2,245
Accruals	18,706	7,349
Deferred income	<u>12,000</u>	<u>67,024</u>
	<u>129,165</u>	<u>124,574</u>

	2024	2023
	£	£
Deferred income at 1 April 2023	67,024	-
Resources deferred in the period	12,000	67,024
Amounts released from previous periods	<u>(67,024)</u>	<u>-</u>
Deferred income at year end	<u>12,000</u>	<u>67,024</u>

16 Pension and other schemes

Defined contribution pension scheme

The charity operates a defined contribution pension scheme. The pension cost charge for the year represents contributions payable by the charity to the scheme and amounted to £10,553 (2023 - £10,314).

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17 Funds

	Balance at 1 April 2023 £	Incoming resources £	Resources expended £	Transfers £	Balance at 31 March 2024 £
Unrestricted funds					
<i>General</i>					
General Funds	217,820	104,079	(126,322)	5,524	201,101
<i>Designated</i>					
Capacity Fund	60,000	-	-	-	60,000
Development Fund	30,000	-	-	-	30,000
Capital Reserve	155,947	-	-	(20,524)	135,423
Absences Fund	-	-	-	15,000	15,000
	<u>245,947</u>	<u>-</u>	<u>-</u>	<u>(5,524)</u>	<u>240,423</u>
Total unrestricted funds	<u>463,767</u>	<u>104,079</u>	<u>(126,322)</u>	<u>-</u>	<u>441,524</u>
Restricted funds					
English for All	1,781	34,080	(35,861)	-	-
GLA New Deal For Young People	2,938	36,484	(27,060)	-	12,362
Children in Need - Family Project 2022-2023	12,386	-	(12,386)	-	-
Parents Association	2,625	-	(2,625)	-	-
Thrive	-	83,718	(39,169)	-	44,549
Building Young Brixton (BYB)	11,962	40,959	(40,564)	-	12,357
BounceBack	3,589	24,193	(27,782)	-	-
CLAUK Strategy 2022-2023	24,377	-	(24,377)	-	-
Health and Wellbeing Ambassador Expansion	9,260	12,512	(21,772)	-	-
Lambeth Peer Action Collective	1,901	-	(1,901)	-	-
Advice in Community Settings 2022-2023	21,193	-	(21,193)	-	-
Common Purpose Programme	-	6,330	(6,330)	-	-
Supporting Latin Americans in Southwark	5,849	13,195	(19,044)	-	-
Ironmongers – Family Project	-	5,000	(5,000)	-	-

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Notes to the Financial Statements for the Year Ended 31 March 2024

	Balance at 1 April 2023 £	Incoming resources £	Resources expended £	Transfers £	Balance at 31 March 2024 £
Lambeth Latin American Youth Forum	-	15,000	(11,996)	-	3,004
People's Partnership – CSCS Card Courses	-	12,225	(12,225)	-	-
Improving Outcomes Through Legal Support	-	60,371	(58,461)	-	1,910
Propel	-	128,250	(104,466)	-	23,784
CLAUK Strategy 2023-2024	-	36,739	(34,981)	-	1,758
CLAUK Voter ID	-	40,879	(40,879)	-	-
NWDA Health Inequality Community Fund for Lambeth	-	14,976	(14,976)	-	-
Children in Need – Family Project 2023-2026	-	19,138	(18,569)	-	569
Partners for Health	-	13,632	(8,676)	-	4,956
Health Promotion Disease Prevention	-	2,000	(2,000)	-	-
Lambeth's Cost of Living VCF Small Grants	-	20,000	(20,000)	-	-
The Community Organisations Cost of Living Fund	-	66,385	(66,385)	-	-
Advice in Community Settings 2023-2024	-	34,000	(30,702)	-	3,298
Southwark Public Health Cancer Inequalities Grant	7,452	-	(7,452)	-	-
	<u>105,313</u>	<u>720,066</u>	<u>(716,832)</u>	<u>-</u>	<u>108,547</u>
Total funds	<u>569,080</u>	<u>824,145</u>	<u>(843,154)</u>	<u>-</u>	<u>550,071</u>

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	Balance at 1 April 2022 £	Incoming resources £	Resources expended £	Transfers £	Balance at 31 March 2023 £
Unrestricted funds					
<i>General</i>					
General Funds	348,547	126,521	(13,546)	(243,702)	217,820
<i>Designated</i>					
Capacity Fund	-	-	-	60,000	60,000
Development Fund	-	-	-	30,000	30,000
Capital Reserve	-	-	-	155,947	155,947
	<u>-</u>	<u>-</u>	<u>-</u>	<u>245,947</u>	<u>245,947</u>
Total unrestricted funds	<u>348,547</u>	<u>126,521</u>	<u>(13,546)</u>	<u>2,245</u>	<u>463,767</u>
Restricted funds					
English for All	-	33,420	(31,639)	-	1,781
EU Settlement Scheme	(3,750)	3,750	-	-	-
COVID 19 Support	23,137	-	(23,137)	-	-
GLA New Deal For Young People	12,668	43,633	(53,363)	-	2,938
Children in Need - Family Project 2022-2023	(572)	57,273	(44,315)	-	12,386
Step Up Plus	3,431	-	(1,186)	(2,245)	-
Refurbishment	67,625	11,125	(78,750)	-	-
Parents Association	2,856	-	(231)	-	2,625
THRIVE 2020-2022	4,200	12,000	(16,200)	-	-
Samaritan Grant	461	-	(461)	-	-
A Place For All	11,001	46,845	(57,846)	-	-
Building Young Brixton (BYB)	10,635	39,861	(38,534)	-	11,962
Advice Services	25,000	-	(25,000)	-	-
Awards for All	6,223	-	(6,223)	-	-
BounceBack	26,323	29,193	(51,927)	-	3,589
CLAUK Strategy 2022-2023	-	72,521	(48,144)	-	24,377
Health & Wellbeing	(6,531)	134,285	(111,042)	-	16,712
Lambeth Peer Action Collective	343	10,197	(8,639)	-	1,901
Advice in Community Settings 2022-2023	46,731	68,000	(93,538)	-	21,193

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	Balance at 1 April 2022 £	Incoming resources £	Resources expended £	Transfers £	Balance at 31 March 2023 £
Common Purpose Programme	-	5,971	(5,971)	-	-
Supporting Latin Americans in Southwark	-	39,588	(33,739)	-	5,849
Voter ID campaign	-	14,619	(14,619)	-	-
	<u>229,781</u>	<u>622,281</u>	<u>(744,504)</u>	<u>(2,245)</u>	<u>105,313</u>
Total funds	<u>578,328</u>	<u>748,802</u>	<u>(758,050)</u>	<u>-</u>	<u>569,080</u>

The specific purposes for which the funds are to be applied are as follows:

English for All: Providing structured ESOL classes and English conversation classes for adults, as well as workshops on accessing key services and community coffee mornings.

GLA's New Deal for Young People: Delivering a support programme for youth, including the development and promotion of the Mentoring Confidence Framework and expanding quality mentoring for young people aged 10 to 24.

BBC Children in Need – Family Project 2022-23: Offering creative ESOL classes, targeted family support, education advice and community events for recently arrived Latin American children and families.

Parents Association: A self-organised group of Latin American parents providing peer support to overcome common challenges.

Building Young Brixton (BYB): A partnership of 10 Lambeth-based youth service providers, each using their unique approach to increase opportunities for young people to thrive.

BounceBack: A collaborative project helping low-income Lambeth residents under 30 find paid work.

CLAUK Strategy 2022-23: Developing a five-year strategic plan for The Coalition of Latin Americans in the UK (CLAUK).

Health and Wellbeing Project: Improving health equity for the Latin American community through outreach, one-to-one advice, workshops and collaboration with other organisations.

Southwark Public Health Cancer Inequalities Grant: Addressing health inequalities by increasing cancer screening uptake among Latin American and other Spanish and Portuguese speakers in Southwark.

Lambeth Peer Action Collective (LPAC): A collective of young people and youth organisations working to create a future free from violence in Lambeth.

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Advice in Community Settings 2022-23: Partnering with The Baytree Centre and High Trees to provide high-quality, free and independent advice in community settings across South London for those at risk of financial hardship.

Supporting Latin Americans in Southwark: Combining education, training, and employment with advice and emergency support to level the playing field for Latin Americans in Southwark.

Ironmongers – Family Project: Providing creative ESOL classes for children and targeted family support and education advice.

Latin American Youth Forum (LAYF): IRMO's youth-led group for migrant, asylum-seeking and refugee young people aged 13-19, offering activities in Spanish, Portuguese, and English.

People's Partnership – CSCS Card Courses: Delivering ESOL and skills courses for construction workers.

Common Purpose: Partnering with the Latin American Women's Rights Service to enhance the wellbeing and engagement of the Latin American community in Southwark through improved access to services and opportunities.

Thrive: Achieving equal access to education for Latin American migrant children.

Improving Outcomes Through Legal Support: Improving access to early social welfare and family support to resolve issues before court or tribunal proceedings.

Propel: Implementing a workforce development programme to train new advisers and upskill existing staff, including an apprenticeship programme and development support for staff at all levels.

CLAUK Strategy 2023-24: Implementing a five-year strategic plan for The Coalition of Latin Americans in the UK (CLAUK).

CLAUK Voter ID: Promoting civic engagement by raising awareness about photo Voter ID, supporting voter registration and increasing staff and volunteer capacity in voting rights and political literacy.

NWDA Health Inequality Community Fund for Lambeth: Improving health equity for the Latin American community through outreach, one-to-one advice, workshops and collaboration with other organisations.

Children in Need – Family Project 2023-26: Providing English classes, homework clubs, family support, and trips for refugees and migrants, primarily from Latin America.

Partners for Health: Improving health equity for the Latin American community through outreach, one-to-one advice, workshops and collaboration with other organisations.

Health Promotion Disease Prevention: Promoting child health and immunisation schedules within the Latin American community in Southwark.

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Lambeth's Cost of Living VCF Small Grants: delivering cost of living related support to Lambeth residents to mitigate or alleviate the impacts of the cost of living crisis.

The Community Organisations Cost of Living Fund: offering critical services for people under severe pressure because of the increased cost of living.

Advice in Community Settings 2023-24: Partnering with The Baytree Centre and High Trees to provide high-quality, free, and independent advice in community settings across South London for those at risk of financial hardship.

Capital Reserve: Funds tied up in fixed assets and which cannot be made available to cover more immediate needs of IRMO.

Capacity Fund: To contribute towards the sustainability, consolidation and expansion of our core capacity over the next three financial years, in line with our Business Plan.

Development Fund: To be used flexibly in line with our charitable objectives, for example, to cover unexpected costs in the case of emergency, to respond to an emerging need, or to progress our Business Plan.

Absences Fund: To provide cover in the event of exceptional long-term sickness and to support possible improvements in maternity benefits.

Transfer to Absences fund (from General Funds) £15,000 - To create new fund as set out above.

Transfer from Capital Reserve (to General Funds) £20,524 - To match reduction in fixed assets value on the balance sheet.

18 Analysis of net assets between funds

	Unrestricted funds		Restricted funds	Total funds at 31 March 2024
	General	Designated		
	£	£	£	£
Tangible fixed assets	135,423	-	-	135,423
Current assets	194,843	240,423	108,547	543,813
Current liabilities	(129,165)	-	-	(129,165)
Total net assets	<u>201,101</u>	<u>240,423</u>	<u>108,547</u>	<u>550,071</u>

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	Unrestricted funds		Restricted funds	Total funds at 31 March 2023
	General	Designated		
	£	£	£	£
Tangible fixed assets	155,947	-	-	155,947
Current assets	186,447	245,947	105,313	537,707
Current liabilities	<u>(124,574)</u>	<u>-</u>	<u>-</u>	<u>(124,574)</u>
Total net assets	<u>217,820</u>	<u>245,947</u>	<u>105,313</u>	<u>569,080</u>

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19 Related party transactions

During the year the charity made the following related party transactions:

Cecilia Lanata-Briones

(Chair of the Management Committee)

During the year £25 of expenses were reimbursed by the charity for safeguarding training. At the balance sheet date the amount due to/from Cecilia Lanata-Briones was £Nil (2023 - £Nil).