

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 2023

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 0RB
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 2023.

Trustees and officers

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

Trustees:	Noella Bello Castro Lucia Cirimello (Resigned 1 July 2023) Gabriel Gonzalez Malika Shah Olivia Stewart (Resigned 1 July 2023) Frances Trevena (Resigned 11 June 2022) Lucila Granada (appointed 11 June 2022) Martin Tiedemann (appointed 11 June 2022) Carolina Cal Angrisani (appointed 1 July 2023) Dr Danielle Guizzo (appointed 1 July 2023) Celia Gardiner (appointed 1 July 2023)
Chair:	Cecilia Lanata Briones (Resigned 1 July 2023) Lucila Granada (appointed 11 June 2022)
Chief Executive Officer:	Lucia Vinzon (Resigned 31 July 2022) Bruna Boscaini (appointed 1 August 2022)
Secretary:	Lucia Vinzon (Resigned 29 July 2022) Bruna Boscaini (appointed 29 July 2022)
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 guidance from the Charity Commission. Reserves are held to provide the funds to underwrite the day-to-day operations of IRMO and should be sufficient to enable the charity to wind up in a solvent manner in the case that an unplanned closure became necessary. IRMO's Reserves Policy establishes that the minimum level of reserves held should be £215,000.

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The total amount of unrestricted funds held at the end of March 2023 was £463,767. Out of this total, £155,947 (equalling the value of fixed assets held, mainly on the recent office refurbishment) has been put in a Designated fund to reflect the difficulty in freeing up the funds to cover other needs in the short to medium term. £60,000 was designated to contribute towards the sustainability, consolidation and expansion of our core capacity over the next three financial years, in line with our Business Plan. £30,000 was designated 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. In each case, the Trustees will decide what is appropriate based on the situation and IRMO's financial position.

The remaining £217,820 is the general unrestricted reserves. Our reserves level is equivalent to approximately four months of operating costs and meets the required amount of £215,000 set out 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 cover its future needs.

THE COMMUNITY WE SERVE: LATIN AMERICANS IN LONDON

The Latin American community is one of the fastest growing - yet one of the most invisible - migrant communities in London. It has increased nearly four-fold between 2001 and 2011, with many families arriving in the UK through onward migration via Southern Europe, a phenomenon that has increased since the global economic recession. By 2013, there were a quarter of a million Latin Americans living in the UK, 145,000 of whom were in London, making it larger than the UK Somali and Chinese communities (McIlwaine & Bunge 2016). 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.

In spite of the community's high rates of pre-Covid-19 employment (85%), many experience underemployment and disadvantage in the labour market. Reports by Queen Mary University (2011, 2016) revealed that the majority 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.

With low incomes despite working multiple jobs, most Latin Americans 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 (McCarthy 2016).

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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 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.

OUR BENEFICIARIES

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, age, gender and disability. Consequently, a large proportion face poor housing and working conditions, which compounded with insecure immigration status and limited access to development opportunities, has a direct impact on their physical and mental health. The wellbeing and educational outcomes of children and young people growing up in this context are also often impacted by these conditions.

Asylum seekers and refugees: In recent years, IRMO has been providing support to an increasingly larger number of asylum seekers from various Latin American countries. Asylum seekers face multiple barriers to accessing legal support and crucial services such as health and education. Those hosted in hotels experience issues related to the standard of accommodation, recognition of dietary needs, and access to transport. These factors, added to the social isolation and digital exclusion, directly contribute to the deterioration of their physical and mental wellbeing. Once their refugee status is granted, they are evicted from asylum accommodation at extremely short notice, without the documentation they need to access jobs, housing and benefits, resulting in many becoming homeless.

Brexit: The implications of the referendum result have had a substantial impact on the Latin American community. Among our service users, we have had reports of hate crimes and have seen discrimination-based anxieties spike through the community. The transition process saw increased abuse at work, discrimination when trying to secure housing and poor access to information and advice when trying to maintain regular status by applying to the EU Settlement Scheme (EUSS). In addition, many are vulnerable to increased workplace abuse and intensification of labour, due to labour shortages resulting from the lack of regular migration routes into low-paid jobs. European nationals also continue to experience insecure immigration status due to pending, late or rejected EUSS applications, as well as experiencing suspension from employment and exclusion from accommodation, welfare and support due to challenges in proving their status.

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Covid-19: As an ethnic minority with large numbers facing in-work poverty and poor working and housing conditions, Latin American migrants living in London have been at the sharp end of the Covid-19 crisis. Our own research, published in February 2021, revealed the intersecting crises of unemployment, abusive employment practices, inadequate housing and increasing food poverty facing the community. Our report highlighted that 1 in 7 community members are not registered with a GP, and are unable to access basic health services. During the reporting period, we also saw that the long-term consequences of the pandemic continued to impact Latin Americans in low-paid jobs and those facing barriers to access support and information, due to the language barrier, a lack of information about what they are entitled to and how to access it, and restrictions linked to their immigration status. Together, these issues have exacerbated the pre-existing challenges facing the Latin American community in the UK.

Cost of living crisis: Disproportionately impacting low-income households, the cost of living crisis is severely affecting the Latin American community, when many are still facing the harsh consequences of Brexit and the Covid-19 pandemic. The increased financial strain families face has resulted in food insecurity levels comparable to Covid times, inability to pay rent and accumulation of debt, which has a clear and direct impact on their mental health. Since late 2021, we have been experiencing a sustained higher demand for our services, particularly across welfare advice, housing and crisis support. We have been handling an average of three cases per week involving people facing destitution, homelessness or experiencing serious 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.

Our **values** are:

- **Commitment:** We are driven by our commitment to social justice for Latin Americans and the communities we serve. We learn from our experiences and are creative in our approach to overcoming challenges. We act with care and responsibility in our delivery, being accountable for our work and services.

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- **Transparency:** We communicate about our work and services in an open, honest and accessible way to all stakeholders.
- **Collaboration:** We recognise that working together with our users, partners and funders serves to strengthen and improve our work. We value the knowledge, skills and experience of our service users, and we work together to create lasting change.
- **Solidarity:** We stand alongside all migrants and others fighting for social justice in the UK, placing ourselves within the migrant movement and valuing the strength in our collective experiences, work 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. IRMO is accredited by the Advice Quality Standard (AQS) and the Office of the Immigration Services Commissioner (OISC) at level 3. IRMO is also a member of Advice UK and receives second-tier support from 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 activities include four different levels of 12-week English for Speakers of Other Languages (ESOL) groups for adults. The groups are adapted to the circumstances and needs of our community. We also deliver one-to-one 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 ESOL 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 (including maternity care, dental and mental health services), special education needs and disability (SEND) support and emergency support if destitute or at risk of destitution (including food and clothes banks, emergency funds, section 17 and asylum support), and we refer families to specialised and 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

Each IRMO programme area has identified a priority for advocacy, research and campaigning work to ensure fair and equal access to services and exercise rights for Latin Americans and other Spanish and Portuguese speakers in London. Through the Coalition of Latin Americans in the UK (CLAUK), we work with other Latin American organisations and groups to advocate for improved access to health services and employment rights, as well as for the official recognition of Latin Americans as an ethnic group in the UK.

PARTNERSHIPS, FORUMS AND NETWORKS

IRMO has a strong history of partnership work, with the majority of our services being delivered through formal partnerships with other organisations. These partnerships are embedded at practitioner, management and leadership levels, based on our belief that long-term sustainable change can only be achieved through collaboration.

Our current formal partnerships include:

- **The Coalition of Latin Americans in the UK (CLAUK):** We are chairing the coalition of Latin American voluntary sector organisations, working together since 2012 for recognition of Latin American ethnicity and improved access to healthcare and labour rights.
- **Advice in Community Settings:** We are leading a partnership programme funded by the GLA aiming to support the most excluded residents to improve access to rights and entitlements by providing advice services in three community centres and nine outreach locations including food banks, faith settings and schools.
- **Propel - Advice Workforce Development Programme:** We are leading a partnership to develop a 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.
- **Place for All (PFA):** A Lambeth-based partnership with The Baytree Centre and High Trees, working towards a more equal and inclusive Lambeth.
- **Building Young Brixton (BYB):** A Lambeth-based partnership project of nine organisations that offers a multifaceted youth service to inspire and empower young people.
- **Lambeth Peer Action Collective (LPAC):** A collective of young people and youth organisations working to create a future free from violence in Lambeth.
- **Southwark Health Outreach:** A partnership with the Latin American Women Rights Service (LAWRS) to the engagement of the Latin American community with primary health services.
- **Lambeth Together - Wellbeing Ambassador Programme:** A local partnership aiming at building relationships with individuals and communities excluded from mainstream health provision in order to support their access to healthcare and encourage the take-up of the Covid-19 vaccine.
- **Southwark Law Centre:** Working in partnership across numerous projects and providing external case supervision and second-tier support to IRMO's advisers.
- **BounceBack:** An access-to-job programme in response to the Covid-19 pandemic, funded by Walcot Foundation and delivered by 16 organisations in Lambeth.
- **AMPLA (Asociación de Madres y Padres Latinoamericanos):** A self-organised group of Latin American parents, founded by IRMO's beneficiaries, to provide peer support to overcome common challenges.

IRMO is also a member of:

- **Lambeth Sanctuary Forum:** A forum of statutory services, VCS organisation and people with lived experience supporting the creation and implementation of the Borough of Sanctuary Strategy.

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- **Refugee Legal Group UK:** A peer support group of solicitors, barristers and OISC advisers working on refugee cases.
- **Together with Refugees Coalition:** A coalition of organisations calling for a better approach to supporting refugees that is more effective, fair and humane.
- **Civil Society EUSS Alliance:** A group of organisations offering frontline services, campaigning and policy delivery across the UK, focusing on the EU Settlement Scheme, that together work to share good practices and respond to concerns through a collective approach to policy and advocacy.
- **The National Homelessness Advice Service (NHAS):** an organisation providing support to professionals to give the best quality advice and support to people in housing need.
- **Pan-London Migrant Frontline Network:** A network of frontline workers supporting people experiencing homelessness related to immigration status.
- **Better Work Network:** A policy and practice-based initiative dedicated to supporting progression from low pay and increasing the quality of work for all.
- **Southwark Latin American Network:** A forum of local government, non-profit organisations, stakeholders and service providers supporting the Latin American community in Southwark.
- **Advice UK:** a charity that supports the UK's largest network of independent advice services.
- **4in10 London's Child Poverty Network:** A campaigning network of 400 London organisations working to improve the lives of children living in poverty across the capital.
- **London Youth:** a network of community youth organisations aiming to improve the lives of young people in London.

OUR KEY ACHIEVEMENTS AND IMPACT

In the period 2022/2023 4,128 people benefitted from IRMO's services and activities. This figure includes 1,215 people supported by IRMO's helplines; 350 families receiving advice and casework in welfare and housing; 282 people receiving advice and casework in immigration, including 96 individuals receiving support with their applications or status under the EU Settlement Scheme (EUSS); 2,023 people informed about GP registration and access to the Covid-19 vaccination, who were individually reached by our health and wellbeing outreach workers; 294 learners attending our English courses and conversation classes; 215 people receiving employment support and training; 211 children and young people participating in mentoring and educational activities; and 53 people upskilled through volunteering.

We progressed with the delivery of our organisational Business Plan for the period 2021-2026, developed through a collective process, which involved members from all levels of the organisation, including trustees, staff, volunteers and beneficiaries.

We stepped up our advocacy, research and campaigning work in response to the impact of Brexit, Covid-19, the cost of living crisis and the increasingly hostile environment for refugees, migrants and ethnic communities in the UK. We documented the impact of Covid-19 on the community through published research and advocated for access to health services and the Covid-19 vaccine at local, London and national levels. As Chair of the Coalition of Latin Americans in the UK (CLAUK), we are coordinated the development of CLAUK's strategic plans to strengthen the impact and sustainability of our work.

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We continued developing and strengthening strategic partnerships, expanding our capacity and impact. This includes investing in the development of existing and new partnerships and networks, as well as expanding relationships with local authorities, the GLA, statutory services and key stakeholders. We are leading the Advice in Community Settings partnership, a programme funded by the GLA providing advice services in community centres and outreach locations including food banks, faith settings and schools.

We continued to respond proactively to the impact of Covid-19 pandemic and cost of living crisis in the Latin American community by expanding our capacity to address emerging needs; producing, translating and disseminating information and resources in community languages; developing targeted support for those with no recourse to public funds (NRPF), undocumented migrants and the growing number of asylum seekers; and by expanding our Health and Wellbeing project, aimed at reaching individuals excluded from mainstream health provision in order to support their access to healthcare.

We continued to support EU-Latin Americans to secure their status under the EU Settlement Scheme, supporting service users with pending EUSS applications, complex cases and late applications.

We continued to improve the quality of services across all areas as our capacity grew, delivering more consistent and engaging services to adults, children and young people, in line with the Advice Quality Standard (AQS), the Office of the Immigration Services Commissioner (OISC) and the London Youth Quality Mark standards.

We sustained the provision of crisis support, ensuring that families facing hardship during the Covid-19 pandemic and cost of living crisis receive adequate support to access food and clothes vouchers, healthcare, mental health, welfare advice and IT devices.

We continued to invest in the wellbeing and professional development of our staff and volunteers by embedding wellbeing practices into our regular supervision; providing free counselling through our Employee Assistance Programme; as well as providing clinical supervision to frontline staff.

We reviewed our HR and financial processes in line with our continued growth, supported by external legal and financial specialists. This process resulted in the review of our employment contracts and the implementation of a more robust and efficient financial management system.

We began the process of refreshing our branding and website to better promote our work and services and facilitate access to the information and resources that we offer.

And during the period, **we completed the full refurbishment of IRMO's premises**, improving the accessibility, safety, security and energy efficiency of the building to create a more welcoming environment for our community and allowing for the better delivery of our activities.

Advice and Casework

"It is necessary and very important. You really don't know how to access this information any other way." Humberto, 63, from Honduras, speaking about the benefits of IRMO's free workshops.

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Our work in a snapshot:

- 632 families supported through IRMO's Advice services
- 350 families supported through Welfare advice
- 58 of those were engaged via outreach locations (Drop-in services at Food Banks)
- Almost one-third of people engaged were receiving advice for the first time (30.9%)
- 282 Immigration
- 56 applications submitted under the immigration rules (outside of EUSS)
- 96 individuals supported with EUSS applications or status

Our Advice area provides culturally and linguistically appropriate specialist advice, casework and legal representation on immigration, welfare and housing for Latin American and other Spanish and Portuguese-speaking migrants and refugees in the UK.

During the period, our Advice area faced the pressures of the rising cost of living, which led to a substantial increase in those facing homelessness and destitution. Over the last two years, there has been a 98% increase in sessions related to homelessness, and 220% increase in disability-related applications. In response, we increased our capacity, delivering services in more outreach locations via the Advice in Community Settings programme, bringing housing and welfare rights advice services to those accessing food banks. Through this, we established further ties with local food banks, supporting 56 people in total, with many service users accessing advice for the first time.

Last year, our welfare benefits cases generated a financial impact of £200,540 for families through applications and mandatory reconsiderations.

In immigration, we saw welcome changes in November 2022, with the easing of visitor visa restrictions for Peruvian and Colombian nationals visiting the UK. The changes made it easier for those seeking to visit family in the UK, something that previously was surprisingly difficult for some in the community to obtain. However, these positive changes led to a sustained increased demand on our advice service and there were simply not enough one-to-one appointments available to advise everyone in need of support and clarification on this topic.

As a result of this emerging demand, the immigration team developed a series of free immigration workshops that are being delivered monthly to provide this information to as many people as possible and help to prevent as many people as possible from making misinformed choices after or during visits to the UK. And at the same time, freeing up our limited one-to-one advice resources for other members of the community who need dedicated support with applications.

During the period, IRMO was still encountering people who had still not applied for the EUSS, a year or more following the deadline to apply (30 June 2021). Fortunately, our team was able to process late applications without issues, however we did grow increasingly aware of the unfortunate fact that rogue advisers were using misinformation around the scheme to prey on members of the community, leaving some in difficult legal positions.

The service consistently receives high user satisfaction rates, with 92% of our service users reporting a reduction of stress following the support provision, and 94% reporting an improved understanding of their rights and ability to exercise them after accessing our advice services.

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Education, Training and Employment

"I know that I came to London to grow up; with the mentoring, I felt guided and started to feel more grounded in myself, it sounds simple but having self-confidence helped me to gain my first real job, so I can pursue what I really want to be, a nutritionist" Ana, 20, from Colombia.

Our work in a snapshot:

- 294 learners attended our English classes;
- 123 people had improved knowledge of where and how to access basic services through our workshops and community coffee mornings;
- 215 people received employment support and accessed training opportunities;
- 20 people accessed Construction Skills Certification Scheme (CSCS) courses;
- 53 people developed skills through 4,148 hours of volunteering.

For many Latin American migrants and refugees, 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 555 hours of ESOL classes through 24 ESOL courses; 294 hours of drop-in conversation classes; 26 community coffee mornings; and 10 workshops in employability skills, life skills and accessing essential services.

In general, our students reported greater confidence when using English, with 88% recognising a significant increase in their speaking, reading and listening skills, and 77% reporting increased confidence in accessing services in English.

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. They also allowed attendees to better communicate with vital professionals in their lives in the UK (such as GPs and teachers) and perform necessary day-to-day admin and activities, such as filling out paperwork, using public transport and applying for public funds to which they are entitled. 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 a total of 215 Latin American, Spanish or Portuguese-speaking migrant beneficiaries, including a comprehensive, individualised 6-week training course in ESOL and construction. Most participants improved their employment situation during the period, with many reporting greater confidence to obtain better and more secure working conditions.

As part of our Volunteer Scheme, we recruited and trained a total of 53 new volunteers, providing them with valuable experience and training opportunities such as working with children in an educational setting; working with vulnerable adults; a better understanding of safeguarding; processing EUSS applications; a more concrete understanding of issues facing migrants in the UK; among other professional and non-profit sector learnings.

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Children and Young People

"Samuel has had many difficulties learning English, in addition to socialisation and dyslexia. IRMO has helped him to engage with other Spanish-speaking people who have the same difficulties as him, and he has felt supported throughout the process by his teachers." A mother speaking about her son, Samuel, who is 12. Their family is from Venezuela.

Our work in a snapshot:

- 211 children and young people (5-19 years old) attended weekly ESOL classes, group workshops and one-to-one mentoring;
- 144 children and young people who were out of education were supported to access school, college and work experience;
- 10 cultural events and trips to London's landmarks, with aggregated attendance of 341;
- 196 children and young people have an improved sense of wellbeing through accessing mainstream education, health and other relevant services;
- 127 children and young people feel less isolated as a result of having made friends and developed a support network at IRMO.

The young beneficiaries supported by our Children and Young People area are primarily recently 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 country of origin.

Many families with limited English find it extremely difficult to navigate the English education system and to complete the school admissions process, resulting in longer waiting times for children to receive a school place. Our Advice & Advocacy service delivered 684 hours of tailored one-to-one advice to recently arrived families needing support to navigate the school application system; to receive adequate Special Education Needs (SEN) and English as Additional Language (EAL) provision; as well as information and casework to apply for grants, buy school uniforms, apply for Zip Oyster cards and get free IT devices and Wi-Fi connection.

The Latin American Youth Forum (LAYF), IRMO's youth group for 13-19 year-olds at risk of exclusion, delivered over 164 hours of afternoon activities including one-to-one mentoring and group learning workshops in which LAYF participants learnt about photography, marketing, positive relationships, social media, event planning, careers in hospitality and lots more to unearth and nurture their talents, socialise and build a support network in the UK.

Our young people also participated in the Lambeth Peer Action Collective (LPAC), a youth-led peer research and social action project aimed at understanding the root causes of youth violence in Lambeth. Using the insights from their research, the team are building campaigns to demand better opportunities, housing and an education system that works for all young people.

On top of our regular services and activities, we partnered with Kew Gardens, the National Theatre, the Horniman Museum and the Historic Court Palaces to deliver children and families trips. We organised a total of 10 trips throughout the period, with an aggregate attendance of 341 people. The trips included theatre shows, learning history through art exhibitions and enjoying nature in wildlife activities.

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Health, Wellbeing and Crisis Response

"Once I found IRMO, I was able to bond much more with my community. Initially, we were in a state of immense depression. We couldn't let ourselves be seen like that by our children, we had to go ahead and work, we wondered if we had made a mistake when we came to London. IRMO helped us change this. It helped us on different topics, on topics of health and inclusion, to access the Covid-19 vaccine and on health and wellbeing for our family. In addition, we started to come to activities and little by little we started to feel much better". Pedro, 41, Bolivia

Our work in a snapshot:

Health and Wellbeing Project:

- 414 people were supported to register with a GP and access health, mental health and dental care services;
- 2,023 people were better informed about GP registration, the Covid-19 vaccine, access to healthcare and other health-related topics through conversations with our outreach workers, webinars and workshops;
- 141,342 views of posts related to access to healthcare and health-related topics relevant to the Latin American community through IRMO's website and social media channels;
- 15 collaborations with organisations to raise awareness of health needs relevant to the Latin American community in the UK, such as cervical screening, HIV and Chagas.

Crisis Response and Community Support:

- 1,115 people were supported to access information, advice and crisis support by IRMO's helplines;
- 107 hardship and food vouchers were distributed to people experiencing food poverty;
- 87 device donations, including phones, tablets and laptops, were distributed to people experiencing digital exclusion;
- 164 referrals to homelessness services, immigration advice, mental health services, work rights services, etc.

The UK's Latin American community faces considerable health challenges and inequalities, such as exclusion from essential public health services and the continued economic strain caused by the rising cost of living, which disproportionately affect their physical health and overall wellbeing and quality of life. In response to these urgent needs, we have significantly expanded our efforts across health, wellbeing and crisis response, taking a comprehensive approach to address these issues and provide meaningful support via our Health and Wellbeing Project.

Through the Health and Wellbeing Project, this year we were able to facilitate the registration of 414 individuals with GPs and assist them in accessing health services, including mental health support and dental care. Our in-person outreach efforts connected with 2,023 individuals, providing them with valuable information about GP registration, the Covid-19 vaccine and other aspects of healthcare through personalised support and workshops. Our online outreach garnered an impressive 141,342 views on posts related to healthcare access, demonstrating the impact of our efforts in disseminating information throughout the community. Beyond this, we worked closely with 15 organisations to raise awareness about specific health concerns within the Latin American community, such as cervical screening and HIV, aiming to bridge the existing knowledge gaps and enhance healthcare literacy among community members.

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Our Community Support Service also made significant strides. This year, the service distributed 107 hardship and food vouchers to individuals experiencing food poverty and destitution. To help tackle digital exclusion, we donated 87 phones, tablets and laptops. These devices not only provide connectivity but also empower individuals with the tools necessary for online education, job searches and staying connected with essential services. The service also facilitated 164 referrals to other avenues of support, including homelessness services and work rights services.

Central to our success has been the dedicated efforts of our frontline team. Serving as the first point of contact for the community, the team has played a crucial role in ensuring that 1,215 service users received not only accurate and trustworthy information, but also high-quality advice tailored to their unique circumstances. Our frontline team is instrumental in referring individuals to our in-house services as well as externally when more specialised support is required. This personalised approach has reinforced our commitment to providing ongoing, accessible and culturally sensitive support to the Latin American community in the UK, fostering a sense of belonging and empowerment among its members.

Research, Campaign and Advocacy Work

During the period 2022/2023, we stepped up our work in advocacy and campaigning, progressing the aims set out in our new Business Plan in the following cross-cutting areas of our work.

Joint advocacy and campaigning

We continued to engage in joint advocacy and campaigning work aimed at addressing key issues that affect the beneficiaries of IRMO. For example, we signed joint letters to raise concerns about rejections of late applications to the EU Settlement Scheme and in support of making free school meals available for all children in primary schools in England.

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

We continued working with think tanks, research and policy organisations to facilitate the involvement of our community in the development of campaigns, policy and research by sharing information and fostering connections with movements and organisations. Among them, we supported the involvement of our service users in a piece of research on labour exploitation produced by Focus on Labour Exploitation's Labour Exploitation Advisory Group. We also joined events organised by the Education Policy Institute in partnership with the Paul Hamlyn Foundation covering the impact that the Nationality and Borders Act had on the educational outcomes of refugee and migrant pupils in the UK. We ran focus groups with our service users in key consultations organised by Lambeth and Southwark council in support of their strategic plans.

Promoting civic engagement

Along with other members of CLAUK, we delivered phase one of the Voter ID Campaign. This initiative was aimed at promoting the civic engagement of Latin American Londoners by increasing understanding about the rights they have in the UK and how they can exercise them; raising awareness about the introduction of photo Voter ID and the changes of voting rights; supporting people to register to vote, get a valid photo Voter ID or free Voter Authority Certificate; and increasing the capacity and upskilling staff and volunteers in voting rights and political literacy.

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STORIES OF IRMO

All names have been changed to protect individual identities.

Ivan, 50, Colombia

Ivan is 50 years old and originally from Colombia. After living in Spain and Norway for a while, Ivan moved to the UK. He was looking for better opportunities for himself and his family. He started working in cleaning but quickly realised that he wants to get into construction as it pays better and offers a diverse route of progression in trades. Ivan joined IRMO's Health, Safety and Environment test course preparation, he attended all the ESOL for Construction lessons and had a genuine interest in his self-development. Ivan secured the Red Card CSCS and began his journey of tailored support at IRMO.

During a mentoring session, Ivan and his mentor explored jobs in the construction and facilities sector by visiting websites of companies that advertise jobs directly, as well as understanding and reviewing job profiles and application forms to match his skills, interests and availability. IRMO's mentoring programme meets the service user where they are, so their agency is fostered through dynamics in which each individual takes ownership of the process. The mentor was available for support while Ivan progressed with agreed upon tasks. He actively looked for a job and completed the applications autonomously.

While having applied for previous roles he came across by word of mouth, Ivan took the leap and applied for the first time for a job outside his network of friends and acquaintances, securing a full-time position as a handyman for a well-established management facilities company. Ivan dedicates time and effort to improve his English language skills by attending courses and tutorials after work. Ivan considers that his consistency and problem-solving skills have helped them to achieve better. Now, he wants to share his story to motivate his community to equip themselves for challenges ahead when getting into a construction job.

Isaac, 13, Central America

Isaac, 13, fled Central America with his parents to seek asylum in the UK. Despite having autism and not being able to read or write, he had attended a mainstream school where he was bullied and ignored. Struggling to get Isaac into school, his parents contacted IRMO in mid 2022 receiving support for the next 11 months.

The family was living in emergency full-board Home Office accommodation, receiving £8 a week per person. Without a kitchen, Isaac's health deteriorated. With no school, no information and no money, Isaac spent most of his time in his hotel room becoming so depressed his parents would hear him crying in the bathroom. Both hotel staff and local authority should have been responsible for enrolling Isaac into school.

Without an Education, Health and Care plan (EHC plan), Isaac couldn't enrol in a Special Needs School so while supporting him to get an assessment, IRMO's caseworker helped parents submit an in-year application for a secondary school and advised to seek a GP referral to Child Development Team to evidence his SEN. Alongside supporting Isaac with access to education, IRMO's caseworker shared resources in Spanish about the UK asylum process and a list of legal aid asylum solicitors to get asylum representation.

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With delay, the local authority responded to Isaac's application offering a place at a mainstream school. After seeing Isaac's level of SEN, the school got their lawyer to withdraw the application arguing that the proof of address did not satisfy the conditions of the offer due to Isaac living in temporary accommodation. It was clear from the conversations with the lawyer that the problem was Isaac's SEN. IRMO's caseworker pushed back against the school's unlawful and discriminatory decision and liaised with the local authority to provide the school with emergency funds to help them meet Isaac's SEN. Two months after the offer, Isaac finally started school through 1:1 classes for 1.5 hours a day. By this time, the EHCP should have been completed but the local authority missed the statutory deadline by a month, citing delays in obtaining the Educational Psychologist's report.

Now in self-catered accommodation, the family were entitled to full section 95 payments so that they could buy food. However, the delays to have their ASPEN card topped up meant that IRMO provided the family with £100 from its crisis fund to avoid the family going hungry,

Nine months after migrating to the UK, Isaac was finally able to attend a specialist school full-time. Thanks to IRMO, he experienced massive improvements. For the first time in his life he's in full time specialist education and loves it so much he gets up early to be ready to go ahead of time. For the first time he has friends his own age. Isaac and his family have a solicitor and much better chances of securing refugee status in the UK. For Isaac, this means securing safety, stability, access to more funding through disability benefits and to help Isaac become a more independent and fulfilled person in the future.

Mario, 41, Ecuador

Mario, a Latin American man with European citizenship, came to IRMO's Welcome Area for support in September 2022. He had been living in the UK for several years prior. However, due to a long stay in Spain during the peak of the Covid-19 pandemic, Mario missed the deadline to apply to the EU Settlement Scheme (EUSS) and therefore submitted a late application, the result of which was still pending at the time of his visit.

As a result of this late application, Mario was not eligible for welfare support when he first made contact with IRMO. Due to general price increases in the UK since his return, his salary as a kitchen porter was no longer enough to cover his basic needs, including permanent accommodation, forcing Mario to stay in temporary accommodation, alternating between short stays at hostels and friends' houses.

Mario has a hearing impairment and suffers from a chronic health condition. At the time, he needed to buy new medication for this but, as he did not have a fixed address, he believed that he could not register with a GP. When Mario's friends were no longer able to offer him a place to stay, his income was not sufficient to afford either temporary or permanent accommodation, which led Mario to rough sleep for several weeks.

After conducting a needs assessment, our Community Link Worker referred Mario to our Health and Wellbeing (H&W) Project, Immigration and Housing/Welfare services, ESOL classes and Community Coffee Morning sessions.

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In his first appointment with our H&W Community Outreach Worker, Mario mentioned that he wanted to register with his previous GP because the clinic team already knew him and had access to his medical history. Our H&W Community Outreach Worker supported him with filling out the surgery's online registration form as Mario said his English language skills were very limited. After a couple of weeks, Mario had still not been contacted by the surgery. Our H&W Community Worker followed up with the surgery and had to explain to them that the patient did not have a fixed address at the moment. The surgery justified that they had not processed the registration because "the patient had used the surgery's address instead of his". After the registration process was completed, one of our H&W Ambassadors supported Mario to book a doctor's appointment.

Sadly Mario went on to have further health complications while in contact with our services, experiencing symptoms of a stroke and being taken to hospital on two occasions. For one of these episodes, he was at our centre and our Welcome Area team called emergency services and offered interpreting support when they arrived.

Mario has also had appointments with IRMO's Advice team to review the status of his EUSS application. Our Immigration Adviser was able to verify that Mario's application had been rejected due to lack of evidence. As a result, they submitted a new application and followed its progress very closely, as our Housing and Welfare team would only be able to support Mario once they had an application reference number to provide as evidence of his entitlement to housing and welfare support in the UK.

This process took around a week. In this period, Mario was experiencing very poor health due to his chronic health condition and stroke episodes. Despite our best efforts, we were not able to get any support from the local authorities (as they would only act once Mario's EUSS application was processed) or other homelessness organisations (as these were all at capacity). Fortunately, we were able to provide emergency accommodation and supermarket vouchers to Mario for a week through our Crisis Fund. Towards the end of this week, we were able to secure a place in a shelter for Mario for the next three months through a very time-consuming but rewarding referral process completed by our Community Link Worker.

The efforts of our Immigration team were also successful and with the EUSS reference number confirmed, our Housing and Welfare team were able to successfully submit a homelessness application to the local authority and a Universal Credit application for further financial assistance.

Mario has also joined our ESOL classes and Community Coffee Morning sessions and has been a regular student and participant since then.

LOOKING AHEAD

Our key aims for 2023/2024 and beyond are:

- **Further mitigating the impacts of Brexit and the hostile environment** by continuing to closely monitor and respond to the evolving situation regarding EUSS, 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.
- **Continuing to seek a fairer recovery from Covid-19 and the cost of living crisis** by providing proactive responses to urgent needs, such as food poverty and digital exclusion, and long-term needs resulting from the pandemic and cost of living crisis; as well as continuing our efforts to improve access to healthcare throughout the community.

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- **Evolving our services based on the lived experiences of our community** by implementing our user involvement strategy; establishing an expert panel made up of a cross-section of beneficiaries; and by engaging our service users with relevant research and campaigning efforts.
- **Further developing our understanding of 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 most appropriate structure, resources, knowledge and approach in place** to fully respond to the current needs and priorities of the community we serve.
- **Implementing our communication strategy** to ensure we communicate in an engaging, effective and inclusive way with our community and stakeholders.
- **Continuing to invest in the wellbeing of our team** and in the development of a healthy work environment that will best support the type of work that we do.

THANK YOU

We would like to take this opportunity to dearly thank all of our staff, trustees and volunteers for their ongoing commitment and fantastic contributions to IRMO throughout 2022-23. We would also like to thank our amazing funders, individual supporters and partners who have enabled us to continue to grow as an organisation and support 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 21 December 2023 and signed on its behalf by:



.....
Lucila Granada
Chair and trustee



.....
Dr Danielle Guizzo
Treasurer and trustee

Indoamerican Refugee and Migrant Organisation

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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 2023 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

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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 ORB

Date: 22/12/23.....

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**Statement of Financial Activities for the Year Ended 31 March 2023
(Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)**

	Note	Unrestricted £	Restricted £	Total 2023 £	Unrestricted £	Restricted £	Total 2022 £
Income and Endowments from:							
Donations and legacies		113,685	622,281	735,966	154,622	608,682	763,304
Charitable activities		11,238	-	11,238	14,175	-	14,175
Investment income	5	1,598	-	1,598	70	-	70
Total income		126,521	622,281	748,802	168,867	608,682	777,549
Expenditure on:							
Charitable activities		(13,546)	(744,504)	(758,050)	(63,387)	(478,450)	(541,837)
Total expenditure		(13,546)	(744,504)	(758,050)	(63,387)	(478,450)	(541,837)
Net income/(expenditure)		112,975	(122,223)	(9,248)	105,480	130,232	235,712
Transfers between funds		2,245	(2,245)	-	-	-	-
Net movement in funds		115,220	(124,468)	(9,248)	105,480	130,232	235,712
Reconciliation of funds							
Total funds brought forward		348,547	229,781	578,328	243,067	99,549	342,616
Total funds carried forward	17	463,767	105,313	569,080	348,547	229,781	578,328

The notes on pages 28 to 45 form an integral part of these financial statements.

Indoamerican Refugee and Migrant Organisation

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**Statement of Financial Activities for the Year Ended 31 March 2023
(Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)**

All of the charity's activities derive from continuing operations during the above two periods.
The funds breakdown for 2022 is shown in note 17.

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(Registration number: 03931483)
Balance Sheet as at 31 March 2023

	Note	2023 £	2022 £
Fixed assets			
Tangible assets	12	155,947	129,709
Current assets			
Debtors	13	19,733	47,673
Cash at bank and in hand	14	<u>517,974</u>	<u>408,598</u>
		537,707	456,271
Creditors: Amounts falling due within one year	15	<u>(124,574)</u>	<u>(7,652)</u>
Net current assets		<u>413,133</u>	<u>448,619</u>
Net assets		<u><u>569,080</u></u>	<u><u>578,328</u></u>
Funds of the charity:			
Restricted income funds			
Restricted funds		105,313	229,781
Unrestricted income funds			
Unrestricted funds		<u>463,767</u>	<u>348,547</u>
Total funds	17	<u><u>569,080</u></u>	<u><u>578,328</u></u>

For the financial year ending 31 March 2023 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 28 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 2023**

The financial statements on pages 23 to 45 were approved by the trustees, and authorised for issue on 21 December 2023 and signed on their behalf by:



.....
Lucila Granada
Chair and trustee



.....
Dr Danielle Guizzo
Treasurer and trustee

The notes on pages 28 to 45 form an integral part of these financial statements.

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Statement of Cash Flows for the Year Ended 31 March 2023

	Note	2023 £	2022 £
Cash flows from operating activities			
Net cash (expenditure)/income		(9,248)	235,712
Adjustments to cash flows from non-cash items			
Depreciation		21,664	16,782
Investment income	5	<u>(1,598)</u>	<u>(70)</u>
		10,818	252,424
Working capital adjustments			
Decrease/(increase) in debtors	13	27,940	(43,133)
Increase/(decrease) in creditors	15	49,898	(1,854)
Increase in deferred income		<u>67,024</u>	<u>-</u>
Net cash flows from operating activities		<u>155,680</u>	<u>207,437</u>
Cash flows from investing activities			
Interest receivable and similar income	5	1,597	70
Purchase of tangible fixed assets	12	(48,513)	(120,921)
Sale of tangible fixed assets		<u>612</u>	<u>-</u>
Net cash flows from investing activities		<u>(46,304)</u>	<u>(120,851)</u>
Net increase in cash and cash equivalents		109,376	86,586
Cash and cash equivalents at 1 April		<u>408,598</u>	<u>322,012</u>
Cash and cash equivalents at 31 March		<u><u>517,974</u></u>	<u><u>408,598</u></u>

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

The notes on pages 28 to 45 form an integral part of these financial statements.

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Notes to the Financial Statements for the Year Ended 31 March 2023

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 21 December 2023.

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.

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Notes to the Financial Statements for the Year Ended 31 March 2023

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 2023

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

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Notes to the Financial Statements for the Year Ended 31 March 2023

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.

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.

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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

Classification

Financial assets and financial liabilities are recognised when the charity becomes a party to the contractual provisions of the instrument.

Financial liabilities and equity instruments are classified according to the substance of the contractual arrangements entered into. An equity instrument is any contract that evidences a residual interest in the assets of the charity after deducting all of its liabilities.

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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Investments

Investments in non-convertible preference shares and non-puttable ordinary or preference shares (where shares are publicly traded or their fair value is reliably measurable) are measured at fair value through profit or loss. Where fair value cannot be measured reliably, investments are measured at cost less impairment.

Investments in subsidiaries and associates are measured at cost less impairment. For investments in subsidiaries acquired for consideration including the issue of shares qualifying for merger relief, cost is measured by reference to the nominal value of the shares issued plus fair value of other consideration. Any premium is ignored.

Fair value measurement

The best evidence of fair value is a quoted price for an identical asset in an active market. When quoted prices are unavailable, the price of a recent transaction for an identical asset provides evidence of fair value as long as there has not been a significant change in economic circumstances or a significant lapse of time since the transaction took place. If the market is not active and recent transactions of an identical asset on their own are not a good estimate of fair value, the fair value is estimated by using a valuation technique.

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3 Income from donations and legacies

	Unrestricted funds General £	Restricted funds £	Total 2023 £	Total 2022 £
Donations and legacies;				
Donations from individuals	4,249	-	4,249	7,874
Gift aid reclaimed	-	-	-	549
Grants, including capital grants;				
Government grants	-	-	-	449
The City Bridge Trust	3,260	33,420	36,680	29,430
BBC Children in Need	500	57,273	57,773	45,594
Trust For London	-	-	-	4,081
The National Lottery Community Fund	926	86,706	87,632	107,907
Garfield Weston Foundation	15,000	-	15,000	-
Peter Minet Trust	30,000	-	30,000	30,000
London Community Response	-	-	-	5,112
People's Postcode Trust	20,000	-	20,000	-
Lambeth Council	-	17,000	17,000	-
DWP	-	-	-	24,802
B & Q Foundation	-	-	-	6,500
AB Charitable Trust	-	-	-	15,000
Greater London Authority	-	26,633	26,633	-
Cornerstone Fund	4,500	-	4,500	1,250
Veolia Environmental Trust	-	7,375	7,375	7,375
The Clothworkers Foundation	-	-	-	10,000
London Catalyst	-	-	-	1,000
Thames Reach	-	-	-	2,245
Power To Change	4,000	-	4,000	-
Nuestros Pequeños Hermanos UK	3,000	-	3,000	-
United St Saviour's Charity	-	39,588	39,588	-
The Neighbourly Foundation	1,000	-	1,000	-
Lloyds Bank Foundation for England & Wales	27,250	-	27,250	-
Lambeth Council	-	45,235	45,235	123,574
Burberry Foundation	-	-	-	30,000
Walcot Foundation	-	29,193	29,193	72,400

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Notes to the Financial Statements for the Year Ended 31 March 2023

	Unrestricted funds General £	Restricted funds £	Total 2023 £	Total 2022 £
Southwark Council	-	36,791	36,791	17,225
Guy's & St Thomas Foundation	-	138,251	138,251	99,500
Greater London Authority	-	94,619	94,619	116,639
Youth Endowment Fund	-	10,197	10,197	4,798
	<u>113,685</u>	<u>622,281</u>	<u>735,966</u>	<u>763,304</u>

4 Income from charitable activities

	Unrestricted funds General £	Total 2023 £	Total 2022 £
Services	<u>11,238</u>	<u>11,238</u>	<u>14,175</u>

5 Investment income

	Unrestricted funds General £	Total 2023 £	Total 2022 £
Interest receivable and similar income;			
Interest receivable on bank deposits	<u>1,598</u>	<u>1,598</u>	<u>70</u>

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6 Expenditure on charitable activities

	Note	Total 2023 £	Total 2022 £
Fundraising		16,746	12,005
Activities and project cost		112,602	23,795
Volunteer expenses		4,582	1,395
Bad debts written off		-	1,430
Staff costs	10	539,074	442,442
Support costs	7	85,046	60,770
		758,050	541,837

In addition to the expenditure analysed above, there are also support costs of £85,046 (2022 - £60,770) which relate directly to charitable activities. See note 7 for further details.

7 Analysis of support costs

Support costs

	Total 2023 £	Total 2022 £
Staff training	-	975
Staff welfare	3,562	104
Rent and rates	460	12,472
Insurance	1,703	1,119
General maintenance	1,180	1,176
Utilities	5,694	2,464
Computer software and maintenance	8,592	12,228
Printing, postage and stationery	2,153	1,382
Membership	852	1,572
Sundries	4,516	-
Independent examination	2,688	2,508
Bookkeeping and payroll	640	2,744
Legal and professional	31,152	5,017
Bank charges	191	227
Depreciation	21,663	16,782
	85,046	60,770

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8 Net incoming/outgoing resources

Net (outgoing)/incoming resources for the year include:

	2023	2022
	£	£
Depreciation of fixed assets	21,663	16,782
Independent examination	<u>2,608</u>	<u>2,588</u>

9 Trustees remuneration and expenses

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

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

10 Staff costs

The aggregate payroll costs were as follows:

	2023	2022
	£	£
Staff costs during the year were:		
Wages and salaries	489,405	405,497
Social security costs	39,355	28,535
Pension costs	<u>10,314</u>	<u>8,410</u>
	<u>539,074</u>	<u>442,442</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:

	2023	2022
	No	No
Charitable activities	<u>21</u>	<u>20</u>

No employee received emoluments of more than £60,000 during the year.

The total employee benefits of the key management personnel of the charity were £52,015 (2022 - £46,527).

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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 2022	17,411	133,001	150,412
Additions	980	47,533	48,513
Disposals	-	(680)	(680)
At 31 March 2023	<u>18,391</u>	<u>179,854</u>	<u>198,245</u>
Depreciation			
At 1 April 2022	7,402	13,300	20,702
Charge for the year	3,678	17,986	21,664
Eliminated on disposals	-	(68)	(68)
At 31 March 2023	<u>11,080</u>	<u>31,218</u>	<u>42,298</u>
Net book value			
At 31 March 2023	<u>7,311</u>	<u>148,636</u>	<u>155,947</u>
At 31 March 2022	<u>10,009</u>	<u>119,701</u>	<u>129,710</u>

13 Debtors

	2023 £	2022 £
Trade debtors	923	46,846
Prepayments	1,959	827
Accrued income	<u>16,851</u>	<u>-</u>
	<u>19,733</u>	<u>47,673</u>

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14 Cash and cash equivalents

	2023 £	2022 £
Cash at bank	<u>517,974</u>	<u>408,598</u>

15 Creditors: amounts falling due within one year

	2023 £	2022 £
Trade creditors	47,956	-
Other creditors	2,245	1,843
Accruals	7,349	5,809
Deferred income	<u>67,024</u>	<u>-</u>
	<u>124,574</u>	<u>7,652</u>

	2023 £
Resources deferred in the period	<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 £10,314 (2022 - £8,410).

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17 Funds

	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
	-	-	-	245,947	245,947
Total unrestricted funds	348,547	126,521	(13,546)	2,245	463,767
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)	-	-
Latin American Youth Forum (LAYF)	12,668	43,633	(53,363)	-	2,938
Family Project	(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	-	72,521	(48,144)	-	24,377
Health and wellbeing	(6,531)	134,285	(111,042)	-	16,712
Lambeth Peer Action Collective	343	10,197	(8,639)	-	1,901
Advice in Community Settings	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)	-	-
Voter ID Campaign	-	14,619	(14,619)	-	-
Supporting Latin Americans in Southwark	-	39,588	(33,739)	-	5,849
	<u>229,781</u>	<u>622,281</u>	<u>(744,504)</u>	<u>(2,245)</u>	<u>105,313</u>
Total funds	<u><u>578,328</u></u>	<u><u>748,802</u></u>	<u><u>(758,050)</u></u>	<u><u>-</u></u>	<u><u>569,080</u></u>

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	Balance at 1 April 2021 £	Incoming resources £	Resources expended £	Balance at 31 March 2022 £
Unrestricted funds				
<i>General</i>				
General Funds	243,067	168,867	(63,387)	348,547
Restricted funds				
English for All	-	29,430	(29,430)	-
EU Settlement Scheme	(6,720)	36,253	(33,283)	(3,750)
COVID 19 Support	41,303	6,496	(24,662)	23,137
Latin American Youth Forum (LAYF)	250	77,069	(64,651)	12,668
Family Project	(1,168)	45,594	(44,998)	(572)
Step Up Plus	2,535	31,288	(30,392)	3,431
Refurbishment	20,000	47,625	-	67,625
Parents Association	3,750	-	(894)	2,856
THRIVE 2020-2022	4,400	19,200	(19,400)	4,200
Digital Inclusion Fund	-	5,061	(5,061)	-
Samaritan Grant	-	1,000	(539)	461
A Place For All	37,679	76,860	(103,538)	11,001
Building Young Brixton (BYB)	277	19,685	(9,327)	10,635
Employment Support	(2,757)	24,802	(22,045)	-
Advice Services	-	25,000	-	25,000
Awards for All	-	9,978	(3,755)	6,223
BounceBack	-	47,438	(21,115)	26,323
Health and wellbeing	-	27,763	(34,294)	(6,531)
Lambeth Peer Action Collective	-	4,798	(4,455)	343
Advice in Community Settings	-	67,370	(20,639)	46,731
Common Purpose Programme	-	5,972	(5,972)	-
	<u>99,549</u>	<u>608,682</u>	<u>(478,450)</u>	<u>229,781</u>
Total funds	<u><u>342,616</u></u>	<u><u>777,549</u></u>	<u><u>(541,837)</u></u>	<u><u>578,328</u></u>

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

Family Project: providing creative English for Speakers of Other Languages (ESOL) classes; targeted family support and education advice; and family trips and community events to recently arrived Latin American children and families.

English for All: providing structured English for Speakers of Other Languages (ESOL) classes and English conversation classes for adults; workshops on how to access key services; and community coffee mornings.

Refurbishment: improving accessibility, safety, security and energy efficiency of our centre to allow better delivery of our services and activities for the Latin American community in London.

Parents Association: a self-organised group of Latin American parents, founded by IRMO's beneficiaries, to provide peer support to overcome common challenges.

Advice in Community Settings: working in 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.

Voter ID Campaign: promoting the civic engagement of Latin American Londoners by raising awareness about the introduction of photo Voter ID and the changes of voting rights; supporting people to register to vote, get a valid photo voter ID or free voter authority card; and increasing the capacity and upskilling staff and volunteers in voting rights and political literacy.

Latin American Youth Forum (LAYF): IRMO's youth-led group for migrant, asylum seeking and refugee young people aged 13-19 where activities are offered in a trilingual space (Spanish, Portuguese and English). LAYF ensures that everyone can feel safe and supported to overcome barriers and find their feet in the UK.

Thrive 2020-2022: working in partnership with The Baytree Centre to support migrant and refugee youth people aged 10-21 who are isolated, have missed out school and live in poverty to access new educational, sport, arts and mentoring opportunities over a three-year period.

CLAUK Strategy: The Coalition of Latin Americans in the UK (CLAUK) with a strategic planning process to determine the next five years.

Health and Wellbeing: improving the health equity for the Latin American community by overcoming barriers and supporting access to health services through outreach work, one-to-one advice, workshops and collaboration with other organisations.

Advice Services: providing access to high quality advice to Latin Americans in Lambeth.

Samaritan Grant: providing immediate assistance to people in an emergency via hardship grant.

Burberry Grant: providing one-to-one mentoring and monthly wellbeing workshops to young people; and distributing food vouchers to families with children at risk of going hungry and at risk of destitution.

Thrive 2023-2026: achieving equal access to education for Latin American migrant children.

CSCS Courses: delivering ESOL and skills course for construction workers.

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Common Purpose: working in partnership with the Latin American Women's Rights Service to increase the wellbeing and engagement of the Latin American community in Southwark through improved access to community services, support, wellbeing and volunteering opportunities.

EU Settlement Scheme: working in partnership with the Latin American Women's Rights Service to deliver practical support to vulnerable or at-risk EU citizens and their family members to help them apply to the EU Settlement Scheme.

Awards for All: reducing the hardest felt inequalities and supporting the LA community to grow stronger in the aftermath of Covid-19 through the provision of food vouchers and IT devices; referrals to specialized support and helplines.

Place For All: working with socially and economically excluded Lambeth residents to improve skills for life and work, and to enable communities to become more actively and civically engaged whilst strengthening the local voluntary and community sector and creating a model of good practice for local organisations.

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

Step Up Plus: helping workers stuck in low paid jobs to move into better jobs.

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

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

Capital Reserve - Funds tied up in fixed assets and which cannot be made available to cover shorter 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.

Transfer to unrestricted fund - Recategorisation of remaining balance on fund following review.

18 Analysis of net assets between funds

	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	(124,574)	-	-	(124,574)
Total net assets	<u>217,820</u>	<u>245,947</u>	<u>105,313</u>	<u>569,080</u>

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	Unrestricted funds General £	Restricted funds £	Total funds at 31 March 2022 £
Tangible fixed assets	1,206	128,503	129,709
Current assets	354,993	101,278	456,271
Current liabilities	<u>(7,652)</u>	<u>-</u>	<u>(7,652)</u>
Total net assets	<u>348,547</u>	<u>229,781</u>	<u>578,328</u>

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 (2022 - £Nil).