



Trustees' annual report and financial statements

Period ended 30 September 2019 for

Migrateful

(a Charitable Incorporated Organisation, registered number 1180110)

MIGRATEFUL

REFERENCE AND ADMINISTRATIVE DETAILS

PERIOD ENDED 30 SEPTEMBER 2019

Trustees	Mary Locke (appointed 27 th September 2018) Emily Miller (appointed 22 nd February 2019) Alan Morton (appointed 27 th September 2018, resigned 22 nd February 2019) Isabel Sachs (appointed 27 th September 2018) Habib Sadat (appointed 26 th June 2019)
Founder and Chief Executive	Jessica Thompson
Registered name	Migrateful
Charity registration number	1180110
Registered address	International House, 6 Canterbury Crescent, London SW9 7QE
Independent Examiner	Mr Olayinka Tomori Longmeade Consult Ltd Regus House, Victory Way, Admiral's Park, Dartford DA2 6QD
Bank	Metrobank, 1 Southampton Row, London WC1B 5HA
Website address	www.migrateful.org

INTRODUCTION

The trustees present their report with the financial statements of the charity for the period ended 30 September 2019. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015).

Migrateful is a Charitable Incorporated Organisation (CIO) registered with the Charity Commission (registered number 1180110).

The governing document is a Constitution dated 19th September 2018. Migrateful registered with the Charity Commission on 27th September 2018.

These financial statements cover the period from 27th September 2018 to 30th September 2019 and are the first set of financial statements prepared by the charity.

OBJECTIVES AND ACTIVITIES

Migrateful exists to help the UK's migrant community on their journey to employment and independence and promote integration.

The objects of Migrateful, as stated in the Constitution, are, for the public benefit:

1. to promote social inclusion for the public benefit by preventing people from becoming socially excluded, relieving the needs of those people who are socially excluded and assisting them to integrate into society, in particular, but not exclusively, refugees, asylum-seekers and other migrants to the UK, through the provision of:

- general education, including language skills;
- vocational and skills training, work experience, advice and support;
- social and recreational facilities and events involving the local community;
- educational and awareness campaigns to encourage the public to generally be more accepting of, and engage with, socially excluded communities.

for the purposes of this clause "socially excluded" means "people who are excluded from society, or parts of society, as a result of one or more of the following factors: unemployment; financial hardship; race; gender; poor educational or skills attainment; disability; ethnic origin; religion; belief; creed; or who are within, or have experienced, the public care or penal system".

2. to promote equality and diversity and racial and religious harmony for the public benefit through the provision of:

- activities to foster understanding and good relations between people from diverse backgrounds.

3. the prevention or relief of poverty by providing: grants, items and services to individuals in need, in particular, but not exclusively, refugees, asylum seekers and other migrants to the UK.

In setting objectives and planning activities, the trustees confirm that they have complied with their duty under Section 17 of the Charities Act 2011 to have due regard to the Charity Commission's guidance on public benefit.

Migrateful runs cookery classes led by migrant chefs struggling to integrate and access employment due to legal and linguistic barriers. The cookery classes provide ideal conditions not just for practising English and building confidence but also for encouraging contact with the wider community and dispelling misconceptions about migrants.

We work with three groups, all facing common issues, but with their own particular circumstances:

1. **Asylum seekers:** who have no right to work and no recourse to public funds while their cases are considered. As a result, many are destitute and deprived of opportunities to participate in society;
2. **Refugees:** who have been granted asylum and can legally work, but often still face difficulties. 50% of the 125,000 refugees living in the UK are unemployed, often due to limited English, or because their qualifications are not recognised;
3. **Long-term migrants:** Some migrants have lived in the UK for many years but are still unable to speak English. Many are isolated and lonely as a result.

For all three groups, being unable to provide for themselves and their families has significant negative effects on self-esteem and mental health. Work is needed on many fronts. First, language barriers need to be addressed, so they are better able to participate in wider society. Building the skills and self-confidence to enable them to access employment is essential to improve their economic conditions. Migrateful provides training, a support network and work experience to help address these issues.

Training

Potential chefs wishing to join Migrateful go through an initial 12 week training programme. During this time they learn public speaking, gain a food hygiene qualification and learn to become professional cookery class teachers. At the end of the programme, they are well placed to run classes which people are willing to pay for.

Classes

Paid classes usually take place in public venues such as cafes. Each class lasts around three hours, with an average of ten paying participants per class. The classes have wide appeal, attracting those simply interested in food as well as those wishing to support refugees. As well as classes which anyone can buy a ticket for, Migrateful also offers private and corporate classes for groups of friends and family, or for companies. Migrateful cookery classes intend to offer a highly educational experience where participants are invited to learn about a new cuisine, culture and the lives of migrants.

Destitution fund

Our asylum seeker chefs cannot legally be paid. Unable to earn income, many are in dire financial circumstances, unable to afford basic necessities. We are grateful to those grant funders who have provided us with funding to support those in this position. We are now able to offer grants, either for specific one-off items, or for food and basic necessities.

Changing attitudes - why Migrateful is different

Migrateful uses these skills and the universal power of food to bring people together. While there are many excellent social enterprises supporting migrant food businesses, the difference with Migrateful is that it not only provides work opportunities for migrants, but the class model also allows for personal interactions to take place between chefs and class participants.

The wider environment is not always welcoming for migrants; there is work to be done to shift public perceptions. In the class setting, people from different backgrounds come together, ostensibly to learn to cook. But in so doing, stereotypes are challenged: the refugee is leading the class, and the intimate setting enables personal stories to emerge. Research has shown that interpersonal contact is an effective way of reducing prejudice and stereotyping, provided it is done under the right conditions, which Migrateful's classes are designed to provide. Migrateful's cookery classes provide opportunities for positive, personal interactions which help to build understanding and challenge preconceptions.

Migrateful's story

Migrateful was established in July 2017 by Jess Thompson, who has extensive experience working with refugees and asylum-seekers and is a qualified ESOL teacher.

The idea of Migrateful was born when Jess was working with a skills exchange project in Tower Hamlets. The migrant and refugee women attending her English class were asked to teach the community a skill in return for attending the class. After some thought they said "we could teach people to cook".

Migrateful was initially established as a company limited by shares (Migrateful Ltd), but, given the organisation's mission, in 2018 it was felt that a charity structure would be more appropriate. The charity was formed in September 2018 (Migrateful CIO) and the operations of the company were transferred across to the charity on 1st April 2019.

ACHIEVEMENTS AND PERFORMANCE

Highlights

As at 30th September 2019 Migrateful had:

- 24 active chefs teaching classes, with a further 19 recruited and starting training (this figure includes chefs recruited during the period of charity operations from 1st April to 30th September 2019 and those recruited previously by Migrateful Ltd since July 2017)
- Run 165 classes attended by 1,700 participants (in the 6 month period 1st April to 30th September 2019)
- Started pilot projects in Bristol and Kent (in the 6 month period 1st April to 30th September 2019)
- Established a fund providing subsistence payments to destitute asylum seekers (in the 6 month period 1st April to 30th September 2019)
- 100% of class participants said they would recommend Migrateful to a friend (feedback received May 2019 to 30th September 2019)

The training programme has been developed, building on feedback from trainees and with input from professional chefs. The recruitment of new chefs has also been improved, to ensure that those who join are those who are most in need of, and will benefit most from the experience.

Class and participant numbers have increased substantially and much work has been put into streamlining processes and the bookings system, improving the class experience and developing relationships with venues.

Migrateful started initially in London. We have received numerous requests from towns and cities around the country to replicate the model in their areas. The main focus to date has been to consolidate work in London, but Migrateful is in the process of establishing pilot projects in Bristol and Kent to test the viability of replication in other parts of the country.

Impact

Migrateful aims to have impact in two related areas:

Chefs' employability and wellbeing
Integration

Chefs' employability and wellbeing

Regular reviews with chefs have given us a clear sense of chefs' aims and ambitions and how Migrateful is helping them to achieve them. We have been able to make adjustments to how we work to improve this - establishing the destitution fund is one example of this.

Eight chefs have been able to move on to self-employment or employment elsewhere. We are aware that while this is the end goal for some of our chefs, it is not for others.

For those who are asylum seekers, paid employment is not an option because of their legal status. For others, though they are legally able to work, caring responsibilities make employment very difficult.

For both groups, the experience of working with Migrateful nevertheless provides numerous benefits in terms of confidence building and connections. As one chef commented, "It feels that coming in this group we are not called a refugee or asylum seeker. We are called a person which means we get respect, love and care."

We have now a baseline questionnaire which is being used with the new recruits to assess their level of vulnerability (legal, family situation etc) and their aspirations for the future. This will be used to track progress through the training and beyond. It is being trialled with our most recent cohort of trainees and we should have initial results by the end of 2020.

Integration

During the year we have also worked on establishing more systematic monitoring of the impact of the classes on participants. Here too we need to build up a bigger body of results before we can make any significant conclusions, but the results to date are already giving us some useful insights.

MIGRATEFUL

TRUSTEES' REPORT

PERIOD ENDED 30 SEPTEMBER 2019

Comments from participants: *"We had a great experience, great learning and sharing stories which made us feel closer and closer."* *"It was a deep immersion in flavours, history, culture and memories."* Despite the fact that to date class participants have been warm towards migrants, we are nevertheless seeing 43% reporting that their knowledge of the position of migrants increased after the experience of the class.

PLANS FOR FUTURE PERIOD

The main aim for the year ahead is to consolidate our work in London, further developing the training programme to suit the needs of our chefs, recruiting a new cohort, and expanding class numbers and participants while ensuring that the class experience is rewarding for chefs and enjoyable for participants.

Therefore are plans for the coming year are to:

- Train a new cohort of chefs and continue to develop the training programme
- Develop pathways into employment and self-employment in partnership with other organisations
- Increase class and participant numbers
- Review feedback from participants and improve class structure to ensure it as enjoyable and informative an experience as possible
- Raise funding to test out the model in areas more ambivalent to migrants
- Complete and review the replication pilots in Bristol
- Raise additional grants for the destitution fund
- Further develop a mixed funding base of earned and grant income

We are keen to ensure that those of our chefs who are able to move into employment and self-employment are supported to do so and are developing partnerships with other refugee charities organisations in order to provide a more comprehensive range of support.

We recognise that many of our current class participants are already reasonably sympathetic towards migrants. We are hoping, funding permitting, to run a pilot in London offering subsidised classes to encourage a wider group to participate, incorporating those more ambivalent towards migrants.

FINANCIAL REVIEW

Whilst the Charity was formed on 27 September 2018 and the period covered by the Trustees' Annual Report and Accounts are for the period to 30 September 2019, the Charity commenced operations on 1 April 2019 and hence the figures included in the Financial Review cover a six month period.

Migrateful received £116,939 in income during this period. Total expenditure amounted to £75,381, providing a surplus of £41,558 for the period. Of this surplus, £18,905 is restricted and £22,653 is unrestricted.

58% of our funding during the period was earned from class sales, with the remainder coming from grants and donations.

Reserves policy

The trustees have set a reserves policy whereby the free reserves (unrestricted funds) held by Migrateful should be equivalent to three months' staff and operating costs, which equates to £21,000. This provides some stability for the organisation were it to experience a fall in income from class sales and grants.

As at 30th September 2019, free reserves amounted to £22,653, which the trustees consider to be satisfactory given the relatively early stage of development and future expansion plans of the charity and in line with their policy.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Migrateful is constituted as a Charitable Incorporated Organisation, registered with the Charity Commission on 27th September 2018. At the time of registration, activities were undertaken by Migrateful Ltd, a company limited by shares. All activities and assets were transferred to the charity on 1st April 2019. Migrateful Ltd was subsequently wound up. The founder, Jessica Thompson, became the Chief Executive of the charity.

The governing body of the charity is the board of trustees, which, as at 30th September 2019 comprised of four members. Trustees as at that date or who served during the period are:

Isabel Sachs	(appointed 27 th September 2018)
Alan Morton	(appointed 27 th September 2018, resigned 22 nd February 2019)
Emily Miller	(appointed 22 nd February 2019)
Habib Sadat	(appointed 26 th June 2019)
Mary Locke	(appointed 27 th September 2018)

The board of trustees is responsible for overseeing all aspects of governance and risk. Strategy is led by the board of trustees, working closely with the staff team. The staff team, comprising Jessica Thompson (Founder and Chief Executive) and three other part-time staff, is responsible for the implementation of the strategy and day-to-day operations of the charity.

Trustees are appointed by a resolution passed at a meeting of the charity trustees. In selecting new trustees, the trustees consider the skills, knowledge and experience needed for the effective running of the charity. Prior to appointment, new trustees are provided with a copy of the Constitution and policies and procedures, together with the most up-to-date business plan and financial statements and forecasts.

Staff

Migrateful now has one full-time and three part-time members of staff. We also have over 150 active volunteers who help with the running of classes, training sessions and office tasks. We are hugely grateful to them for their time, skills and dedication.

Statement of trustees' responsibilities in relation to the financial statements

Charity law requires the charity trustees to prepare financial statements for each accounting period which give a true and fair picture of the state of affairs of the charity for the income and expenditure for the period. In preparing the financial statements, the trustees are required to:

- Select suitable accounting policies and apply them consistently;
- Observe the methods and principles in the Charity SORP;
- Make judgements 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;
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the Charities Act 2011. They are also responsible for safeguarding the assets of the charity and hence taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by the Trustees on 27th January 2020 and signed on their behalf by:



.....
Mary Locke
Chair of Trustees

Independent Examiner's report to the trustees of Migrateful

I report to the charity trustees on my examination of the accounts of the charity for the period ended 30 September 2019.

Responsibilities and basis of report

As the charity trustees of the Trust you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the Trust's accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

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

1. accounting records were not kept in respect of the Trust as required by section 130 of the Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair view which is not a matter considered as part of an independent examination.

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



Olayinka Tomori ACA DChA

27th January 2020

**Longmeade Consult Ltd
Regus House
Victory Way,
Admiral's Park
Kent, DA2 6QD**

MIGRATEFUL

STATEMENT OF FINANCIAL ACTIVITIES PERIOD ENDED 30 SEPTEMBER 2019

	<i>Further details</i>	2019 Unrestricted Funds £	2019 Restricted Funds £	2019 Total £
Income from:				
Grants		5,000	42,956	47,956
Cookery classes		68,141	-	68,141
Donations		842	-	842
Total Income	<i>Note 9</i>	73,983	42,956	116,939
Expenditure on:				
<i>Notes 2-5</i>				
Cookery class delivery				
Direct costs		28,673	225	28,898
Employee costs	<i>Note 5</i>	7,653	4,500	12,153
Sub-total		36,326	4,725	41,051
Chef training				
Direct costs		1,438	3,209	4,647
Employee costs	<i>Note 5</i>	3,442	4,239	7,681
Sub-total		4,880	7,448	12,328
Chef support costs		490	2,525	3,015
Support costs				
Employee costs	<i>Note 5</i>	2,593	8,908	11,501
Equipment costs		2,774	445	3,219
Marketing and web/IT costs		1,765	-	1,765
Other costs		2,502	-	2,502
Sub-total		9,634	9,353	18,987
Total Expenditure		51,330	24,051	75,381
Net movement in funds		22,653	18,905	41,558
Reconciliation of funds				
<i>Notes 9,10</i>				
Total funds brought forward		-	-	-
Total funds carried forward		22,653	18,905	41,558

All recognised gains and losses are included in the Statement of Financial Activities.

All the charity's activities are classified as continuing.

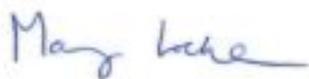
The accompanying notes form part of these financial statements.

MIGRATEFUL

BALANCE SHEET
AS AT 30 SEPTEMBER 2019

	<i>Further details</i>	2019 Total Funds £
Fixed assets:		
Tangible fixed assets	<i>Note 6</i>	-
Total fixed assets		<u>-</u>
Current assets:		
Stocks		-
Debtors	<i>Note 7</i>	14,744
Cash		46,150
Total current assets		<u>60,894</u>
Liabilities:		
Creditors: amounts falling due within 1 year	<i>Note 8</i>	19,336
Net current assets		<u>19,336</u>
Total net assets		<u>41,558</u>
The funds of the charity:		
Restricted income funds	<i>Notes 9,10</i>	18,905
Unrestricted funds		22,653
Total charity funds		<u>41,558</u>

The accounts were approved by the board of trustees on 27th January 2020 and signed on their behalf by:



.....
Mary Locke
Chair of trustees

The accompanying notes form part of these financial statements.

Notes to the financial statements

1. Basis of preparation and accounting policies

Basis of preparation

a) These accounts (financial statements) have been prepared under the historic cost convention, on a going concern basis, with items recognised at cost or transaction value, unless otherwise stated in the relevant note(s), in accordance with:

- (i) The Charities Act 2011
- (ii) The Financial Reporting Standard applicable in the UK and the Republic of Ireland, published on 16 July 2014
- (iii) Accounting & Reporting by Charities: Statement of Recommended Practice (Charities SORP FRS102) (effective January 2015)

to comply with the revised layout of the financial statements required by the Charities SORP (FRS102).

- b) The charity meets the definition of a public benefit entity as defined by FRS 102.
- c) The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern.

Accounting policies

d) Fund accounting

Unrestricted funds are those that can be expended at the discretion of the trustees in the furtherance of the objects of the charity.

Restricted funds are those that may only be used for specific purposes. Restrictions arise when specified by the donor, or when funds are raised for specific purposes.

The purposes of the funds are shown in Note 9.

e) Income

Income is recognised and included in the Statement of Financial Activities (SoFA) when the charity becomes entitled to the income, receipt is probable and the monetary value can be measured with sufficient reliability.

Income that Migrateful has received, but is not entitled to recognise, is treated as deferred income. Unredeemed voucher income is treated as deferred income.

Bank interest and Gift Aid is recognised on receipt.

f) Expenditure and liabilities

Expenditure is recognised on the accruals basis.

The charity is not registered for VAT, thus all costs are shown inclusive of VAT charged.

NOTES TO THE FINANCIAL STATEMENTS
AS AT 30 SEPTEMBER 2019

Liabilities are recognised as soon as there is a legal or constructive obligation to pay.

Governance costs include the costs of preparation and examination of the statutory accounts, the cost of trustee meetings and the cost of any legal advice to trustees on governance or constitutional matters.

g) Tangible fixed assets

Tangible assets are capitalised if they can be used for more than one year, and cost at least £500. They are valued at cost or, if gifted, at their value on receipt.

Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The depreciation rates in use are as follows:

Computer equipment	3 years
Office equipment	5 years
Fixtures and fittings	5 years

Assets are reviewed for impairment if circumstances indicate their carrying value may exceed their net realisable value and value in use.

The charity does not currently have any capitalised tangible fixed assets.

h) Current assets and liabilities

- (i) Debtors are recognised at the settlement amount due.
- (ii) Prepayments are valued at the amount prepaid.
 - (iii) Cash comprises bank deposits repayable on demand and any short-term highly liquid deposits
 - (iv) Creditors 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 are normally recognised at their settlement amount, usually the invoice amount.
- (v) Accrued charges are normally valued at their settlement amount.

i) Taxation

The charity is not liable to income tax or capital gains tax on its charitable activities.

j) Pensions

Migrateful operates a defined contribution scheme through NEST. Contributions are charged to the SOFA as they become payable.

k) Statement of Cashflows

As a small charity, Migrateful is exempt from the requirement to produce a Statement of Cash Flows.

l) Financial instruments

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.

2. Employees

	2019
	£
Salaries and wages	30,925
Social security and pension costs	411
Employee costs	<u>31,336</u>

No employees earned over £60,000 per year during the period.

The key management personnel during the period the CEO received a salary of £15,000.

Migrateful employed an average of 4 (2.27 full-time equivalent) staff from 1 April 2019.

3. Trustees' remuneration, benefits and expenses

During the period one of the trustees received £53 to run one cookery class. Prior to being appointed a trustee the trustee received £158 for running three cookery classes. The amount paid to the trustee for running cookery classes was in line with the amounts paid to other chefs.

During the period no other trustees were paid any remuneration or received any other benefits from employment with the charity.

During the period one trustee expenses incurred expenses on behalf of the charity, amounting to £1,860. This was outstanding on 30 September 2019 and was paid after the year end.

4. Related party transactions

Other than the amounts outlined above, there were no related party transactions during the period.

5. Independent examination fees

The independent examiner received £800 + VAT in relation to conducting the independent examination.

6. Tangible fixed assets

Migrateful does not have any tangible fixed assets.

7. Debtors

	2019
	£
Trade debtors	3,619
Prepayments and accrued income	10,350
Other debtors	775
Total	<u>14,744</u>

8. Creditors: amounts falling due within one year

	2019
	£
Trade creditors	-
Accruals	3,851
Deferred income	15,234
Other creditors	251
Total	19,336

9. Restricted funds

During the period, Migrateful received 6 restricted grants totalling £42,956 as outlined below:

Grant maker	Purpose	2019
		£
Awards for All	Bristol replication costs	7,356
Day for Life	Chef solidarity fund	5,000
Migration Foundation	Contribution towards CEO salary	20,700
Swan Mountain	Chef training costs	4,000
Swire Charitable Trust	Chef solidarity fund	5,000
Woodward Charitable Trust	Chef training costs	900

The movement in restricted funds during the period and fund balances at the end of the period are outlined below:

	Balance on incorporation	Income	Expenditure	Balance at 30 Sep 2019
	£	£	£	£
Awards for All	-	7,356	1,198	6,158
Day for Life	-	5,000	2,525	2,475
Migration Foundation	-	20,700	16,408	4,292
Swan Mountain	-	4,000	3,020	980
Swire Charitable Trust	-	5,000	-	5,000
Woodward Charitable Trust	-	900	900	-
Total	-	42,956	24,051	18,905

10. Analysis of net assets between funds

	2019 Restricted Funds	2019 Unrestricted Funds	2019 Total Funds
	£	£	£
Tangible fixed assets	-	-	-
Current assets	19,535	41,359	60,894
Creditors: amounts falling due within 1 year	(630)	(18,706)	(19,336)
Total	18,905	22,653	41,558