RAINBOW MIGRATION

Annual Report and Financial Statements 2025

Registered Charity Number 1158228



Rainbow Migration service user at Pride in London, 2025. Photo: © Rainbow Migration



Contents

A message from the Executive Director 4

Annual report

1. Introduction 7
2. Objectives and activities 8
3. Impact and achievements 10
4. Financial review 25
5. Future plans 28
6. Structure, governance and management 30
7. Reference and administrative details 32
8. Statement of Trustees' Responsibilities 34

Independent examiner's report 36

Statement of financial activities 37

Balance sheet 38

Statement of cash flows 39

Notes to the financial statements 40

A message from the Executive Director

2025 was undoubtedly a very difficult year for LGBTQI+ people seeking asylum. The far-right continued to stir hate and division amongst communities, spreading fear among people of colour and those who have moved to this country. Instead of responding to protect the rights, dignity and wellbeing of people seeking safety in the UK, this government pushed ahead with even more cruel asylum policies and racist narratives.

We were also devastated to see the Supreme Court ruling exclude trans women from the legal definition of 'woman' under the Equality Act 2010, and are concerned about the implications for all trans and non-binary individuals.



The pedalling of more harmful agendas and the increase in hostility towards refugees, people of colour and trans people was particularly harmful for LGBTQI+ people seeking asylum. Demand for our services increased once again to unprecedented levels, and we supported double the number of people – from 445 people in 2024 to over 920 people in 2025.

Nevertheless, through our work advocating for and with LGBTQI+ people seeking asylum in the UK, we saw the strength of our community. We made sure that the voices of LGBTQI+ people seeking asylum were heard in Parliament, more than 50 of our services users were granted asylum and more than 1,400 people sent messages of solidarity to LGBTQI+ people seeking asylum.

We campaigned and engaged parliamentarians and civil servants to end detention, for the right to asylum and for access to suitable accommodation. 57 MPs and Peers from six parties tabled written questions about LGBTQI+ asylum, mentioned us in debates and took other actions supportive of our work. More than 4,700 supporters signed petitions or wrote to Ministers or their MPs.

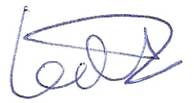
We supported more people than ever before. We advised hundreds of people on their asylum claims, undertook specialist casework on housing and health services, and strengthened people's resilience through support groups, wellbeing activities and emotional support.

I am inspired everyday by the passion and determination of my colleagues who drive this work and ensure we have the systems and resources to make it happen. They remained steadfast and determined in an ever-changing and challenging environment.

After a couple of years of careful planning and learning, we launched our lived experience Refugee Advisory Panel. This was an exciting milestone for us and a key element of our ambitions to better involve and empower people with lived experience. We consulted the panel on a range of strategic and operational activities, from our position on immigration policy matters to fundraising and communications activities. With a vehicle for paid lived experience advice and coproduction firmly in place, we wound up our Campaigns Advisory Group. I would like to thank the members of that group for their role in coproducing our No Pride in Detention campaign and their contributions to its success.

All this crucial work would not be possible without the support of our funders, donors, supporters and partners. You make sure we can support LGBTQI+ people to rebuild their lives here and campaign for their safety and wellbeing.

We entered 2026 with both trepidation and determination. We will be writing a new strategy to determine how we respond to the greatest threats to human rights in recent decades. Thanks to your support, we are ready to tackle the challenges that lie ahead and continue defending the rights of LGBTQI+ people seeking asylum so that they can safely settle in the UK and lead fulfilling lives.



Leila Zadeh
Executive Director
12 August 2026

Introduction

The trustees present their annual report for the year ended 31 December 2025





Objectives & activities

The objectives of the charity in summary are to promote for the public benefit:

- human rights of lesbian, gay, bisexual, trans*, queer and intersex (LGBTQI+) people with particular reference to the right to asylum, to freedom of movement and residence and the right not to be subject to torture or cruel, inhuman or degrading treatment, and respect for family and private life; and
- equality and diversity in the United Kingdom and internationally and in particular the elimination of discrimination on the grounds of sexual or gender identity, in particular dignity, respect and safety for LGBTQI+ people who have immigration issues related to their sexual or gender identity.

We aim to achieve that by:

- the provision of specialist legal advice and assistance in the field of immigration and asylum law to people who are unable to obtain such legal advice, assistance and representation as a result of their lack of resources
- the relief of need amongst LGBTQI+ asylum seekers and refugees by the provision of non-legal support
- conducting or commissioning research in immigration law and policy and publishing the same to the public
- raising awareness of any aspects of discrimination in society relating to immigration issues for LGBTQI+ people by publications, lectures, media, public advocacy and other means of communication
- conducting or commissioning research on human rights, equality and diversity relating to immigration issues for LGBTQI+ people and publishing the results of the same to the public
- advancing education in human rights, equality and diversity relating to immigration issues for LGBTQI+ people whether by teaching or producing materials
- cultivating a sentiment in favour of human rights, equality and diversity relating to immigration issues for LGBTQI+ people by the use of publications, codes of practice, the media and public advocacy
- advocating for the rights of LGBTQI+ people outside the UK
- advancing law and policy relating to human rights and equality in LGBTQI+ asylum and immigration, nationally and internationally including commenting on proposed legislation.

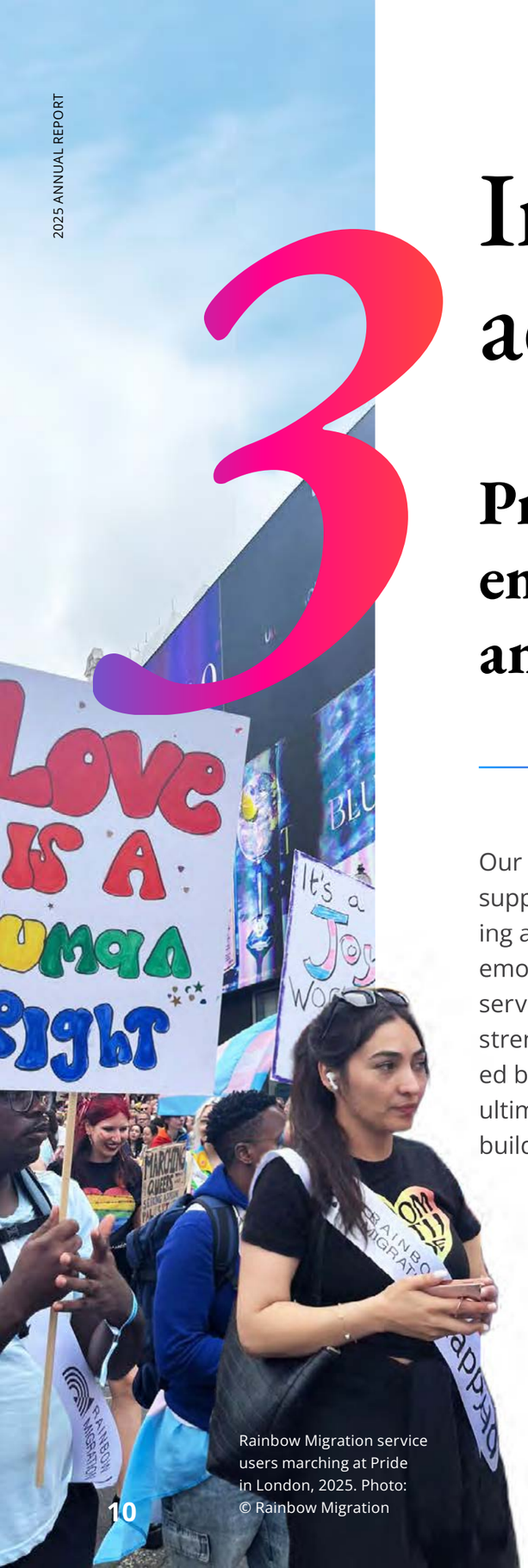
The significant activities in pursuit of our aims and objectives in 2025 remained as:

- **A practical and emotional support service** for LGBTQI+ people seeking asylum to help reduce isolation, build support networks, improve resilience, access housing and health services and navigate other statutory and third sector services that may be available
- **A specialist legal advice service** for LGBTQI+ people seeking asylum or applying for a partner or spouse visa
- **Policy work, campaigning and strategic communications** to advocate for better treatment of LGBTQI+ people seeking asylum and a more humane asylum and immigration system
- **Training and capacity building** for lawyers, charities and others to improve services for LGBTQI+ people seeking asylum and understanding of LGBTQI+ asylum

Our overall organisational goals and outcomes are set out in our strategy for which we develop an operational plan each year. The management team and trustees assess progress against the operational plan at the end of each quarter. We assess success by monitoring and evaluating our work in a range of other ways as well. Tools include:

- **A database for service delivery** to record the number of individuals who access our services, and to monitor demographics such as service users' country of origin, sexual orientation and/or gender identity, and location in the UK
- **Self-assessment forms** to measure the difference that our support services make to people's lives
- **Evaluation forms** to measure the difference our legal advice service makes to people's ability to present their asylum claims
- **A monitoring framework for our policy influencing strategy** to monitor policy and public affairs activity and key performance indicators
- **A monitoring, learning and evaluation framework for our No Pride In Detention campaign** to measure our progress against annual campaign objectives
- **A press log** to record coverage of our work and messages in the media and online
- **A digital performance report** to record how our website and social media channels are performing

In administering the charity, the trustees have complied with the duty under section 17(5), Charities Act 2011, to have regard to the public benefit guidance issued by the Charity Commission.



Rainbow Migration service users marching at Pride in London, 2025. Photo: © Rainbow Migration

Impact and achievements

Practical and emotional support and legal advice

Our unique services were a lifeline and supported over **920** LGBTQI+ people seeking asylum. Through advocacy, casework, emotional support and legal advice, our service users built support networks, strengthened their resilience and presented better asylum claims so that they could ultimately secure refugee status and rebuild their lives in the UK.

PRACTICAL AND EMOTIONAL SUPPORT

Support groups continued to be a crucial space for LGBTQI+ people seeking asylum to feel safe and find community. The content of each session was based on what was most helpful for members. For example, sometimes people wanted to share their feelings about poor asylum accommodation, mental health waiting lists, and the lack of legal aid lawyers. At other times, people simply wanted a distraction, and we played board games and charades. We hosted wellbeing activities such as going to Queer Noise, the Tate Modern, the Serpentine Museum, London Aquarium and Kew Gardens, and held picnics in different parks. To offer a listening ear, we provided one-to-one emotional support to **79** people on **224** occasions.

Sadly, many other services have closed or paused to new referrals, which increased the need for our support services. We supported people with their fears of becoming homeless, feelings of isolation, concerns around health issues, and the frustrations and anxieties created by the uncertain asylum process.

> *"I would like to thank you for everything… You've been next to me like a sister through this whole difficult process. Without you, I don't know how I would have managed. I truly don't know how to thank you enough. You supported me emotionally, reminded me that I'm not alone, and even made me feel part of a community. I'm really, really grateful."*
>
> A lesbian from Ethiopia granted asylum in 2025, in a message to their Casework Coordinator

To help people access safe accommodation, health services and other support, we undertook casework for **114** people. We successfully intervened to get people transferred to more suitable accommodation following homophobic abuse; supported people to apply for asylum support and other welfare entitlements; and helped people to register with a GP and advocated with health services, particularly around bridging prescriptions for trans and non-binary people whilst they waited for specialist treatment.

> *"I received my asylum approval three days ago! I just wanted to say a huge thank you for always replying to my emails and answering all my questions. You also helped me in the past to speak with one of your [team], who supported me in getting my Application Registration card — something that allowed me to continue my studies when I almost gave up. Thank you so much again — I'm really happy and grateful!".*
>
> An individual from Algeria granted asylum in 2025

LEGAL ADVICE ON ASYLUM

The legal aid crisis continued to disproportionately affect our service users, whose asylum claims are complex, time intensive and therefore less financially viable under the Legal Aid Scheme. This left most of our service users without legal representation and faced with the inconceivable challenge of presenting their asylum claim and 'proving' they are LGBTQI+ without a lawyer.

As such, demand for asylum advice grew exponentially and reached an all-time high for



the second year in a row. We advised **853** people in 2025 – a staggering 125% increase from 2024 when we advised 379 people (which had already increased by 50% from 2023). We also spent more time advising individuals with complex queries. We received an increase in queries from people in immigration detention, for whom we successfully secured lawyers who stopped them being returned to their countries of origin where they were at risk of persecution.

"Rainbow Migration was very helpful in guiding me through the legal process. They explained everything clearly and made it much easier to understand. I'm thankful for their support".

Service user

Because of the unprecedented demand, we continued delivering online group advice sessions on a regular basis. We also drafted **13** detailed advice letters translated into seven different languages to assist those with common straightforward queries. These new advice models helped us to prioritise one-to-one advice for people with the greatest accessibility or support needs, those with complex claims or urgent deadlines, and those who were at risk of detention or removal to their country of origin.

"I just wanted to say thank you to the Rainbow Migration team for your guidance and support. As someone seeking asylum as an LGBTQI+ person, I was nervous and unsure where to start, but your resources, advice session, and clear guidance have made me feel much more prepared and hopeful. I really appreciate the help thank you for the important work you do".

Service user

We secured legal representation for **26** people from legal aid and pro bono lawyers.

To help remedy the overwhelming lack of legal aid lawyers, we continued working with our pro bono partners Linklaters, Stephenson Harwood, DLA Piper and Willkie Farr and Gallagher. We trained and supervised volunteer lawyers from these firms on the law and procedures of LGBTQI+ asylum claims so that they could represent our service users. These partnerships were an invaluable resource for LGBTQI+ people seeking asylum and the commitment of their volunteer lawyers secured life changing results. Due to the dedication and efforts of the pro bono lawyers, the success rate of the cases referred to them continues to be very high.

We also continued hosting a trainee solicitor one-day a week as part of the Justice First Fellowship. The trainee launched 'The LGBTQI+ Evidence for Asylum Project' (LEAP) in collaboration with us, the University of Westminster Legal Advice Clinic and Wilson Solicitors LLP to assist unrepresented LGBTQI+ people with their asylum appeals. **11** student caseworkers were recruited, and they supported eight unrepresented LGBTQI+ people seeking asylum – supervised by the trainee solicitor.

LEGAL ADVICE ON PARTNER AND SPOUSE VISAS

We advised **50** LGBTQI+ people on partner and spouse visas. This service is delivered by volunteer lawyers from Wilson Solicitors, Bindmans, Bishop and Sewell, Wesley Gryk and Bates Wells, and we remain grateful for their longstanding commitment to this work. The demand for this service was high due to ongoing changes in the immigration rules and requirements.

WE CONSULTED OUR REFUGEE ADVISORY PANEL ON:

1) the principal safeguarding risks to our service users and how we mitigate them. They were pleased to see the risks we have identified and the measures we have in place. Panel feedback led us to updating our organisational risk register to explain how we will ensure disabled people can access our services and we updated staff guidance on how to work with interpreters.

2) how to make safeguarding disclosures. Based on their feedback that more clarity was needed, the next version of our safeguarding policy will explain more about areas such as disclosures, confidentiality, anonymous reports, what to expect after making a disclosure and that we can provide additional support to people who are disabled or have other needs when they make a disclosure.



Our impact in *2025*

50

Helped at least 50 LGBTQI+ people from more than 20 countries to secure refugee status so that they can now move on and rebuild their lives here. This includes Lesbian women from Uganda, gay men from Algeria and Iraq, bisexual people from Pakistan, and trans people from Nigeria and Saudi Arabia.

100

Supported LGBTQI+ people from more than 100 countries – the top five countries where we assisted people from were Pakistan, Nigeria, India, Bangladesh and Brazil.

56

Supported 56 people with casework support in relation to other needs and services on 256 occasions.

52

52 of our service users found a safe and welcoming space to build community within our men's, women's and trans and non-binary support groups.

58

Supported 58 people with the purchase of essential items and costs such as hygiene products, food, phone top-ups and travel.

72

Provided 72 people with casework support in relation to housing and accommodation on 221 occasions.

26

Secured a lawyer for 26 people so that they had quality legal representation for their asylum case.

79

Provided 79 people with emotional support on 224 occasions.

853

Provided 853 people with legal advice on asylum.

75

Supported 75 people with casework support in relation to health services on 227 occasions.

Pride

We created placards with messages of hope, joy and resistance and marched with LGBTQI+ people seeking asylum at Pride in London. This was a powerful and, in some cases, life-changing experience for our service users as they received so much support from the public.









Rainbow Migration service users marching at Pride in London, 2025. Photo: © Rainbow Migration





Influencing

We carried out integrated influencing across policy, public affairs, campaigning and communications. We defended the right to asylum, sought the end of immigration detention and called for better accommodation in collaboration with our partners. We continued to play a leading role in the Together with Refugees coalition, the largest pro-refugee coalition in British history.



‘Reclaiming the St. George flag’ photoshoot organised by Tia Kofi in September 2025 Photo: © Matty Parks

THE RIGHT TO ASYLUM

We highlighted the issues that LGBTQI+ people face in securing asylum and influenced decision-making in LGBTQI+ asylum claims.

When this government announced the ‘one-in one-out’ deal with France, we highlighted the harms to LGBTQI+ people. Our Executive Director was interviewed by BBC Radio, LBC News and Sky News and highlighted that the proposals were inhumane and unworkable. We sent a briefing on the deal to members of the Home Affairs Select Committee, highlighting our concerns including dehumanisation, the undermining of Refugee Convention rights, and deterrent policies being ineffective. One member of the committee raised concerns in the committee scrutiny session which drew from our briefing.

We consulted our Refugee Advisory Panel on our policy position on the ‘one-in one-out deal’. Their input was instrumental in Rainbow Migration deciding that we are against the deal and informed our position that the deal is dehumanising and risks undermining international law and the right to asylum.

Similarly, when the government announced a ‘crackdown’ on the right of international students to claim asylum, we published an op-ed in Attitude Magazine to illustrate the disproportionate harm to LGBTQI+ people fleeing persecution and the disregard for the complexity of people’s lives.

Perhaps most concerning was the Home Secretary’s anti-asylum proposals announced in late 2025 whereby, among other cruel measures, people would be required to reapply for refugee status every 30 months. We secured coverage of our concerns in Pink News, including an op-ed written by one of our lived experience advisory Panellists. Ahead of a parliamentary debate about the impact of the proposals on LGBTQI+ people and others with protected characteristics, more than 300 of our supporters emailed their MPs to urge them to attend and sent them our briefing highlighting the dangers for LGBTQI+ people. Our concerns were raised in the debate and we were glad to see the Minister for Border Security and Asylum acknowledge – with reference to LGBTQI+ people – that any reassessment of someone’s refugee status should be made on an individual basis.

We also challenged the government’s designation of countries such as India and Georgia as ‘safe’ because they are not safe for all LGBTQI+ people. We have supported several LGBTQI+ people fleeing persecution from these countries. We produced a joint submission to the Border Security, Asylum and Immigration Bill Committee to call for the repeal of section 59 of the Illegal Migration Act because of its discriminatory impact on LGBTQI+ people. This led several MPs and Peers to table and support amendments to the Bill to repeal it.

ENDING IMMIGRATION DETENTION

We continued running No Pride in Detention, our multi-year campaign calling for an end to

the detention of LGBTQI+ people. Our focus remained on influencing the review of the Adults at Risk (AAR) in Immigration Detention policy to ensure that the new policy recognised the risk to all LGBTQI+ people in detention (in addition to the current inclusion of trans and intersex people).

Our successful collaboration with Ben & Jerry's and Joel Mordi, a Nigerian activist who was detained in the UK, mobilised over 4,000 people to write to the government about the AAR review. Together, we drove a mobile billboard through the Home Secretary's constituency with Joel's image and a strong message from him urging her to protect LGBTQI+ people in detention.

On the parliamentary side of the campaign, we persuaded 51 MPs to take action. We worked with the Chair of the All-Party Parliamentary Group on Immigration Detention to table an Early Day Motion on LGBTQI+ detention and the AAR review, which secured 22 MP signatures. We organised a private joint letter from 79 LGBTQI+ organisations to the Home Secretary about the AAR review. We worked with Olivia Blake MP on a cross-party letter to the Ministers for Border Security and Asylum, securing signatures from 33 MPs and coverage in Diva Magazine. Crucially, we met with the former and current Ministers for Border Security and Asylum about the AAR review and had detailed discussions about the dangers faced by LGBTQI+ people in detention.

ACCESS TO SAFE HOUSING

We highlighted the LGBTQI+-phobic abuse and harassment LGBTQI+ people face in asylum accommodation and how poor living conditions disproportionally harm them. We launched our joint research report with University of Birmingham in Parliament. The report – titled 'Forced migration sexual and gender-based violence in queer communities' – highlights the dangers in asylum accommodation for LGBTQI+ people. The Minister for Border Security and Asylum attended the launch event and pledged to rectify the issues. Further, as a result of consulting us, the Liberal Democrats' spokesperson's paper on LGBTQ+ Equality highlighted the mistreatment of LGBTQI+ people in hotels and detention centres.

Shifting power

We proudly launched our Refugee Advisory Panel who have lived experience relevant to our work. The Panel fed into the management team to inform our operational and strategic activities.

The Panel met four times in 2025 and took part in consultations throughout the year. Co-production and input from them led to changes across our operations that have made Rainbow Migration more effective and more likely to achieve results. For example, their input led to updates to our safeguarding policy, informed our position on policy matters, and shaped our fundraising activities, and helped identify new activities for the organisation to deliver in 2026.

The Panel is one element of our work to shift power to people with lived experience across the organisation including on the trustee board. Our work with JMB Consulting on anti-racism and anti-oppression in 2025 is also aligned with this wider endeavour.





Fundraising activities

Rainbow Migration secured income from a variety of sources. Our total 2025 income for 2025 was £988,000, compared with our income objective for the year of £967,000. This included:

- grant income of £771,000 (2024: £838,000) from trusts, foundations and other grant makers
- income of £91,000 (2024: £91,000) from individuals and groups, including fundraising activities organised by our supporters
- donations of £112,000 (2024: £116,000) by way of cash and pro bono services from law firms and other commercial organisations.

We began delivering our new fundraising strategy for 2025-2027 which saw us invest in individual giving and major donor fundraising. We recruited a full-time Fundraising Officer (in addition to the existing full-time Fundraising Manager) to increase capacity to deliver these plans.

We contracted a consultant with expertise in major donor fundraising to help us establish a more strategic giving programme. Rainbow Migration does not use any professional or third-party services for public fundraising.

We co-produced our 2025 winter fundraising appeal with some of our Refugee Advisory Panellists. Staff and Panellists brainstormed a theme and name for the appeal. Panellists chose the theme 'solidarity' and we named the appeal 'The Gift of Solidarity'. The appeal was our most successful individual giving campaign to-date.

ACKNOWLEDGEMENTS

We would like to record our grateful thanks to our longstanding and new grant funders during the year, namely:

A B Charitable Trust
Barrow Cadbury Trust
Bromley Trust
Chris Graham-Bell Charitable Trust
City Bridge Foundation
Esmée Fairbairn Foundation
Henry Smith Foundation
John Ellerman Foundation
Justice First Fellowship
Justice Together
Lloyds Bank Foundation for England & Wales
Paul Hamlyn Foundation
Trust for London
The Access to Justice Foundation
The Leigh Trust
The National Lottery Community Fund
Unbound Philanthropy

We would also like to thank the law firms and commercial organisations who supported us in 2025, namely:

Agulhas Applied Knowledge
Bloomberg
DLA Piper
Freshfields
G-A-Y Heaven
Linklaters
Stephenson Harwood
Terra Firma

4 Financial review

Rainbow Migration's income and expenditure for the year, and its retained funds at the end of the year, may be summarised as follows:

	2025 £'000	2024 £'000
Income:		
Grants (restricted)	583	573
Grants (unrestricted)	188	265
Donations, legacies and other	217	223
	988	1,061
Expenditure	(938)	(771)
Net income	50	290
Funds at start of year	786	496
Funds at end of year	836	786
Restricted funds	338	269
Unrestricted funds	498	517
	836	786

Our 2025 income, while less than the exceptional total achieved in 2024, still exceeded the target for the year (see Fundraising activities above). This excellent outcome, together with our robust reserves position, enabled us to fund increases of 15% in expenditure on charitable activities and 30% in full time equivalent staff numbers compared with 2024.

The trustees regard the financial situation as at the end of 2025 as satisfactory, with reserves towards the top of the agreed policy range (see below). Demand for our services continues to increase, and our 2026 programme of recruitment and service delivery remains ambitious. Fundraising to sustain Rainbow Migration and to achieve our aims for 2026 will remain challenging, and we are hugely grateful to all of our funders, donors and supporters for continuing to support us and our service users in the current difficult circumstances.

RESERVES POLICY

The charity needs to hold reserves for several reasons, namely:

- To be able to continue to meet its obligations and deliver its programme of activities in the event of adverse circumstances, such as delays or shortfalls in funding or unexpected increases in expenditure
- To be able to take advantage of opportunities as they arise, such as the ability to employ high-calibre people, before specific funding is in place
- In a last resort, to deal with winding-up costs and secure an orderly closure of the organisation.

The charity is not critically dependent on any single funder or income stream. However, a substantial expired grant or lost funding stream would have a material effect on working capital, and could take between three and six months to replace on average. To provide adequate mitigation against such risks, and to allow a prudent margin for taking advantage of opportunities, the trustees aim to hold reserves of between three and six months' worth of annual expenditure (excluding funded one-off activities). For 2025 the target range was £250,000 - £500,000. For 2026 the target range is unchanged based on budgeted expenditure. These assumptions and estimates are reviewed as Rainbow Migration's programme of activities develops.

Rainbow Migration's reserves (as defined in the Charities SORP) as at 31 December 2025 are:

	£'000
Unrestricted funds	498
Less: book value of fixed assets	(6)
Reserves	492

This amount is towards the top of the target range for 2026. The charity's financial and operational plans envisage reserves reverting to mid-range during 2026.

Estimated closure costs are kept under review. On the basis that salary costs are partially funded by restricted income grants, the period of notice on our office premises licence is relatively short, and there are no other significant future contingencies for which higher reserves are considered necessary, the trustees estimate that reserves of approximately three months' worth of annual expenditure would be sufficient to secure an orderly closure. As three months is at the lower end of the 'going concern' target range set out above, no further action is required.

PRINCIPAL RISKS AND UNCERTAINTIES

Potential risks to the achievement of Rainbow Migration's charitable objectives, and the mitigations and controls in place to manage those risks, are documented in a risk register. The trustees review the risk register at each board meeting, paying particular attention to recent or emerging external factors.

In the opinion of the trustees the principal risks and uncertainties facing the charity, and our plans for managing those risks, are as follows:

- Negative public perception of refugees, people seeking asylum and migrants due to divisive anti-immigration rhetoric from social media, mainstream media or government and increasing mobilisation of the far-right

Our influencing work is carried out in accordance with agreed strategic priorities and detailed operational plans. We challenge negative perceptions of refugees and people seeking asylum by making journalists aware of better ways in which they can report about LGBTQI+ asylum, and by vetting all media enquiries to consider if their editorial lines adhere to our values. We adopt values-based communications, following internal guides on style and tone of voice. We also have guidance on dealing with online hate.

- Shortage of legal aid solicitors and regular, unpredictable changes to the asylum system increase demand for our legal advice beyond our capacity to provide it

We have recruited additional legal services staff, are seeking additional pro bono partnerships with law firms, and are researching whether we can provide representation for service users ourselves.

- Safeguarding risks to services users, whether due to our own actions or omissions, or those of statutory or government services or other organisations we refer or signpost to

Our safeguarding policy is reviewed annually. All staff, volunteers and trustees receive initial training as part of their induction procedures, supplemented by regular refreshers. There is detailed operational guidance for all staff on how to mitigate safeguarding risks on an everyday basis. We vet all organisations we refer or signpost to. Our influencing work, particularly the No Pride in Detention campaign, focuses on reducing the risk of harm to service users. Staff regularly engage with and, when necessary, make reports to other organisations' safeguarding procedures.

- Reduction in income due to adverse economic circumstances and/or changes in funders' priorities

We have recruited additional fundraising staff and invested in individual giving, major donor and corporate income streams. We maintain good communications and working relationships with current funders, and we actively seek out future grant opportunities.



Future plans

We will continue delivering our core activities to support LGBTQI+ people through the asylum and immigration system and influence policy and practice. We have outlined ways for our work to be more informed by our Refugee Advisory Panel.

Our future plans also include:

- Writing a new organisational strategy
- Implementing changes as part of our continuous anti-oppression and anti-racism journey
- Working towards publishing and communicating more of our data
- Developing a communications and campaigns training for people with lived experience
- Increasing the percentage of our trustee board who have lived experience of the issues we work on.



Structure, governance and management

CHARITY CONSTITUTION AND GOVERNING DOCUMENT

Rainbow Migration CIO is a registered charity, number 1158228.

Rainbow Migration is constituted as a Charitable Incorporated Organisation (CIO). It is governed by its CIO constitution, dated 13 August 2014 and subsequently amended, most recently on 8 August 2024.

The trustees are the only members of the CIO.

ORGANISATIONAL STRUCTURE

The Trustee Board, which can have between three and ten members, administers the charity. The members of the Board elect officers from amongst their number, namely the Chair, Treasurer and Secretary. The Board met six times in 2025. Trustees also considered matters by telephone and email between meetings.

In addition, there is a Finance Subcommittee and a Human Resources Subcommittee. The Finance Subcommittee scrutinises finances more closely and advises the Trustee Board and the Executive Director. It met on four occasions in 2025. The Human Resources Subcommittee advises the Board and the Executive Director on any matters relating to any human resources including, staff, volunteers and trustees. It met on five occasions in 2025.

DECISION-MAKING

Advice is given to the Trustee Board by the Executive Director and other staff as appropriate, either individually, through the subcommittees or at board meetings. Decisions can be by simple majority vote of the trustees, but most decisions are reached by consensus. Board meetings are generally open and are attended by the Executive Director and may be attended by other staff members. Confidential matters are considered in closed meetings without staff present. Between meetings, decisions may be taken by email consultation and recorded at the next meeting. Where urgency requires it, decisions may be taken by the Chair after appropriate consultation for ratification at the subsequent Trustee Board meeting.

Under our scheme of delegation, the Board delegates day-to-day operations to the Executive Director.

RECRUITMENT AND APPOINTMENT OF NEW TRUSTEES

Trustees are appointed for a three-year term by resolution at a properly convened meeting of the trustees and may serve up to a maximum of three terms. The Trustee Board reviews its composition and skills and expertise and recruits to fill any identified gaps. Vacancies that arise are generally advertised widely on social media and the internet and attract keen interest. Where a candidate with exceptional skills or expertise has already come forward, exceptionally a recruitment may take place without open advertising. After shortlisting, a two-way interview takes place and then an opportunity to observe a board meeting before each side commits to proceed with the appointment subject to due diligence.

INDUCTION AND TRAINING OF NEW TRUSTEES

New trustees are provided with numerous resources, including from the Charity Commission, and training on good governance, the duties of a trustee and charity finance. Trustees are also given training on safeguarding, cyber-security and data protection in addition to key documents such as the constitution and organisational policies.

Other training is provided as required on a case-by-case basis depending on the experience of the trustee. A ‘buddying up’ system with an existing trustee is offered to all new trustees. Induction meetings with Rainbow Migration staff are arranged to ensure new trustees understand all aspects of the operation and service delivery of the charity.



Reference and administrative details

Registered charity number: 1158228

Trustees:
Christopher Scott Addison (Chair)
Charles Bishop (Secretary)
Michael Egan (Treasurer)
Emma Finch
Alexander Lyons
Ilaria Michelis
Hadeel Omara
Hussein Said
Tanishtha Sen Gupta
Jonathan Pow (appointed 28 May 2026)

Executive Director: Leila Zadeh

Registered Office:
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London SE11 5RR

Bankers:
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Independent Examiner:
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BN2 9QA

Regulator:
Immigration Advice Authority
PO Box 567
Dartford DA1 9WX
Registration number: N201700019

Statement of Trustees' Responsibilities

The trustees are responsible for preparing their annual report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Charity 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 incorporated organisation (CIO) and of the incoming resources and application of resources, including the income and expenditure, of the CIO for that period. In preparing those financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently
- observe the methods and principles in 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) ('the Charities SORP')
- make judgements and estimates that are reasonable and prudent
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the CIO will continue in operation.

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

By order of the board

Scott Addison
Chair
12 August 2026



Independent Examiner's Report to the Trustees of Rainbow Migration

I report to the trustees on my examination of the accounts of the above Charitable Incorporated Organisation (CIO) for the year ended 31 December 2025 set out on pages 35 to 48.

Responsibilities and basis of report

As the trustees of the CIO, 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 CIO's accounts carried out under section 145 of the 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

The CIO's gross income exceeded £250,000 and I am qualified to undertake the examination by being a qualified member of the Institute of Chartered Accountants of Scotland.

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 as required by section 130 of the Act; or
2. the accounts did not accord with the accounting records; or
3. the accounts did 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.

Dr Shona F Wardrop C.A.
The Institute of Chartered Accountants of Scotland,
bk plus Limited
Chartered Certified Accountants
44 Grand Parade, Brighton, East Sussex, BN2 9QA
12 August 2026

Shona Wardrop

Statement of financial activities

	Note	Restricted £'000	Unrestricted £'000	2025 Total £'000	Restricted £'000	Unrestricted £'000	2024 Total £'000
Income from:							
Donations and legacies	2	30	173	203	-	206	206
Charitable activities	3	583	193	776	573	272	845
Investments	4	-	9	9	-	10	10
Total		613	375	988	573	488	1,061
Expenditure on:							
Raising funds	5	-	148	148	-	83	83
Charitable activities	5	544	246	790	431	258	689
Total		544	394	938	431	341	772
Net income	11	69	(19)	50	142	147	289
Reconciliation of funds:							
Funds at start of year		269	517	786	127	370	497
Funds at end of year		338	498	836	269	517	786

Balance sheet

	Note	Rest-ricted £'000	Unrest-ricted £'000	2025 Total £'000	Rest-ricted £'000	Unrest-ricted £'000	2024 Total £'000
Fixed assets							
Tangible assets	7	-	6	6	-	4	4
Current assets							
Debtors	8	-	38	38	10	64	74
Cash at bank and in hand		338	482	820	259	483	742
		338	520	858	269	547	816
Creditors							
Amounts falling due within one year	9	-	(28)	(28)	-	(34)	(34)
Net current assets		338	492	830	269	513	782
Net assets		338	498	836	269	517	786
The funds of the charity							
Restricted income funds	10	338	-	338	269	-	269
Unrestricted funds		-	498	498	-	517	517
Total charity funds		338	498	836	269	517	786

Approved by the Trustees and signed on their behalf by

Michael Egan
Treasurer
12 August 2026

Statement of cash flows

	Note	2025 £'000	2024 £'000
Cash flows from operating activities: Net cash provided/(used) by operating activities	11	83	261
Cash flows from investing activities: Purchase of fixed assets		(5)	(2)
Net cash provided/(used) by investing activities		(5)	(2)
Change in cash and cash equivalents in the year		78	259
Cash and cash equivalents at start of year		742	483
Cash and cash equivalents at end of year		820	742

Notes to the financial statements

1. ACCOUNTING POLICIES

a) Basis of preparing the financial statements

The financial statements have been prepared under the historical cost convention and in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective January 2019) ('the Charities SORP').

Amounts are presented to the nearest £1,000, except for disclosures of employee benefits for key management personnel and transactions with trustees (note 6) which are presented to the nearest £1.

Having reviewed the financial position and future plans for the charity, the trustees have identified no material uncertainties related to events or conditions that cast significant doubt on the charity's ability to continue its activities for the foreseeable future. Accordingly, they continue to adopt a going concern basis in preparing the financial statements.

The charity is a public benefit entity as defined in FRS102.

b) Income

Income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received, and the amount can be measured reliably.

Principal income sources are grant funding, corporate donations and individual giving.

Pro bono legal and professional services received are recognised as donated income, measured at value to the charity based on the open market cost of services of equivalent benefit. The corresponding expense is recognised under the appropriate heading in the Statement of Financial Activities.

c) Expenditure

Expenditure is recognised in the Statement of Financial Activities when incurred, including attributable input VAT which cannot be recovered. Expenditure is categorised both by purpose (namely raising funds and charitable activities) and by type (namely activity costs and support costs).

Raising funds costs are the costs of generating income for the charitable purposes of the charity.

Charitable activity costs are the costs attributable to the charity's principal charitable activities (namely practical and emotional support, legal advice, and influencing).

Activity costs are those costs which can be directly attributed to expenditure purpose headings as above. Support costs are allocated to expenditure purpose headings on the basis of the full-time equivalent number of staff contributing towards each purpose.

d) Tangible fixed assets

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

- Computer equipment - 33% on cost.

e) Fund accounting

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

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

f) Pension contributions

Rainbow Migration operates a defined contribution pension scheme. Pension contributions are charged to the Statement of Financial Activities as incurred.

g) Operating leases

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

h) Financial instruments

Rainbow Migration has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Cash and bank balances are initially recognised at transaction value. Debtors and creditors are initially recognised at the settlement amount. No discounting is applied to these financial instruments as their settlement periods are too short for any discounting to be material.

i) Critical accounting judgements and key sources of estimation uncertainty

In the application of Rainbow Migration's accounting policies, trustees are required to make judgements, estimates and assumptions about the carrying values of assets and liabilities and the apportionments of expenditure that are not readily apparent from other sources. The estimates and underlying assumptions are based on historical experience and other factors that the trustees consider to be relevant. Actual outcomes may differ from these estimates.

The items in the accounts that are considered to involve the most significant judgements, and sources of uncertainty through estimation, when applying Rainbow Migration's accounting policies are the apportionments of support costs between raising funds and principal charitable activities (service user support, legal and policy, and advocacy and influencing).

2. DONATIONS AND LEGACIES

	Restricted £'000	Unrestricted £'000	2025 Total £'000	Restricted £'000	Unrestricted £'000	2024 Total £'000
Donations (see also note 5 below)	30	173	203	-	181	181
Legacies	-	-	-	-	25	25
	30	173	203	-	206	206

3. INCOME FROM CHARITABLE ACTIVITIES

	Restricted £'000	Unrestricted £'000	2025 Total £'000	Restricted £'000	Unrestricted £'000	2024 Total £'000
Grants:						
A B Charitable Trust	-	30	30	-	22	22
The Access to Justice Foundation	100	-	100	150	-	150
Improving Lives Through Advice Barrow Cadbury Trust	24	-	24	26	-	26
Bromley Trust	-	20	20	-	-	-
Chris Graham-Bell Charitable Trust	36	-	36	20	-	20
City Bridge Foundation	44	-	44	42	-	42
Edward Carpenter Community Trust	-	-	-	-	2	2
Esmée Fairbairn Foundation	12	50	62	8	50	58
Henry Smith Foundation	73	-	73	70	-	70
John Ellerman Foundation	30	-	30	31	-	31
Justice First Fellowship	8	-	8	8	-	8
Justice Together	71	-	71	76	-	76
The Leigh Trust	-	3	3	-	-	-
Lloyds Bank Foundation for England & Wales	-	25	25	-	28	28
The London Community Foundation	-	-	-	10	-	10
The National Lottery Community Fund: RC England Wide	89	-	89	87	-	87
Paul Hamlyn Foundation	50	-	50	-	60	60
Trust for London	46	-	46	45	-	45
The Tudor Trust	-	-	-	-	33	33
Unbound Philanthropy	-	50	50	-	45	45
Other grant funders	-	10	10	-	25	25
	583	188	771	573	265	838
Consultancy fees	-	1	1	-	5	5
Training and presentation fees	-	4	4	-	2	2
	583	193	776	573	272	845

4. INCOME FROM INVESTMENTS

	Restricted £'000	Unrestricted £'000	2025 Total £'000	Restricted £'000	Unrestricted £'000	2024 Total £'000
Deposit account interest	-	9	9	-	10	10
	-	9	9	-	10	10

5. EXPENDITURE

	Activity Costs		Support Costs		
	Staff	**Other**	**Staff**	**Other**	**Total**
2025	**£'000**	**£'000**	**£'000**	**£'000**	**£'000**
Raising funds	82	15	25	26	148
Practical and emotional support	154	11	49	42	256
Legal advice	123	25	41	32	221
Influencing	219	17	37	40	313
Charitable activities	496	53	127	114	790
Total expenditure	578	68	152	140	938
2024	**£'000**	**£'000**	**£'000**	**£'000**	**£'000**
Raising funds	48	-	17	18	83
Practical and emotional support	127	7	44	52	230
Legal advice	68	36	26	23	153
Influencing	190	17	38	61	306
Charitable activities	385	60	108	136	689
Total expenditure	433	60	125	154	772

Expenditure (continued)

	2025 £'000	2024 £'000
Analysis of support costs by function:		
Staff:		
Strategic leadership	41	39
Financial management	85	63
Team assistance	26	23
	152	125
Other:		
Rent and building	28	36
IT and telecoms	24	22
Office and operations	12	10
Depreciation	3	3
Staff training and development	11	12
Refugee Advisory Panel	11	-
Professional services (see note below)	36	58
Fees and subscriptions	8	4
Governance	7	9
	140	154
	292	279

Professional services costs include £26,000 (2024: £41,000) in respect of donated legal, IT and marketing consultancy services. The corresponding income is included in donations (see note 2 above).

Expenditure is stated after charging:		
Depreciation of tangible fixed assets	3	3
Operating leases: land and buildings	21	29
Independent examination fee (2025)	5	-
Auditors' remuneration (2024)	-	9

6. EMPLOYEES AND TRUSTEES

	2025 £'000	2024 £'000
Total cost of employees:		
Salaries	646	501
Employer's national insurance contributions	69	45
Employer's pension contributions	15	12
	730	558

Total employee benefits (including employer's national insurance and pension contributions) in respect of key management personnel (namely the Executive Director) amounted to £73,868 (2024: £70,676).

No other employees received employee benefits (excluding employer's national insurance and pension contributions) over £60,000 in 2025 (2024: none).

The average monthly number of employees during the year (full time equivalent) was as follows:

	2025	2024
Executive director	1.0	1.0
Practical and emotional support	4.3	3.7
Legal advice	3.4	1.8
Influencing	3.9	3.7
Raising funds	1.9	1.0
Operations and finance	1.9	1.4
	16.4	12.6

The average number of staff employed during the year (by head count, full-time and part-time) was 19 (2024: 15).

No trustees received any remuneration or other benefits in 2025 (2024: none). Expenses amounting to £272 (2024: £1,159) were reimbursed to, or paid to third parties on behalf of, two trustees (2024: three) in respect of travel.

7. TANGIBLE FIXED ASSETS

	Computers £'000
Cost:	
At 1 January 2025	20
Additions	5
At 31 December 2025	25
Depreciation:	
At 1 January 2025	16
Charge for the year	3
At 31 December 2025	19
Net book value:	
At 31 December 2025	6
At 31 December 2024	4

8. DEBTORS

	2025 £'000	2024 £'000
Accrued income	10	37
Sundry debtors	7	20
Prepayments	21	17
	38	74

9. CREDITORS

	2025 £'000	2024 £'000
Trade creditors	2	11
Taxes and social security	19	15
Accrued expenses	7	8
	28	34

10. MOVEMENTS ON RESTRICTED FUNDS

2025	1 Jan 2025 £'000	Expend Income £'000	31 Dec -iture £'000	2025 £'000
Grants:				
The Access to Justice Foundation	100	100	(107)	93
Improving Lives Through Advice				
Barrow Cadbury Trust (2025)	13	24	(25)	12
Chris Graham-Bell Charitable Trust (2023)	16	-	(7)	9
Chris Graham-Bell Charitable Trust (2024)	3	20	(20)	3
Chris Graham-Bell Charitable Trust (2025)	-	16	-	16
City Bridge Foundation	7	44	(47)	4
Esmée Fairbairn Foundation (2024)	4	-	-	4
Esmée Fairbairn Foundation (2025a)	-	6	-	6
Esmée Fairbairn Foundation (2025b)	-	6	(3)	3
Henry Smith Foundation	34	73	(70)	37
John Ellerman Foundation	8	30	(30)	8
Justice First Fellowship	3	8	(10)	1
Justice Together (2021)	25	-	(25)	-
Justice Together (2024)	10	-	(10)	-
Justice Together (2025)	-	71	(41)	30
The London Community Foundation	4	-	(4)	-
The National Lottery Community Fund:	36	89	(85)	40
RC England Wide				
Paul Hamlyn Foundation	-	50	(18)	32
Trust for London (2023)	6	46	(41)	11
	269	583	(543)	309
Donations:				
Terra Firma	-	30	(1)	29
	269	613	(544)	338

Movements on restricted funds (continued)

2024	1 Jan 2024 £'000	Expend Income £'000	31 Dec -iture £'000	2024 £'000
Grants:				
The Access to Justice Foundation Improving Lives Through Advice	-	150	(50)	100
Barrow Cadbury Trust (2023)	12	13	(25)	-
Barrow Cadbury Trust (2025)	-	13	-	13
Ben & Jerry's Foundation (2023)	15	-	(15)	-
Chris Graham-Bell Charitable Trust (2021)	1	-	(1)	-
Chris Graham-Bell Charitable Trust (2023)	19	-	(3)	16
Chris Graham-Bell Charitable Trust (2024)	-	20	(17)	3
City Bridge Foundation	2	42	(37)	7
Esmée Fairbairn Foundation (2024)	-	8	(4)	4
Henry Smith Foundation	29	70	(65)	34
John Ellerman Foundation	8	30	(30)	8
John Ellerman Foundation (Wellbeing)	-	1	(1)	-
Justice First Fellowship	-	8	(5)	3
Justice Together (2021)	12	66	(53)	25
Justice Together (2024)	-	10	-	10
The London Community Foundation	-	10	(6)	4
The National Lottery Community Fund: RC England Wide	22	87	(73)	36
The Southall Trust	1	-	(1)	-
Trust for London (2023)	4	45	(43)	6
The Tudor Trust (Wellbeing)	2	-	(2)	-
	127	573	(431)	269

The restricted funds are for the following purposes:

Access to Justice Foundation and The National Lottery - Improving Lives Through Advice (ILTA): towards core costs to support the delivery of free legal advice to marginalised people and communities across England (£500,000 over five years from May 2024).

Barrow Cadbury Trust (2023): towards the Executive Director's salary for policy and campaigning work (£50,000 over two years from January 2023).

Barrow Cadbury Trust (2025): towards the Executive Director's salary for policy and influencing work (£50,000 over two years from January 2025).

Ben & Jerry's Foundation (2023): towards the salary costs of the Campaigns Manager for the No Pride in Detention campaign (£25,000 over one year from August 2023).

Chris Graham-Bell Charitable Trust (2021): towards the salary of a Casework Coordinator (£60,000 over three years from February 2021).

Chris Graham-Bell Charitable Trust (2023): a hardship fund for the costs of essential items and travel costs for asylum service users (£20,000 starting in 2023 until the funds are committed).

Chris Graham-Bell Charitable Trust (2024): towards the salary of a Casework Coordinator (£60,000 over three years from February 2024).

Chris Graham-Bell Charitable Trust (2025): towards the salary of a Legal Assistant (£16,000 over 6 months from January 2026).

City Bridge Foundation: towards the support service and legal advice service to support LGBTQI+ people seeking asylum based in London (£128,489 over three years from August 2023).

Esmée Fairbairn Foundation (2024): Funder Plus support for our work on anti-racism and anti-oppression (£8,500 from March 2024 until the funds are committed).

Esmée Fairbairn Foundation (2025a): to support staff wellbeing in response to the Supreme Court ruling on the Equality Act (£6,000 from June 2025).

Esmée Fairbairn Foundation (2025b): to support staff wellbeing in response to increased far-right activity (£6,000 from November 2025).

Henry Smith Foundation: towards the running costs of the support service (£210,000 over three years from June 2023).

John Ellerman Foundation: towards the running costs of influencing work including policy, campaigning and communications (£90,000 over three years from April 2023).

John Ellerman Foundation (Wellbeing): for staff wellbeing, in response to the far-right, anti-immigration protests and riots in August 2024 (£1,000 from October 2024).

The Legal Education Foundation's Justice First Fellowship via Wilson Solicitors: to support us to host a trainee solicitor one-day a week (£16,730 for two years from April 2024).

Justice Together (2021): to use evidence from LGBTQI+ immigration advice for influencing work to improve the asylum and immigration system (£200,000 over three years from September 2021).

Justice Together (2024): Infrastructure Support for the Refugee Advisory Panel (£10,000 over one year from December 2024).

Justice Together (2025): to use evidence from LGBTQI+ immigration advice for influencing work to improve the asylum and immigration system (£220,000 over three years from June 2025).

The London Community Foundation – The Norton Rose Bright Fulbright Fund: towards the Legal Officer's salary (£10,000 over one year from June 2024).

The National Lottery Community Fund: RC England Wide (2023): towards the running costs of the support service (£452,703 over five years from October 2023).

Paul Hamlyn Foundation: to support the organisation's core costs (£180,000 for three years from September 2025).

The Southall Trust: towards the running costs of the support service (£5,000 over one year from March 2023).

Trust for London (2023): for immigration advice on LGBTQI+ asylum and policy work to improve the asylum and immigration system for LGBTQI+ people (£133,000 over three years from February 2023).

The Tudor Trust (Wellbeing): to support staff, volunteer and trustee wellbeing (£2,000 for each of the years 2022 and 2023).

Terra Firma: to support the running costs of the support service (£30,000).

Terra Firma Capital: description TBC

11. NET CASH PROVIDED BY / (USED IN) OPERATING ACTIVITIES

	2025 £'000	2024 £'000
Net income for the year	50	289
Adjustments for:		
Depreciation	3	3
(Increase)/decrease in debtors	36	(46)
Increase/(decrease) in creditors	(6)	15
Net cash provided/(used) by operating activities	83	261

12. TAXATION

Rainbow Migration is a registered charity and is therefore not liable for corporation tax on income derived from its charitable activities as it falls within the various exemptions available to registered charities.

RAINBOW MIGRATION

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Rainbow Migration
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