

Consonant Ltd.

(A Company Limited by Guarantee)

Company No. 01911662

Charity No. 291789

Report and financial statements

for the year ended

31 March 2019

CHARITY COMMISSION
FIRST CONTACT

10 MAR 2020

ACCOUNTS
RECEIVED

CONSONANT LTD.

**REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2019**

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REFERENCE AND ADMINISTRATIVE DETAILS

Trustees:

I. Pereira - Chair
R. Priestman – Treasurer
D. Afreh – resigned 01/02/2020
V. Kosumi
S. Reynolds
C. Robinson – resigned 07/06/2018
S. Tamimi – resigned 08/06/2018
R. Duncan (Co-opted) – appointed 30/08/2018
P. Reid (Co-opted) – appointed 15/06/2018
J. Thomas (Co-opted) – appointed 15/08/2018, resigned 24/01/2020

Chief Executive:

Wayne Myslik (until January 2020)
Vic Langer (Interim - from January 2020)

Company number:

01911662

Charity number:

291789

Registered office:

Berol House
25 Ashley Road
London
N17 9LJ

Auditors:

Goldwins Limited
75 Maygrove Road
West Hampstead
London
NW6 2EG
www.goldwins.co.uk

Bankers

Unity Trust Bank
Nine Brindleyplace
Birmingham
B1 2HB

CONSONANT LTD.

TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2019

The trustees, who are also directors under company law, present their report and financial statements for the year ended 31 March 2019. The trustees confirm that the financial statements comply with current statutory requirements, the memorandum and articles of association and the Statement of Recommended Practice - Accounting and Reporting by Charities: SORP applicable to charities preparing their accounts in accordance with FRS 102.

Objectives and activities

Vision

Consonant has a vision of a British society that is inclusive and free of prejudice; that celebrates the diversity of its population; and that supports the rights of all people to enjoy freedom from persecution, danger and oppression.

Mission

Consonant's mission is to enable people of diverse origins to make the UK their home; and to enrich British society by building community through mutual respect and partnerships.

Our Name

In April 2019, we changed our name from Migrants Resource Centre to Consonant. Meaning 'to be in harmony with', people who are 'consonant' work well together. In other words, they get on and they complement each other. We bring people together to celebrate our diversity and participate in society. Our new name therefore reflects our ambition to make Britain a place where everyone can belong.

The new Consonant brand identity celebrates the diversity of the UK. It celebrates Consonant's and Asylum Aid's proud 30 year-long history promoting inclusion through legal support, skills development and community building.

Wayne Myslik, CEO of the newly named Consonant said "At the core of our new brand is the idea that Britain can be a place where everyone can belong and achieve their potential. Regardless of their starting point, Consonant will help people to live better lives, whether that means living in a safe environment without conflict or violence, learning a new language to get a fulfilling job, or working with neighbours to improve communities for everyone that lives there."

"As Consonant we will have a strong brand in order to bring people together from all backgrounds and experiences. In this way we will build more deeply integrated communities and ensure people, families and businesses have what they need to thrive. We are hugely grateful for the support of the team at Curious who have freely given their time and expertise to bring our vision to life".

Who We Are

Consonant has worked for over 30 years to help migrants, refugees, and asylum seekers overcome the barriers that prevent them from fully participating in British society. In this time, we have helped tens of thousands of people secure protection in the UK, regularise their immigration status, learn English, and find work.

We are proud to see ourselves as a migrant-led organisation. At Consonant, our roots are in the migrant communities that we serve. Our services are delivered by a wide range of skilled and dedicated volunteers who come from all over the world. Most of our staff are themselves migrants or the children of migrants, and therefore understand the challenges our clients face.

What We Do

Consonant supports migrants, refugees and asylum seekers to settle, integrate, and build new lives in the UK. We help migrants and their families to truly prosper by enabling them to:

- Overcome the barriers that hold them back
- Develop the skills they need to build positive new lives, and
- Transform their communities and society to work for all who live here

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TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2019

Public benefit

The Trustees confirm that they have referred to the Charity Commission's general guidance on Public Benefit, under the Charities Act 2011, when reviewing and shaping the charity's aims and objectives for the year and planning its future activities. The charity works to ensure that its work is inclusive, accessible and responsive to the needs of its beneficiaries and is confident that this commitment is not only reflected in its aims and objectives but is also expressed in both its service provision and its campaigning and lobbying activities.

Grant-making policy

The charity does not make grants to individuals or organisations, other than when grants obtained from charitable trusts on behalf of clients are sent to the charity for disbursement.

Volunteers

Volunteers are fundamental to all of Consonant's work, helping the charity to deliver all of its key services. An estimated 40 regular volunteers support the charity's work at any time. They serve as ESOL teachers, translators, employment mentors, art teachers, IT teachers, researchers, administrative assistants, legal assistants, event coordinators, and more. Service users are encouraged to get involved in activities and to develop their skills and many become volunteers. Wherever possible, Consonant helps volunteers to retrain or gain qualifications.

As well as helping us to deliver our vital services, we believe that the volunteering project touches individuals' lives in many ways. They gain opportunities to develop new skills and get into routines that can enhance self-confidence, employability, and their integration into new communities. We are fortunate to have an abundance of volunteers from many backgrounds including current and former service users, retired individuals, long-term unemployed, young people, and groups from churches, schools and businesses. Like our service users, volunteers come from all over the world, speaking over 40 different languages. This diversity creates a rich social environment, as well as contributing valuable skills and experience.

Related parties and relationships with other organisations

In order to effectively deliver its services, Consonant works in collaboration with other organisations in order to improve the lives of migrants, refugees and asylum seekers. These include British Red Cross, Pathway, Praxis Community Projects, Serpentine Galleries, European Network on Statelessness, IMiX, Westminster CAB, and many others.

Consonant is a member of AdviceUK, Immigration Law Practitioners Association, Refugee Legal Group, and others.

Review of Achievements and Performance

Consonant is here to enable people from diverse origins – migrants, refugees, asylum seekers – to build successful lives in the UK. We do this by providing services and by working in partnership with others to build a British society that celebrates the diversity of its people and enables their progress.

Engaging our service users

A key part of Consonant's strategy is to actively engage our service users in every aspect of our work – from designing services through evaluation, and campaigning for social and policy changes.

This year, we continued to develop new systems to better understand Consonant's customers, their goals, aspirations, and challenges, to continually improve Consonant's services to guarantee the delivery of client-focused services, mindful of customer journey and satisfaction.

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TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2019

Integration survey

The Migrants Perspectives on Integration Survey was designed in cooperation with the Policy and Communications team, to urgently gather data needed for Consonant's response to the consultations on the Integration Strategy by the Ministry for Housing, Communities and Local Government.

To provide a migrant-centred view, Consonant conducted a survey which covered all related areas of integration including education and ESOL, employment, housing, healthcare as well as the role of media, local and national authorities and the host population. The survey was distributed among Consonant service users, as well as a wide network of partner organisations, faith-based organisations and trade unions.

The 42-question survey was designed using SurveyMonkey and translated in eleven languages (six by Consonant's staff/volunteers and five externally): Arabic, Bangla, Bulgarian, French, Hindi, Italian, Polish, Portuguese, Russian, Spanish and Urdu. It targeted migrants who have been in the UK over one year. 219 people from 41 countries responded. Female views were more strongly represented.

In June, Consonant submitted its response to the government Integrated Communities Strategy green paper putting forward a migrant-centred approach, as well as emphasising the importance of policy that brings migrant and host communities together for the purpose of integration and inclusion.

Over 20 meetings have taken place with strategic stakeholders to further inform the work on immigration and integration policy. The expected (and much delayed) publication of the Immigration White paper, which will outline the government policy post-Brexit is an important date around the work on immigration.

User Focus Groups

Interviews with Consonant service users aged 45+ about their interests and challenges they face helped us to develop a programme of training and civic activities specifically targeted at older migrants. The input of a 79-year-old female participant in one of the sessions that democracy is the Government of the People, by the People and For the People, inspired both the participants and the facilitators and illustrated the importance of sharing wisdom among older migrants.

Social Participation Activities

At group discussions of the various workshops and courses at Consonant (Job Search Support Groups, Health Clinics, Meditation & Mindfulness, Computer courses), both teachers and service users revealed that they need opportunities to create connections and speak English with natives. 50% of available workshop spaces are reserved for native English speakers.

On 22nd June, Consonant organised the Refugee Week Celebration, an event honouring refugees and bringing staff and service users together. The Celebration was a combination of (i) short language exchange sessions, (ii) poetry readings, with some of the poems being written by our service users themselves, (iii) 'An object from the country of origin' quiz game, (iv) Music and dances from all over the world, and (v) lunch/coffee/tea breaks. More than 20 people engaged in the activities and brought their individual perspective to the celebration. This event became an opportunity for joy, commemoration, social interaction, communication and personal story-sharing.

We also engaged with the Women's Vote Centenary Celebrations and have organized an 'Equaliteas' event and Voicebox Café activities.

During this financial year we were delighted to have been selected and become a member of the Advisory Group for the Community Access Scheme at Kensington Palace. The aim is to ensure the Palace is kept in touch with a wider group of pertinent community leaders from a wide range of organisations and that the services that the Palace offers are relevant. In May 2018, we participated in the **Build Your Own Discovery** training at the Palace, giving access as well as education to local adults and their community groups. The training introduced group leaders to the history of the Palace and in return the group leaders providing their communities free access to the Palace as well engagement with the Palace's stories, collections and historic spaces in ways that is relatable, meaningful and relevant to them, while gaining a sense of ownership and belonging to this iconic institution. This gave us a good opportunity for an insight to the Palace's works and for us to inform staff in the Palace about the aspirations, needs and challenges of our service users as well as their desire to community involvement and civic participation. The Advisory Group has been an excellent opportunity to network with group leaders from other community organisations, exchange ideas and experiences and engage in fruitful discussions about future projects.

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TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2019

Volunteering with Consonant

Translations

Seven migrants participated in the translation of the Migrants Perspectives on Integration questionnaire. The participation of one service user whose English level is beginner has been referred, by her and her adviser, as an opportunity to improve her language skills and to undertake tasks different from the low-skilled job that she has now.

Administration

Two Admin volunteers successfully applied for jobs with Consonant.

Multilingual advice service

Consonant's Generalist Advice Team based in Westminster assist residents of Westminster on welfare benefits, housing, immigration and debt. The majority of the clients need language support to access information and advice. In addition to paid staff who speak community languages, Consonant is supported by a team of 35 volunteers who speak a range of languages, ensuring that clients can receive information and advice in their mother tongue. Services are delivered through face to face and telephone gateway, outreach and appointments.

Progress against our strategic objectives

Consonant's strategy sets out three core strategic objectives, under which all our work is structured.

Overcome the barriers that hold people back

Our legal advice and representation services help people overcome legal barriers that prevent them from progressing in their lives.

Protection

Consonant provides legal representation to asylum seekers, refugees, victims of trafficking, and stateless people to ensure they receive protection in the UK. Our work particularly focuses on women, children, LGBT people, destitute people, and stateless people. During this period, we provided telephone advice to 777 callers and legal advice to 258 asylum seekers and 24 stateless people. 53 cases had positive outcomes resulting in some form of leave granted.

Right to stay

Consonant provides legal representation to people on the full range of immigration matters. We have a growing private practice providing representation in the absence of legal aid. We provided legal representation to 61 immigration clients. A total of 24 clients received the right to stay in the UK. Consonant also provides advice to European citizens about their rights.

Welfare

Consonant provides advice on a range of welfare issues. We supported 1876 clients this year, including 159 Employment Support Allowance cases, 119 Personal Independent Payment cases, 145 Housing Benefit cases and 55 Jobseeker Allowance matters. We achieved a total financial benefit for these clients of £1,589,703.

Develop the skills people need to build positive new lives

Our integration and community development programmes help people develop new skills, ranging from English language to employability to civic participation.

**TRUSTEES' REPORT
FOR THE YEAR ENDED 31 MARCH 2019**

ESOL

Our ESOL programmes (Pre-Entry, E1-E3, to Level 2) have been developed in consultation with teachers and students, and to ensure that their contents and assessment methods are consistent with the overall objective of integration and community development strategy, we have embed principles of learning that contain numeracy, employability as well as community participation. ESOL for work, for example, takes students through aspects of CV writing. We also look at some terminologies of health institutions – GPs, NHS trusts etc and embed them throughout the programmes so that learners familiarise with the health system. Assessment of ESOL is now carried out by all ICD staff but inevitably the career adviser does a large share of the assessments.

Economic Participation

Consonant's Economic participation activities are about supporting and preparing refugees/migrants for economic engagement – be it through work, social enterprise, business venture or otherwise – and contribute to the wealth of the nation.

Career Advice: - recognising most refugees/migrants are much further away from job/enterprise market, comparing to other communities, our career advice service is designed to provide a sensitive and tailored advice, and consistent with Consonant's strategic direction. All refugees and migrants receive a comprehensive advice as well as: -

1. Introduction to MRC & careers sessions
2. Careers Action Plan from the advice session
3. Information about workplaces and vacancies
4. Enrolment form courses – internal and external
5. Feedback session
6. Evaluation

We have follow-up appointments 3 months from initial career advice meeting. Our 'Job Opportunities & Events' folder, located in the reception, is organised into 4 separate folders to improve accessibility. These are Jobs; Training & Apprenticeships; and Events and Projects folders. we have also added Job fairs and events information at the reception

As with our ESOL, civic and social activities, we continue strengthening our partnership activities with Connected Communities, CONEL, WFC, CANDI, Ebenezer Community Learning Centre, Olive at UEL, and Adult Learning Services to refer refugees and migrants to their employability services and vice versa.

Referring to these organisations is giving us the advantages of:

- NARIC service
- Tailored employment/job finding service (in some cases backed by employer engagement team)
- Additional links to council's basic skills services, especially in Haringey.

**TRUSTEES' REPORT
FOR THE YEAR ENDED 31 MARCH 2019**

Civic Participation

Our civic participation programmes help migrants to engage in public discourse to address issues of common concern and/or issues that affect migrant communities. Through these public engagements, which could be in the form of volunteering, community participation, and electoral participation, it will be possible for migrants to achieve a sense of personal responsibility as well as a sense of obligation to address issues that often weaken community cohesion.

Consonant's civic participation programme focus on advancing migrants' civic awareness to engage in meaningful activities - for positive impact on the society. To that effect, we continue to develop and deliver activities and training sessions on civic participation, organise civic activity visits, meet & participate in community events, and engage in networks with local organisations. We hosted and organised the 4th transnational SUMIGRE meeting, prepared as well as finalised 'Intercultural Competences' training curriculum for professional working with migrants and refugees, and are developing the curriculum for the Community Organising Training Programme. We successfully concluded the 'Women's Vote' project.

Social Participation

Consonant's social participation programmes facilitate opportunity for migrants to strengthen their social capital by engaging and interacting with one another and with people from outside their own communities; also encourage in giving as well as receiving support - without expecting payment or any obligation. We will continue to build on the 'Chatter Chambers' model event to bring people together, focusing not on 'what people do' but on what people think about different ideas, evoking a street like party atmosphere.

Transform communities and society to work for all who live here

Consonant's policy and campaigns work creates political change that improves the lives of migrants, refugees, and asylum seekers across the UK. All of our influencing work is created in partnership with service users, ensuring that the voices of people with lived experience are at the heart of all our campaigns. We campaign on immigration/integration policy, women's asylum issues, and statelessness policy.

Immigration and integration

Immigration policy was a new area of work for Consonant which started in the second Quarter of 2018. By the end of the year, Consonant had developed proposal for a Comprehensive National Migration Strategy which aims to restore effectiveness, trust and fairness in the immigration system. The proposed strategy combines two key policy areas Immigration and Integration with the core aim of making immigration work for everyone.

The Consonant immigration policy proposals were published in December 2018 as part of a proposal for a Comprehensive National Migration Strategy. The publication was specifically times to coincide with the publication of the Immigration White paper by the government. Thorough this Consonant became strategically involved in the debate around the future immigration system in the UK. Discussions on the proposals were held with the CBI, local government associations, stakeholders in the sector.

The paper outlines the current policy and context and reconfirms the vital role migrants play across the whole of society by taking into account Consonant's own work and the research done by the Migration Advisory Committee (MAC). It argues for a whole economy approach based on the recognition that migrant workers are a necessary part of the workforce at all skill levels. And balances that against a nuanced public opinion which is shifting but is still largely in favour of more controls on immigration. The proposals put forward therefore include a new visa regime that covers both high and low skilled migration and which is based on visas issued to the migrant, to ensure they are not dependant on one employer, particularly in the low-wage sector. They also propose sharing the responsibilities for decisions on granting different visa categories to be shared between the Home Office, Department for Business, Energy and Industrial Strategy and the Department for Education. It also puts forward a proposal for a responsible employer scheme which would guarantee migrants are not used as a tool to undercut wages for local workers, measures to strengthen the rule of law and enforcement and the establishment of a Migrant local development Fund which would channel money obtained through migrant tax contributions for local development projects. Engaging service users and establishing a new stakeholder engagement forum on immigration form part of increasing migrant participation.

Consonant has been actively involved in the debate on integration and inclusion since the publication of its Migrant Perspectives on Integration report in June 2018. Since then the Policy Manager has presented the views of Consonant at a range of discussions, workshops and seminars held across the sector. This has positioned Consonant as recognisable actor in the area of integration policy as well.

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TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2019

Women & asylum

The Women's Asylum project has been one of Consonant's longest running projects and has received wide recognition for its pioneering work. The current campaign, 'The Protection Gap' aims to ensure women seeking asylum receive the same treatment in the UK as other victims of gender-based violence. This year, the campaign:

We have achieved a major impact, and one of the demands of the Protection Gap campaign: all women seeking asylum can now benefit from childcare wherever their asylum interview is held in the UK. This is due to the Home Office completing its national childcare provision strategy. It is a major impact for women who will find it easier to tell their full narrative without their children distracting them or being unable to speak of their experiences in their presence. This is the culmination of an 11-year campaign which has gone through three different campaign phases, all facilitated by the Women's Project.

The volunteer recruited in July 2018 enabled more involvement from the Protection Gap Advocates due to her strong facilitation skills in community development. As part of this work, the PGAs have developed an activity plan for the coming year, which includes the promotion of the childcare facilities information among asylum seeking women to ensure they trust the new service and use it. They have also run a successful recruitment drive so that there are now have 15 active members.

We produced a short, animated film aimed at informing asylum appellants what to expect when attending the asylum tribunal. The script is based on our research "Through her eyes" and provides in a simple and accessible way information which should lead to them being more able to engage in the process and less anxious, which can improve the outcome of the appeal decision. We launched "Your asylum appeal hearing: information to help you" on 27th November and have disseminated it widely to refugee lawyers, NGOs and grassroot groups who can reach asylum appellants. We are now having voiceovers added in 14 different languages.

Statelessness

Statelessness is another key area of expertise at Consonant both in terms of case work, training, advocacy and policy development. We work also in close collaboration with the European Statelessness Network (ENS) to amplify our influence on policy development internationally.

In June 2018, Home Office officials informed us that, following our and others' advocacy, they recommended to the Home Secretary to extend the duration of stateless leave from 30 months to 5 years. This recommendation had to be re-submitted after a change of Home Secretaries in April 2018 and we are awaiting the new Home Secretary's response. We wrote to the Home Secretary in June 2018 to support the recommendation (letter joined by Liverpool Law Clinic). We have had no response as yet.

We presented the Statelessness Index we worked on in collaboration with the European Network on Statelessness (launched in March 2018) to Home Office statelessness officials and encouraged them to review it and adopt best practices from other countries.

Consonant jointly with the University of Liverpool Law Clinic organised a two-day conference on 9-10 July, Statelessness: Theory and Practice Conference. The conference was a major event on statelessness and brought together legal practitioners, academics, people affected by statelessness, activists and policy advocates to discuss the challenges and opportunities facing them with a selection of a leading panel of speakers and over 50 participants. We also raised our profile on social media.

We delivered statelessness trainings for people who visit immigration detainees (September) and presentations on statelessness to HMIP (prison inspection) team to improve their understanding of the issues faced by stateless people.

To raise awareness of the issue on statelessness among a broader audience we delivered a presentation to a group of graduate students at LSE.

Acknowledgements

The Trustees wish to acknowledge and give thanks to all their funders that support the work and enable the organisation to deliver appropriate services for the benefit of its users. The Trustees also acknowledge the work of partner agencies in assisting Consonant to deliver a wide range of activities for the public benefit. The Trustees also acknowledge the commitment and hard work of all staff and volunteers in carrying out their duties and ensuring services meet the needs of users.

Funders we wish to acknowledge and give thanks to are:

AB Charitable Trust
Awards for All
BBC Children in Need
City Bridge Trust
Cloudesley
Comic Relief
European Commission
Evan Cornish Foundation
Good Things Foundation
Legal Aid Agency
Paul Hamlyn Foundation
Strategic Legal Fund
Trust for London
Unbound Philanthropy
UN Voluntary Fund for Victims of Torture
Westminster Adult Education Service
Westminster City Council

Fundraising

Consonant ensures that it has sufficient financial and human resources to meet its aims. It has an increasingly diverse funding base made up of earned income, donations, contract income and grants from statutory funders and trusts and foundations. When bidding for statutory contracts or those that provide earned income, Consonant always ensures that the contract outputs are relevant to its users and that services delivered are appropriate and within the scope of the charity's objectives. Consonant tries to adopt a full cost recovery model for all its activities although often this is not accepted by many funders.

Approach to Fundraising

All fundraising undertaken by Consonant is done directly by our own staff or directly contracted freelancers, which means we are able to fully control the standards to which the work is done. We have not used agencies to raise funds for us. We do not currently undertake any street fundraising, door to door fundraising or telephone fundraising. We are conscious of feedback we receive from our supporters and adapt our communications frequency to them when they request this.

Consonant is registered with the Fundraising Regulator and was registered with its predecessor, the Fundraising Standards Board, before then. We fully comply with the Code of Fundraising Regulations issued by the Fundraising Regulator. We report each year to the Regulator on complaints. We review all complaints received to determine any changes we need to make, and we update our mailing database whenever a donor asks. There were no complaints this year.

Consonant has adopted detailed data protection policies and procedures in line with the General Data Protection Regulation (GDPR), which ensure that the data we keep on supporters, and how it is used, is in line with the law.

Financial review

This was a challenging year financially due to several significant multi-year grants coming to an end along with a very competitive fundraising environment. Although we had a strong fundraising pipeline at the beginning of the year, our success rate was not as high as hoped. Consonant was fortunate to hold healthy reserves, which we used to ensure consistent service delivery in periods such as this. Income was £1,180,854 (2018: £1,259,698). Expenditure was £1,620,394 (£1,618,691). Including gains on investments of £28,777 (2018: £17,820) the net deficit was £410,763 (2018: deficit of £341,713). Total funds were £788,986 (2018: £1,199,749) at year end.

In setting the budget for 2019/2020, the Trustees recognised the increasing pressure on reserves created by large deficits in previous years. The approved budget included a detailed review of all expenditure and reduction where possible. Following a formal consultation process with staff and Union representatives, the Trustees restructured the organisation, reducing staff costs through attrition and three redundancies. The Trustees also committed to a very early review of the 2020/2021 Budget to ensure a return to a budget surplus as soon as possible.

Investment policy

The charity aims to maximise the investment return on its cash holdings through its banking arrangements, in order to ensure that its funds are readily accessible at all times.

Reserves policy

Consonant's reserves policy requires the maintenance of a level of 'free' or unrestricted reserves, sufficient to enable the charity to meet all its legal and contractual commitments, in the event of a threat arising to the future viability of the charity, and to cope with unforeseen and unavoidable demands on its resources, for which there is no specific budgetary provision.

The target level for unrestricted reserves therefore aims to make adequate provision for:

- The general day-to-day running expenses of the charity, with particular awareness that Legal Aid payments are only made at the closure of a case which can be two or more years after work was conducted creating cash flow pressures;
- Any falls in income resulting from the loss of key grants and the failure to achieve fundraising targets, with particular awareness of the need to maintain certain key services in the face of funding volatility;
- The need to make long term, strategic, investments in the charity to ensure its future viability;
- The cost of terminating staff contracts in the event of the charity ceasing to trade;
- The costs of terminating contractual commitments where the liability extends beyond six months;
- The potential need to meet unforeseen and unbudgeted demands, which, if not funded, would jeopardise the viability of the Charity, or the ability of the Charity to operate in accordance with its legal obligations.

In determining the specific reserves target, Trustees reaffirmed their view that excessive sums held in reserve are neither in the interests of the charity, nor those of the clients and service users reliant on the work of Consonant.

In confirming the reserves policy, Trustees committed to keep the target under review, taking account of Consonant's funding and fundraising performance and of funding trends in the voluntary sector.

Going concern

The Trustees have reviewed the projected income of the organisation and are confident that the multi-year grant contracts from several funders, as well as anticipated earned income from contracts such as the Legal Aid Agency, will enable the organisation to continue its charitable aims for at least the next 12 months. Moreover, the level of unrestricted reserves provides adequate resources to allow continued work in the event of a temporary shortfall in funding. The Trustees therefore have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus, they continue to adopt the going concern basis of accounting in preparing the annual financial statements.

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TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2019

Principal risks and uncertainties

Management of risk is an integral part of our planning and project management processes, with risks identified and assessed as we develop our plans each year. We maintain a central risk register (detailing significant risks and our processes for managing them) that is regularly reviewed and updated by management. The register and mitigating actions are reviewed and approved by Trustees at each quarterly Board Meeting. A number of major risks have been identified and are mitigated as follows:

Our largest single income source is a Legal Aid contract. The payment schedules for this work are an ongoing financial risk to the organisation, as the work in progress represents a significant proportion of the charity's reserves and therefore has an impact on solvency and cash flow. We seek to mitigate this by maintaining a robust business model in our legal services team, seeking to maximise all income available through the contract. We also have an ongoing fundraising programme to seek trust and individual grants to support casework and are developing a fee-based private immigration practice to sit alongside our work under Legal Aid.

As a provider of highly sensitive, regulated legal advice, the provision of quality representation is an ongoing risk. In order to ensure we maintain the highest standards of advice; we maintain several overlapping systems of quality control. Our Legal Services Manager has overall responsibility for oversight of legal services, and monitors quality of work as part of regular staff supervision and appraisal. The Supervising Solicitor is responsible for the design and implementation of a technical supervision system, including regular file reviews and staff training. We maintain a robust complaints procedure to respond quickly and appropriately to any client concerns. Our services are variously audited and regulated by the SRA, OISC, and LAA.

Plans for the future

The charity intends to continue the activities outlined above subject to satisfactory funding arrangements. The charity's key plans for development include:

- continuing to build on our hub and spokes approach to service delivery in order to provide services across London;
- increasing the scale of our private client immigration practice to meet the needs of this client group and to provide an income source to subsidise our legal work for clients who cannot afford to pay for services;
- increasing funding from foundations and through the ongoing development of our corporate partnerships and major donor fundraising programmes;

Structure, governance and management

In accordance with charity law, Consonant's activities are covered by our constitutional aims, objects and powers or be associated with, or a consequence of achieving or seeking to achieve our charitable objects. The principle object of Consonant is to promote any charitable purpose for the benefit of refugees, asylum seekers and minority ethnic migrant workers of any nationality and their families and, in particular, the advance of education, health protection and the relief of poverty and distress.

Consonant's legal status

Consonant was founded in 1985. It is a company limited by guarantee (registration number 01911662) and a registered charity (number 291789). To enable us to achieve our constitutional aims, we have the normal range of charitable powers, including the ability to hold bank accounts, borrow money, support associated activities, employ staff, pay for work, enter into contracts etc. We also have the power to establish and maintain a resource centre, produce reports and other documents, hold exhibitions, meetings, lectures and classes, participate in, and share, research and provide evidence for government and other agencies or enquiries, negotiate with, co-operate with and enter into partnership working and other arrangements with local, national agencies, receive various forms of income and enter into trust arrangements, issue appeals, hold public meetings and take such other steps to secure funds, establish and support any charitable association or body and to subscribe or guarantee money for charitable purposes to further the objects of the Company, undertake and execute charitable trusts.

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TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2019

Limitations, constraints and limited liability

The memorandum of association (the constitution) and articles of association (the rules) combined with charity law, company law and the general legislative framework, provide the basis on which Consonant must operate. As a company limited by guarantee Consonant has a separate legal identity from its staff and volunteers and can enter into contracts in its own name and sue and be sued. Our charity trustees and directors are the people who are responsible for the overall control and management of the organisation. Our governing document sets out our charity's purposes and how it is to be administered. The memorandum and articles of association identify that our trustees are members of the Council of Management/Board of Trustees (governing body). Our company directors and charity trustees are the members of the management committee. As long as the trustees and directors abide by the requirements of company law and fulfil their fiduciary and associated duties, they are protected from the potential risks of joint and several liabilities. Managerial and decision-making arrangements and training arrangements are intended to ensure that we operate within the legislative framework.

Method of appointment or election of Trustees

The management committee (hereinafter referred to as "the Board") regularly reviews its skills and experience and recruits according to the needs of the organisation. Potential trustees are interviewed, and their CV is considered by the trustees who are Directors of the company and members of the organisation and the potential trustee is invited to a board meeting. The trustees vote at the board meeting on whether to recruit the potential trustee to the board, at which time they are co-opted to the Board. Co-opted and other new trustees may be elected to the Board by the members of the organisation at an Annual General Meeting.

Induction and Training of Trustees

New trustees are given a comprehensive induction, including on-site meetings with the CEO and key staff. New trustees are provided with an induction pack including a brief history of the Charity, the Memorandum and Articles of Association of the Company, the Strategic Plan and Business Plan, list of staff and other trustees, a copy of the latest set of audited accounts, the latest minutes of meetings, and the Charity Commission's Publication "The Essential Trustee". The trustee will be offered a subscription to relevant publications and trustee training and seminars.

Organisational structure and decision-making

The Board of Trustees is responsible for the overall governance and setting the strategic direction of the charity. There are four full meetings of the Board during the year, plus a separate strategic planning meeting. Day-to-day operational management and control of the organisation is delegated to the Chief Executive who reports to the Board and to its scrutiny sub-committees: Finance Committee, Risk Committee, Remuneration Committee, Human Resources Committee, and Fundraising Committee.

The Chief Executive holds regular meetings with departmental managers to monitor and control the organisation. Specific projects are managed through project boards which include service users where appropriate. Each departmental manager contributes to a detailed quarterly performance report that is shared among the management team and the trustees.

Remuneration of Key Management Personnel

All posts are paid according to the level of responsibility in their roles. Our policy is to pay all staff a fair level of pay that aims (as part of an overall package of benefits) to attract and keep appropriately qualified staff to lead, manage, support and deliver the charity's aims. Each role is given a job grade which is determined in accordance with the organisation's Job Evaluation Policy & Salary Setting Policy. Salaries for each job grade are set with reference to other similar organisations in the charity sector.

All salaries are reviewed by the Chief Executive at least every three years, with recommended changes presented to the Remuneration Committee and the Board of Trustees for consideration.

The salary of the CEO is set and reviewed directly by the Board of Trustees as part of the appraisal process.

**TRUSTEES' REPORT
FOR THE YEAR ENDED 31 MARCH 2019**

Statement of responsibilities of the trustees

The trustees (who are also directors of Consonant Ltd. for the purposes of company law) are responsible for preparing the report of the trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgments and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards 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 operation.

The trustees are responsible for keeping proper accounting records that 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.

Statement as to disclosure to our auditors

In so far as the trustees are aware:

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

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

Members of the charity guarantee to contribute an amount not exceeding £1 to the assets of the charity in the event of winding up. The total number of such guarantees at 31 March 2019 was 5. The trustees are members of the charity, but this entitles them only to voting rights. The trustees have no beneficial interest in the charity.

Auditors

Goldwins limited were re-appointed as the auditors of the charitable company during the year and have expressed their willingness to continue in that capacity.

The trustees' annual report has been approved by the trustees on 24 February 2020 and signed on their behalf by:

 Isabella Pereira (Chair)

**INDEPENDENT AUDITORS' REPORT TO THE TRUSTEES
OF CONSONANT LTD.**

Opinion

We have audited the financial statements of Consonant Ltd. (the 'Charity') for the year ended 31 March 2019 which comprise the Statement of Financial Activities, the Balance Sheet, statement of cash flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the Charity's affairs as at 31 March 2019 and of its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Conclusions relating to going concern

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you, where:

- the trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the Charity's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorized for issue.

Other information

The trustees are responsible for the other information. The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the trustees' report (incorporating the directors' report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees' report (incorporating the directors' report) have been prepared in accordance with applicable legal requirements.

**INDEPENDENT AUDITORS' REPORT TO THE TRUSTEES
OF CONSONANT LTD. (CONTINUED)**

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the Charity and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Annual Report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us;
- the financial statements are not in agreement with the accounting records and returns;
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not obtained all the information and explanations necessary for the purposes of our audit.

Responsibilities of the trustees

As explained more fully in the trustees' responsibilities statement, the trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Our responsibilities for the audit of the financial statements

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

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: [\[www.frc.org.uk/auditorsresponsibilities\]](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our auditor's report.

This report is made solely to the Charity's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the Charity's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Charity and the Charity's members as a body, for our audit work, for this report, or for the opinions we have formed.

Anthony Epton
Anthony Epton (Senior Statutory Auditor)
for and on behalf of
Goldwins Limited
Statutory Auditor
Chartered Accountants
75 Maygrove Road
West Hampstead
London NW6 2EG

28 February 2020

CONSONANT LTD.

STATEMENT OF FINANCIAL ACTIVITIES
(Incorporating an Income and Expenditure Account)
FOR THE YEAR ENDED 31 MARCH 2019

	Note	Unrestricted Funds 2019 £	Restricted Funds 2019 £	Total Funds 2019 £	Total Funds 2018 £
INCOME					
Donations and legacies					
Advice, education and community development	3	8,151	243,788	251,939	231,602
Policy and campaigns	3	-	15,000	15,000	41,820
Donations and grants	3	160,361	-	160,361	216,112
Membership and supporters		48,595	-	48,595	56,047
Charitable activities					
Advice, education and community development	4	412,842	205,460	618,302	668,466
Policy and campaigns	4	10,000	50,000	60,000	10,000
Investment income		26,657	-	26,657	35,651
TOTAL INCOME		666,606	514,248	1,180,854	1,259,698
EXPENDITURE					
Raising funds		118,868	-	118,868	143,327
Charitable activities					
Advice, education and community development		800,078	449,248	1,249,326	1,212,285
Policy and campaigns		187,200	65,000	252,200	263,079
TOTAL EXPENDITURE	5	1,106,146	514,248	1,620,394	1,618,691
Net (expenditure) before gains on investments		(439,540)	-	(439,540)	(358,993)
Gains on investments		28,777	-	28,777	17,820
Net (expenditure) / Net movement in funds		(410,763)	-	(410,763)	(341,173)
Fund balances brought forward		1,199,749	-	1,199,749	1,540,922
Fund balances carried forward	17	788,986	-	788,986	1,199,749

All of the above results are derived from continuing activities.

The accompanying notes form part of those financial statements

CONSONANT LTD.
Registered Company number 01911662

BALANCE SHEET
AS AT 31 MARCH 2019

	Note	£	2019 £	£	2018 £
FIXED ASSETS					
Intangible assets	11	16,662		-	
Tangible assets	12	143,496		194,932	
Investments	13	419,030		740,258	
			579,188		935,190
CURRENT ASSETS					
Debtors	14	570,402		571,169	
Cash at bank and in hand		62,739		157,009	
			633,141		728,178
CURRENT LIABILITIES					
Creditors	15		(420,453)		(425,354)
NET CURRENT ASSETS			212,688		302,824
Creditors: Amounts falling due after more than one year	16		(2,890)		(38,265)
NET ASSETS			788,986		1,199,749
General Funds			628,828		1,004,817
Designated Funds - fixed asset funds			160,158		194,932
Restricted Funds			-		-
TOTAL FUNDS	17		788,986		1,199,749

These Accounts were approved and authorised for issue by Trustee Board on 24 February 2020 and signed on its behalf by:



Isabella Pereira (Chair)

The accompanying notes form part of those financial statements

CONSONANT LTD.

**STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 MARCH 2019**

	2019		2018	
	£	£	£	£
Cash flows from operating activities:				
Net (expenditure) for the year (as per the statement of financial activities)	(410,763)		(341,173)	
Adjustments for:				
Depreciation charges	44,641		45,804	
Dividends, interest and rents from investments	(26,657)		(35,651)	
Profit on disposal of tangible fixed assets	(5,294)		-	
Decrease in debtors	767		155,665	
(Decrease) / increase in creditors	(40,276)		27,527	
Net cash (used in) operating activities		(437,582)		(147,828)
Cash flows from investing activities:				
Dividends, interest and rents from investments	26,657		35,651	
Purchase of tangible fixed assets	(3,794)		(75,684)	
Purchase of intangible fixed assets	(16,662)		-	
Proceeds from disposal of tangible fixed assets	15,888		-	
Gains on investments	(28,777)		(17,820)	
Proceeds from sale of investments	350,000		200,000	
Net cash provided by investing activities		343,312		142,147
Cash flows from financing activities:				
Cash inflows from new borrowing	-		38,265	
Net cash provided by financing activities		-		38,265
Change in cash and cash equivalents in the year		(94,270)		32,584
Cash and cash equivalents at the beginning of the year		157,009		124,425
Cash and cash equivalents at the end of the year		62,739		157,009

The accompanying notes form part of those financial statements

CONSONANT LTD.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2019

1. CHARITY INFORMATION

Consonant Ltd. is a private limited company (registered number 1911662) which is incorporated and domiciled in the UK. The address of the registered office is Berol House, 25 Ashley Road, London, N17 9LJ.

The Company was previously registered as The Migrants Resource Centre. The company name was changed by Special Resolution to Consonant Ltd. on 6 February 2019.

2. ACCOUNTING POLICIES

The principal accounting policies and critical areas of judgement are summarised below. The accounting policies have been applied consistently throughout the year and in the preceding year.

Basis of Preparation

The accounts have been prepared in accordance with the Charities SORP (FRS 102) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland and the Charities Act 2011 and UK Generally Accepted Practice as it applies from 1 January 2015.

Consonant Ltd. 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 accounting policies notes.

Preparation of the Accounts on a Going Concern Basis

The trustees have assessed whether the use of the going concern basis is appropriate and have considered possible events or conditions that might cast significant doubt on the ability of the charity to continue as a going concern. The trustees have made this assessment for a period of at least one year from the date of approval of the financial statements. In particular the trustees have considered the charities forecasts and projections and have taken account of pressures on donation and investment income. After making enquiries the trustees have concluded that there is a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. The charity therefore continues to adopt the going concern basis in preparing its financial statements.

Accounting judgements and estimates

The key assumptions concerning the future and other key sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year include:

- Depreciation rates reflect the useful economic lives of the underlying assets
- Support costs are allocated to activities based on the staff costs directly attributable to those activities.

Functional Currency

The functional currency of Consonant Ltd. is considered to be in pounds sterling because that is the currency of the primary economic environment in which the charity operates. The financial statements are also presented in pounds sterling.

Foreign Currencies

Assets, liabilities, revenues and costs expressed in foreign currencies are translated into sterling at rates of exchange ruling on the date on which transactions occur, except for monetary assets and liabilities which are translated at the rate ruling at the balance sheet date. Differences arising on the translation of such items are dealt with in the statement of financial activities.

NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31 MARCH 2019

2. ACCOUNTING POLICIES (CONTINUED)

Financial Instruments

Financial assets such as cash and debtors are measured at their present value of the amounts receivable, less an allowance for the expected level of doubtful receivables. Financial liabilities such as trade creditors, loans and finance leases are measured at the present value of the obligation.

Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

Work in progress is valued as the expected recoverable value of unbilled Legal Aid Agency work at the year-end. It is included within grants receivable on the balance sheet.

Creditors and Provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

CONSONANT LTD.

**NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31 MARCH 2019**

3. DONATIONS AND LEGACIES

	Unrestricted £	Restricted £	2019 £	2018 £
Advice, education and community development				
BBC Children in Need	-	30,589	30,589	29,698
City Bridge Trust	-	27,958	27,958	7,500
Evan Cornish Foundation	-	5,833	5,833	10,000
Liverpool Law School	-	10,435	10,435	6,288
Lloyds Bank Foundation	-	-	-	19,794
Mira Media	-	15,015	15,015	(8,192)
Paul Hamlyn Foundation	-	45,100	45,100	42,550
Red Cross	7,151	38,290	45,441	34,512
Trust for London	-	45,000	45,000	62,500
UNVFVT	-	21,667	21,667	23,247
Other under £10,000 each	1,000	3,901	4,901	3,705
	8,151	243,788	251,939	231,602
Policy and campaigns				
Esme Fairbairn	-	-	-	(18,750)
Legal Education Foundation	-	15,000	15,000	20,176
Rowntree	-	-	-	24,954
Other under £10,000 each	-	-	-	15,440
	-	15,000	15,000	41,820
General donations and legacies				
Donations	44,520	-	44,520	37,976
Legacies	54,000	-	54,000	-
AB Charitable Trust	20,000	-	20,000	20,000
The Aurum Charitable Trust	-	-	-	90,000
LLST	-	-	-	10,000
Unbound Philanthropy	30,000	-	30,000	53,333
Other under £10,000 each	11,841	-	11,841	4,803
	160,361	-	160,361	216,112
	168,512	258,788	427,300	489,534

CONSONANT LTD.

**NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31 MARCH 2019**

4. INCOME FROM CHARITABLE ACTIVITIES

	Unrestricted £	Restricted £	2019 £	2018 £
Advice, education and community development				
Comic Relief	-	24,443	24,443	2,222
European Commission	-	38,651	38,651	28,535
INAS	36,377	-	36,377	34,676
Good Things Foundation	-	10,250	10,250	10,740
Network For Social Change	-	6,426	6,426	-
Legal Aid Agency	293,088	-	293,088	398,360
National Careers Service	22,690	-	22,690	26,191
Pathway	-	-	-	23,000
Paul Hamlyn	-	56,780	56,780	27,500
Statelessness Law firms	-	57,910	57,910	40,985
Westminster Citizens Advice Bureau	61,306	-	61,306	66,306
Other under £10,000 each	(619)	11,000	10,381	9,951
	412,842	205,460	618,302	668,466
	Unrestricted £	Restricted £	2019 £	2018 £
Policy and campaigns				
ENS	10,000	-	10,000	10,000
Ian MacTaggart Trust	-	50,000	50,000	-
	10,000	50,000	60,000	10,000
	422,842	255,460	678,302	678,466

5. EXPENDITURE

CURRENT YEAR

	Advice, education and community development £	Policy and campaigns £	Raising funds £	2019 £
Staff costs and consultancy	832,759	178,709	90,703	1,102,171
Interpreters and translators	19,918	860	-	20,778
Disbursements	60,762	1,353	1,289	63,404
Travel	5,382	3,834	446	9,662
Volunteer expenses	1,784	19	-	1,803
Staff Training	1,339	1,350	245	2,934
Library materials	376	253	448	1,077
Grants payable	250	3,000	-	3,250
Other	3,109	442	3,622	7,173
Support costs (see Note 6)	323,647	62,380	22,115	408,142
	1,249,326	252,200	118,868	1,620,394

Support costs have been allocated on the basis of staff time.

CONSONANT LTD.

**NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31 MARCH 2019**

5. EXPENDITURE (CONTINUED)

PRIOR YEAR

	<i>Advice, education and community development</i>	<i>Policy and campaigns</i>	<i>Raising funds</i>	<i>Total 2018</i>
	£	£	£	£
<i>Staff costs and consultancy</i>	657,724	160,161	102,769	920,654
<i>Interpreters and translators</i>	24,820	880	-	25,700
<i>Disbursements</i>	99,689	386	1,533	101,608
<i>Travel</i>	3,390	2,961	2,154	8,505
<i>Volunteer expenses</i>	3,340	439	-	3,779
<i>Staff Training</i>	1,139	2,887	-	4,026
<i>Library materials</i>	768	100	430	1,298
<i>Grants payable</i>	1,796	-	-	1,796
<i>Other</i>	8,971	15,088	4,488	28,547
<i>Support costs (see Note 6)</i>	410,648	80,177	31,953	522,778
	<u>1,212,285</u>	<u>263,079</u>	<u>143,327</u>	<u>1,618,691</u>

6. SUPPORT COSTS

	2019 £	2018 £
Governance costs :		
Audit - current year	5,300	6,000
Audit - over provision from previous year	(850)	-
	<u>4,450</u>	<u>6,000</u>
Other support costs :		
Staff costs and consultancy	7,131	119,193
Rent and other premises costs	108,771	95,028
Other office costs	95,185	102,563
Accountancy	18,767	30,648
Printing	7,751	12,925
Legal and professional	8,783	392
Insurance	7,277	7,267
IT costs	34,599	22,759
Travel	2,414	4,288
Library materials	6,704	7,654
Training	4,829	5,772
Volunteer expenses	2,490	2,160
Other charges	-	850
Recruitment	14,243	14,080
Staff welfare	3,204	5,149
Grants payable	4,662	3,262
Irrecoverable VAT	28,421	34,001
Bad debts	3,820	2,984
Depreciation	44,641	45,803
	<u>408,142</u>	<u>522,778</u>

CONSONANT LTD.**NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31 MARCH 2019****7. NET INCOME / (EXPENDITURE) FOR THE YEAR**

This is stated after charging:

	2019 £	2018 £
Depreciation	44,641	45,803
Interest payable and similar charges	5,975	8,533
Operating lease charges	96,513	61,432
Auditors' remuneration:		
Current year audit	5,300	6,000

8. STAFF COSTS

	2019 £	2018 £
Wages and salaries	933,599	849,711
Social security costs	87,004	80,048
Redundancy costs	-	33,299
Pension contributions	36,436	27,440
Other staff costs and consultancy	52,263	49,349
	<u>1,109,302</u>	<u>1,039,847</u>

One employee received remuneration of between £70,000 and £79,999 in the year (exclusive of employer pensions and employer National Insurance contributions). (2018: One employee received remuneration of between £80,000 and £89,999).

The average monthly number of employees 31.4 28.1

The key management personnel of the Charity comprise the Trustees and Senior Management Team. The total employee benefits of the key management personnel including pension and Employer National insurance contributions were £268,270 (2018: £264,572).

9. TRUSTEES' REMUNERATION AND RELATED PARTY TRANSACTIONS

No trustee received fees or emoluments for their services in their role as Trustee (2018: nil). No trustees received reimbursement of expenses (2018: nil).

No Trustee or other person related to the charity had any personal interest in any contract or transaction entered into by the charity during the year (2018: £Nil).

10. TAXATION

Due to its status as a Registered Charity, Consonant Ltd. is exempt from tax under part 11 of the Corporation Tax Act 2010 (CTA2010).

CONSONANT LTD.

**NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31 MARCH 2019**

11. INTANGIBLE ASSETS

	Website £	Total £
Cost		
At 1 April 2018	-	-
Additions in the year	16,662	16,662
At 31 March 2019	<u>16,662</u>	<u>16,662</u>
Depreciation		
At 1 April 2018	-	-
Charge for year	-	-
At 31 March 2019	<u>-</u>	<u>-</u>
Net Book Value		
At 31 March 2019	<u>16,662</u>	<u>16,662</u>
At 1 April 2018	<u>-</u>	<u>-</u>

12. TANGIBLE ASSETS

	Leasehold property £	Furniture, Fixtures & Equipment £	Total £
Cost			
At 1 April 2018	153,101	154,338	307,439
Additions in the year	-	3,794	3,794
Disposals	-	(15,883)	(15,883)
At 31 March 2019	<u>153,101</u>	<u>142,249</u>	<u>295,350</u>
Depreciation			
At 1 April 2018	27,569	84,938	112,507
Charge for year	15,311	29,330	44,641
Disposals	-	(5,294)	(5,294)
At 31 March 2019	<u>42,880</u>	<u>108,974</u>	<u>151,854</u>
Net Book Value			
At 31 March 2019	<u>110,221</u>	<u>33,275</u>	<u>143,496</u>
At 1 April 2018	<u>125,532</u>	<u>69,400</u>	<u>194,932</u>

CONSONANT LTD.

**NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31 MARCH 2019**

13. INVESTMENTS

	2019 £	2018 £
Market value		
At 1 April	740,258	922,438
Disposals	(350,000)	(200,000)
Unrealised gain	28,772	17,820
At 31 March	419,030	740,258
Historic cost at year end	403,164	707,969
	2019 £	2018 £
Investments comprise :		
CCLA Investment: Property Fund	293,240	289,628
CCLA Investment: Ethical Inv. Fund	125,790	450,630
	419,030	740,258

14. DEBTORS

	2019 £	2018 £
Grants receivable	105,537	59,858
Trade debtors	2,819	26,348
Other debtors	22,627	34,584
Prepayments	39,971	43,383
Accrued income from Legal Aid Agency	394,295	395,417
VAT recoverable	5,153	11,579
	570,402	571,169

15. CREDITORS - AMOUNTS FALLING DUE WITHIN ONE YEAR

	2019 £	2018 £
Trade creditors	134,840	153,012
Other creditors	49,560	51,928
Deferred income	122,875	102,288
Tax and social security costs	25,019	42,558
Accruals	52,784	42,353
Bank loan (see Note 16)	35,375	33,215
	420,453	425,354

CONSONANT LTD.

**NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31 MARCH 2019**

16. CREDITORS - AMOUNTS FALLING DUE AFTER ONE YEAR

	2019 £	2018 £
Bank loan	<u>2,890</u>	<u>38,265</u>

The bank loan is repayable over a period of 3 years from the date of the first drawdown against the facility, which was made in April 2017. The interest rate charged on the uncleared balance is 6.5% fixed for 3 years.

17. MOVEMENT IN FUNDS

CURRENT YEAR

	1 April 2018 £	Income £	Expenditure £	Transfers & gains £	31 March 2019 £
Restricted					
Policy and campaigns	-	65,000	(65,000)	-	-
Casework and appeals	-	449,248	(449,248)	-	-
Total restricted funds	<u>-</u>	<u>514,248</u>	<u>(514,248)</u>	<u>-</u>	<u>-</u>
Unrestricted					
Designated funds:					
Designated fixed asset fund	194,932	-	-	(34,774)	160,158
Total designated funds	<u>194,932</u>	<u>-</u>	<u>-</u>	<u>(34,774)</u>	<u>160,158</u>
General funds	1,004,817	666,606	(1,106,146)	63,551	628,828
Total unrestricted funds	<u>1,199,749</u>	<u>666,606</u>	<u>(1,106,146)</u>	<u>28,777</u>	<u>788,986</u>
Total funds	<u>1,199,749</u>	<u>1,180,854</u>	<u>(1,620,394)</u>	<u>28,777</u>	<u>788,986</u>

CONSONANT LTD.

NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31 MARCH 2019

17. MOVEMENT IN FUNDS (CONTINUED)

PRIOR YEAR

	1 April 2017 £	Income £	Expenditure £	Transfers & gains £	31 March 2018 £
Restricted					
Policy and campaigns	74,924	41,820	(116,744)	-	-
Casework and appeals	68,220	366,092	(434,312)	-	-
Total restricted funds	143,144	407,912	(551,056)	-	-
Unrestricted					
Designated funds:					
Designated fixed asset fund	165,052	-	-	29,880	194,932
Total designated funds	165,052	-	-	29,880	194,932
General funds	1,232,726	851,786	(1,067,635)	(12,060)	1,004,817
Total unrestricted funds	1,397,778	851,786	(1,067,635)	17,820	1,199,749
Total funds	1,540,922	1,259,698	(1,618,691)	17,820	1,199,749

18. ANALYSIS OF NET ASSETS BETWEEN FUNDS

CURRENT YEAR

	Restricted Funds £	Designated Funds £	General Funds £	Total Funds £
Fixed assets	-	160,158	-	160,158
Fixed asset investments	-	-	419,030	419,030
Net current assets	-	-	212,688	212,688
Creditors due after more than 1 year	-	-	(2,890)	(2,890)
Net assets at 31 March 2019	-	160,158	628,828	788,986

PRIOR YEAR

	Restricted Funds £	Designated Funds £	General Funds £	Total Funds £
Fixed assets	-	194,932	-	194,932
Fixed asset investments	-	-	740,258	740,258
Net current assets	-	-	302,824	302,824
Creditors due after more than 1 year	-	-	(38,265)	(38,265)
Net assets at 31 March 2018	-	194,932	1,004,817	1,199,749

CONSONANT LTD.

NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31 MARCH 2019

19. STATEMENT OF FINANCIAL ACTIVITIES - PRIOR YEAR

	Unrestricted Funds 2018 £	Restricted Funds 2018 £	Total Funds 2018 £
INCOME			
<i>Donations and legacies</i>			
Advice, education and community development	7,796	223,806	231,602
Policy and campaigns	-	41,820	41,820
Donations and grants	216,112	-	216,112
Membership and supporters	56,047	-	56,047
<i>Charitable activities</i>			
Advice, education and community development	526,180	142,286	668,466
Policy and campaigns	10,000	-	10,000
Investment income	35,651	-	35,651
TOTAL INCOME	851,786	407,912	1,259,698
EXPENDITURE			
<i>Raising funds</i>	143,327	-	143,327
<i>Charitable activities</i>			
Advice, education and community development	777,973	434,312	1,212,285
Policy and campaigns	146,335	116,744	263,079
TOTAL EXPENDITURE	1,067,635	551,056	1,618,691
Net income/ (expenditure) before gains on investments	(215,849)	(143,144)	(358,993)
<i>Gains on investments</i>	17,820	-	17,820
Net (expenditure) / income/ Net movement in funds	(198,029)	(143,144)	(341,173)
Fund balances brought forward	1,397,778	143,144	1,540,922
Fund balances carried forward	1,199,749	-	1,199,749

CONSONANT LTD.

**NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31 MARCH 2019**

20. STATUS

The company is limited by guarantee and is a registered charity. In accordance with the Memorandum and Articles of Association, every member of the company undertakes to contribute an amount not exceeding £1 in the event that the company is wound up while he or she is a member or within one year after ceasing to be a member.

21. OPERATING LEASE COMMITMENTS

At the reporting end date the charity had the following future minimum lease payments under non-cancellable operating leases (all for property) which fall due as follows:

	2019 £	2018 £
Within one year	90,013	90,013
Between one and five years	157,522	247,534
	<u>247,535</u>	<u>337,547</u>