Annual Reports and Financial Statements for the year ended 30th September 2025



AFRICAN RAINBOW FAMILY

LGBTIQ EQUALITY

(Charitable Incorporated Organisation)

CHARITY REGISTRATION No: 1185902

AFRICAN RAINBOW FAMILY
(Charitable Incorporated Organisation)

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AFRICAN RAINBOW FAMILY
(Charitable Incorporated Organisation)

LEGAL AND ADMINISTRATIVE INFORMATION

CHARITY NUMBER	1185902
DATE OF REGISTRATION	21st October 2019
START OF FINANCIAL YEAR	1st October 2024
END OF FINANCIAL YEAR	30th September 2025

TRUSTEES AS AT 30TH SEPTEMBER 2025	Appointed	Resigned
Regina Mensah		
Kudirat Abodunde		
Katie MichelleIvy Brown		
Mazharul Islam		12-Dec-24
Kevin Humphreys		12-Jun-25
Tsegazeab Redda		26-Sep-25
Kristina Martirosjana		29-Sep-25

LEGAL STATUS	Charitable Incorporated Organisation
GOVERNING INSTRUMENT	CIO - Association Registered 21st October 2019

CHARITABLE OBJECTS

1. To advance the education of the public in general about issues relating to Lesbian, Gay, Bisexual, Transgender and Intersex Refugees and those Seeking Asylum;

2. The relief of unemployment of Lesbian, Gay, Bisexual, Transgender and Intersex People granted Refugee Status and those seeking Asylum in the United Kingdom and in particular North West of England, by the provision of vocational and skill training, advice and support;

3. To preserve and protect and the physical and mental health of Lesbian, Gay, Bisexual, Transgender and Intersex People granted Refugee Status and those seeking Asylum in the United Kingdom and their dependents.

CORRESPONDENCE ADDRESS	Unit 63 Cariocca Business Park Sawley Road Miles Platting MANCHESTER M40 8BB
PRIMARY BANKERS	Lloyds Bank Plc 25 Gresham Street London EC2V 7HN
INDEPENDENT EXAMINERS	GCC Accountants Unit 67, Cariocca Business Park 2 Sawley Road Miles Platting Manchester M40 8BB

AFRICAN RAINBOW FAMILY
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Trustees' Report for the year ended
30th September 2025

Who We Are
African Rainbow Family (ARF) is the Leading UK Based Expert-by-Lived-Experience Grassroots Charity Campaigning and Advocating for Racial Justice & Human Rights of LGBTIQ+ Refugees and People Seeking Asylum of African Heritage & the Global Majority.

What We Do
Refugee Advocacy
Our advocacy works in ensuring that LGBTIQ+ people seeking asylum are supported to achieve the safety and human rights protection that they deserve are effectively shielding positive rewards for our service users. We continue to have record high in the number of our service users that are granted refugee status by the Home Office and can settle down safely in the UK. However, the demand for our services is growing as a consequent of our success. We continue to deliver our online monthly Asylum Process Presentation Series (APPS), which have proven to be greatly beneficial to our service users in understanding the asylum process.

Refugee Campaigning
Our campaigning works to ensuring a more humane and fair asylum system continues to grow positively. We continue to effectively influence positive decision making and policies that affect LGBTIQ+ people seeking asylum and the general asylum-seeking communities. Our No Pride in Deportation Campaign is gaining more traction. We run regular interactive service users-led Podcasts with our service users. We have seen people's confidence and self-esteem grown tremendously because of this. Our story telling project has also positively enhanced the mental health of our service users.

Refugee Moving-On and Integration
The moving-on and integration part of our work has taken off successfully. Our dedicated member of staff as part of their portfolio runs a monthly Integration Series that supports all of our service users in CV writing, interview techniques, getting back into education, accessing different career pathways, including securing befitting accommodations. For those that have been granted refugee status, they are supported into paid employments and/or higher education. We have developed and run a Rainbow Connection Mentorship Programme with Corporate Partners. This will enable some of our service users (Mentees) who are interested, get paired with vetted Mentors to learn different work/career specialisms of their choice and interest. This we hope, will enhance better integration and job prospects for our service users.

Counselling
We continue to provide LGBTIQ+ specific therapies to our service users. The mental health and well-being of our members and service users are important to us. Although a person's sexual orientation or gender identity may not be a source of distress, our members and service users who identify as LGBTIQ+ or any other type of nonconforming sexual or gender identity have expressed that they find the social stigma and discrimination of living as a sexual minority a source of stress or anxiety. This is more expressed by Black, Global Majority people and people seeking asylum who have lived in the closet for long and forced to shield their sexuality whilst in their countries of origin in order to conform to societal norms where being an LGBTIQ+ person is criminalised and sometimes met with death sentence.

Our funding/grants/donations have seen encouraging inroads. We continue to enjoy multi-year core grants which have made it possible for us to grow our staff team, react to the changing landscape of support of our service users. We have been funded with the support of Lloyds Bank Foundation for England & Wales, Paul Hamlyn Foundation, "L'OCCITANE, Baobab Foundation, Manchester City Council and Salford CVS Community Fund.

Our services include:

i) The Advancement of Health or Saving of Lives
ii) Disability
iii) The Prevention or Relief of Poverty
iv) Economic/Community Development and Employment
v) Human Rights or Racial Harmony/equality and Diversity

AFRICAN RAINBOW FAMILY
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Trustees' Report for the year ended
30th September 2025

Our Attributes include:

- **Expert by lived experience and committed:** everyone in ARF identifies as an LGBTIQ person, we bring personal experiences and detailed insight into the issues we face to support each other and build trust.

- **Flexibility:** we are flexible in providing varied services that enhance the health and well-being of our members and service users, as we are able to react quickly to the changing needs of our community.

- **Needs-based:** were established to meet specific needs that is evident in the LGBTIQ people seeking asylum's community. We provide peer support-safe-space, interpreters and Specialist LGBTIQ+ Counselling service tailored to issues affecting people seeking asylum based on their sexual orientation and/or gender identities.

- **Holistic:** We are user-centered. We focus on 'the whole person' and the multiple needs they may have, co-ordinate support (emotional, social issues such as education and homelessness) across different providers.

- **Trusted and Connected to our community:** We reach people that the statutory sector finds more difficult to access. Our members and service users prefer to access services provided by the community sector rather than statutory services due to fear of perceived 'authority figures' and language barrier.

- **Value for money:** we can do positive impactful work with only small amounts of money working across organisational boundaries. This reduces the chance of duplication and bureaucracy, which can lead to poor support outcomes and inefficiencies.

- **Improved community life:** ARF is building safer communities through practical and emotional support that members and service users need to integrate into the community, contribute to British values and have improved quality of life for themselves.

Plans for the Years Ahead

We aim to be able to deliver more on our 5-year strategic plan. This we plan to achieve by offering support to more LGBTIQ+ people seeking asylum, encourage our service users to take up more volunteering opportunities with us and/or any other organisation of their choice, reach more members of the public to garner solidarity through new and exciting projects, deliver more workshops, conferences and seminars, producing more newsletters, press releases etc. More importantly, get our free Access to Justice Immigration and Asylum Advice Service Project accredited with the Immigration Advice Authority (formerly, OISC).

Our main focus is to apply for more funding in order to be able to sustain our project. We remain grateful to all our funders including those who donate and fundraise for us.

Trustees Responsibilities

The Charities Act 2011 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 CIO and of the surplus of the CIO for that period. In preparing those financial statements, the trustees are required to:

- Select suitable accounting policies and apply them consistently
- Make judgements and estimates that are reasonable and prudent
- Prepare financial statements on the going concern basis unless it is not appropriate to presume that the CIO is a going concern.

The trustees are responsible for keeping proper accounting records, which disclose with reasonable accuracy at any time the financial position of the CIO. 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.

Date approved by the Trustees: 21 July 2026

Signature: D.R.E. Mensah

AFRICAN RAINBOW FAMILY

(Charitable Incorporated Organisation)

Independent Examiner's Report to the Trustees of African Rainbow Family

Registered Charity Number 1185902 | For the year ended 30 September 2025

I report to the trustees on my examination of the accounts of African Rainbow Family ("the Charity") for the year ended 30 September 2025, which comprise the Statement of Financial Activities, the Balance Sheet and the related notes.

Responsibilities and basis of report

As the charity trustees of the Charity, a Charitable Incorporated Organisation, 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 Charity'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 Charity's gross income exceeded £250,000 and I am qualified to undertake the examination by being a qualified member of the Institute of Financial Accountants, a body listed in section 145(4)(a) of the Act.

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 Charity 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 is not a material requirement if considering whether the accounts give a true and fair view; or

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

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

Signed: _____

David Dadzie
BA(Hons), MA, FCCA, FFA, FIPA
Gcc Accountants Ltd
Unit 67, Cariocca Business Park
2 Sawley Road, Manchester, M40 8BB

Date: 22ND July 2026

AFRICAN RAINBOW FAMILY
(Charitable Incorporated Organisation)

Statement of Financial Activities for the year ended 30th September 2025

	Note	General Funds	Restricted Funds	24/25	23/24
INCOMING RESOURCES		£	£	£	£
Incoming Resources from Generated Funds					
Donations, Grants & Legacies	**3**	238,228	87,241	325,469	265,642
Charitable Activities		-	-	-	-
Investment Income		1,846	-	1,846	2,556
Activities for Generating Funds	**3**	8,476	-	8,476	2,012
Other Incoming Resources		20	-	20	80
TOTAL INCOMING RESOURCES		**248,570**	**87,241**	**335,811**	**270,290**
RESOURCES UTILISED					
Costs of Generating Funds					
Charitable Activities	**4**	136,166	85,097	221,263	290,902
Governance Costs	**5**	110,740	-	110,740	13,996
TOTAL RESOURCES UTILISED		**246,906**	**85,097**	**332,003**	**304,898**
NET INCOMING/ (OUTGOING) RESOURCES		**1,664**	**2,144**	**3,808**	**(34,608)**
Funds brought forward		191,052	22,820	213,872	248,479
TOTAL FUNDS CARRIED FORWARD		**192,716**	**24,964**	**217,680**	**213,871**

Movements on all reserves and all recognised gains and losses are shown above. All of the CIO's operations are classed as continuing.
The notes on pages 9-14 form part of these financial statements.

AFRICAN RAINBOW FAMILY
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Balance Sheet as at 30th September 2025

	Note	General Funds	Restricted Funds	24/25	23/24
CURRENT ASSETS		£	£	£	£
Receivable		75	13,900	13,975	-
Bank		211,910	16,064	227,974	215,361
TOTAL CURRENT ASSETS		**211,985**	**29,964**	**241,949**	**215,361**
CREDITORS: Amounts falling due within one year					
Deffered Income		16,666	5,000	21,666	-
Accruals		-	-	-	1,000
HMRC & Pension Liability		1,423	-	1,423	490
Net Pay Liability		1,180	-	1,180	-
TOTAL CREDITORS		**19,269**	**5,000**	**24,269**	**1,490**
NET ASSETS		**192,716**	**24,964**	**217,680**	**213,871**
FUNDS OF THE CHARITY					
General Funds		192,716	-	192,716	191,052
Restricted Funds	**6**	-	24,964	24,964	22,820
TOTAL FUNDS		**192,716**	**24,964**	**217,680**	**213,871**

Date approved by the Trustees:

AFRICAN RAINBOW FAMILY
(Charitable Incorporated Organisation)

Notes to the Financial Statements
for the year ended 30th September 2025

1. ACCOUNTING POLICIES

Basis of Preparation & Assessment of Going Concern

Basis of Preparation
The financial statements have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant notes. The financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2015) - (Charities SORP - FRS102) and the Charities Act 2011.
The Charity meets the definition of a public benefit entity under FRS102. Assets and liabilities are initially recognised at historical cost unless otherwise stated in the relevant accounting policy notes.

Assessment of Going Concern
Preparation of the accounts is on a going concern basis. The trustees consider that there are no material uncertainties about the Charity's ability to continue as a going concern.

Incoming Resources
Recognition of Incoming Resources
These are included in the Statement of Financial Activities (SOFA) when:
- the charity becomes entitled to the resources;
- the trustees are virtually certain they will receive the resources; and
- the monetary value can be measured with sufficient reliability

Incoming Resources with Related Expenditure
Where incoming resources have related expenditure (as with fundraising or contract income) the incoming resource and related expenditure are reported gross in the SOFA.

Grants and Donations
Grants and Donations are only included in the SOFA when the charity has unconditional entitlement to the resources.

Tax Reclaims on Donations and Gifts
Incoming resources from tax reclaims are included in the SOFA at the same time as the gift to which they relate.

Contractual Income and Performance Related Grants
This is only included in the SOFA once the related goods or services have been delivered.

Gifts in Kind
Gifts in kind are accounted for at a reasonable estimate of their value to the charity or the amount actually realised. Gifts in kind for sale or distribution are included in the accounts as gifts only when sold or distributed by the charity. Gifts in kind for use by the charity are included in the SOFA as incoming resources when receivable.

Donated Services and Facilities
These are only included in incoming resources (with an equivalent amount in resources expended) where the benefit to the charity is reasonably quantifiable, measurable and material. The value placed on these resources is the estimated value to the charity of the service or facility received.

Volunteer Help
The value of any voluntary help received is not included in the accounts.

Investment Income
This is included in the accounts when receivable.

Investment Gains and Losses
This included any gain or loss on the sale of investments and any gain or loss resulting from revaluing investments to market value at the end of the year.

ACCOUNTING POLICIES

Expenditure and Liabilities

Liability Recognition
Liabilities are recognised as soon as there is a legal or constructive obligation committing the charity to pay out resources.

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

Grants with Performance Conditions
Where the charity gives a grant with conditions for its payment being a specific level of service or output to be provided, such grants are only recognised in the SOFA once the recipient of the grant has provided the specified service or output.

Grants Payable without Performance Conditions
These are only recognised in the accounts when a commitment has been made and there are no conditions to be met relating to a grant which remain in control of the charity.

Investments
Investments quoted on a recognised stock exchange are valued at market value at the year end. Other investment assets are included at trustees' best estimate of market value.

Unrestricted funds
These funds can be used for the general objectives of the charity as set out in the trustees' report. The movements of the unrestricted funds are given in the Statement of Financial Activities.

Restricted funds
These funds are where the donor has specified a purpose for the donation made. These restrictions often arise because of appeals for special offerings for specific purposes.

Designated funds
These funds are funds set aside by the trustees out of unrestricted general funds for particular purposes or projects.

Fixed Assets
Fixed Assets are capitalised if they can be used for more than one year and cost at least £1,500. They are valued at cost or, if gifted, at the value to the charity on receipt.

Depreciation Expense
Depreciation is calculated at a rate to write off the cost of tangible fixed assets over their estimated useful lives. The rates applied are as follows:

Fixtures, Fittings and Equipment 25% - Straight Line Basis

2. TANGIBLE FIXED ASSETS

The CIO held no fixed assets during this or the previous financial period.

The annual commitments under non-cancelling operating leases and capital commitments are as follows:
30th September 2025 : None
30th September 2024 : None

Notes to the Financial Statements for the year ended 30th September 2025

Note 3	General Funds	Restricted Funds	25/24	24/23
	£	£	£	£
Donations	77,894	-	77,894	48,312
Grants	160,334	87,241	247,575	217,330
Donations, Grants & Legacies	**238,228**	**87,241**	**325,469**	**265,642**
T-Shirt Sales	1,414	-	1,414	2,012
Workshops, seminars & training	7,062	-	7,062	-
Activities for Generating Funds	**8,476**	**-**	**8,476**	**2,012**

AFRICAN RAINBOW FAMILY
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Notes to the Financial Statements
for the year ended 30th September 2025

Notes 4	**General Funds** £	**Restricted Funds** £	**2024/2025** £	**2023/2024** £
Advertising/Promotional	-	-	-	2,527
Accommodation	648	288	936	60
Charitable Awards & Distributions	-	-	-	60
Counselling	1,900	7,720	9,620	3,956
Event, activities and Destitution Support	1,208	6,201	7,409	17,886
HMRC Interest	-	-	-	54
Human Resource costs	1,675	-	1,675	1,106
Insurance costs	391	-	391	383
Meals and catering	6,925	1,746	8,671	10,433
Membership & Subscriptions	158	-	158	180
Office/General Administrative Expenditures	17	-	17	1,406
Paypal fees	18	-	18	8
Payroll Processing & DBS	20	-	20	745
Staff costs	86,855	57,365	144,220	189,716
Printing, Postage & Stationery	699	29	728	498
Professional Consultants	5,350	3,100	8,450	5,125
Professional Fees	-	-	-	3,140
Professional Subscriptions and Dues	916	-	916	1,638
Rent & Rates	5,294	-	5,294	4,215
Short Life Equipment & Consumables	1,323	1,987	3,310	5,740
Software subscriptions	3,414	275	3,689	694
Sundry expenses	-	-	-	96
Telephone costs	3,537	435	3,972	1,686
Translation costs	-	-	-	1,306
Travel and Subsistence	13,125	4,413	17,538	26,288
T-Shirts	2,653	-	2,653	1,694
Volunteer expenses	40	1,538	1,578	1,251
Charitable Activities	**136,166**	**85,097**	**221,263**	**281,891**
Note 5				
Examiner Fees	-	-	-	1,000
Management Fees	110,740	-	110,740	12,996
Governance Costs	**110,740**	**-**	**110,740**	**13,996**

AFRICAN RAINBOW FAMILY
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Notes to the Financial Statements
for the year ended 30th September 2025

Notes 6	**Opening balance 1st Oct 2024**	**Additions**	**Reductions**	**Closing Balance 30th Sep 2025**	**2023/2024**
	£	**£**	**£**	**£**	**£**
NHS Winter Campaign	-	2,000	2,000	-	-
Salford	-	5,000	5,000	-	-
Smallwood	-	15,000	9,341	5,659	-
Manchester City - Hate Crime Aware	-	5,000	5,000	-	-
LGBT CONSORTIUM	-	9,000	9,000	-	-
Manchester pride	-	5,000	5,000	-	-
Manchester City Council	-	28,900	14,400	14,500	-
Nibasa	-	2,500	2,500	-	-
TBT Grant	500	-	110	390	500
By For Community Baobab	14,275	14,841	29,116	-	14,275
Disrupt Foundation Grant	3,100	-	3,100	-	3,100
Hareem Ghani Grant	130	-	130	-	130
TSBS Grant	400	-	400	-	400
The National Lottery Fund	4,415	-	-	4,415	**4,415**
Restricted Funds	**22,820**	**87,241**	**85,097**	**24,964**	**22,820**
		-	-		

Note 7

	2024/2025	**2023/2024**
	£	**£**
Salaries & Wages	135,867	175,030
National Insurance	4,464	9,774
Pension costs	3,889	4,912
Staff Costs	**144,220**	**189,716**
Charitable Activities Average Headcount	10	8

The Charity operates a PAYE scheme to pay all members of employed staff, and no employees received emoluments in excess of £60,000.

Note 8. TRUSTEES AND OTHER RELATED PARTIES

The only payments made to the Trustees consisted of reimbursements of expenses incurred in furthering the Charity's objects

No other payments were made to trustees, or any persons connected with them during this financial period. No material transactions took place between the organisation and a trustee, or any person connected with them.

During the year, one employee of the organisation was a close family member of the Chief Executive Officer (CEO) and is therefore considered a related party for the purposes of the organisation's related party disclosures.

The employee was recruited through the organisation's standard recruitment procedures. The appointment was made following a competitive recruitment process, including interview and assessment against the established selection criteria. The CEO did not participate in, or influence, the recruitment decision or the determination of the employee's remuneration.

The Board of Trustees was fully informed of the relationship prior to the appointment and reviewed the recruitment process to ensure that it was conducted fairly, transparently, and in accordance with the organisation's recruitment and conflict of interest policies. The Board was satisfied that the appointment was made on merit and that the employee's terms and conditions of employment are consistent with those applicable to employees in comparable roles.

Throughout the reporting period, the employee received remuneration and employment benefits in accordance with the organisation's standard employment policies. No preferential treatment or benefits were provided as a result of the related party relationship.

Other than the employment relationship described above, there were no related party transactions requiring disclosure during the year.

Note 9. RISK ASSESSMENT

The Trustees actively review the major risks which the charity faces on a regular basis and believe that maintaining the free reserves stated, combined with the annual review of the controls over key financial systems carried out on an annual basis will provide sufficient resources in the event of adverse conditions. The Trustees have also examined other operational and business risks which they face and confirm that they have established systems to mitigate the significant risks.

Note 10. RESERVES POLICY

The Trustees have considered the level of reserves they wish to retain, appropriate to the CIO's needs. This is based on the CIO's size and the level of financial commitments held. The Trustees aim to ensure the CIO will be able to continue to fulfil its charitable objectives even if there is a temporary shortfall in income or unexpected expenditure. The Trustees will endeavour not to set aside funds unnecessarily.

Note 11. PUBLIC BENEFIT

The CIO acknowledges its requirement to demonstrate clearly that it must have charitable purposes or 'aims' that are for the public benefit. Details of how the CIO has achieved this are provided in the Trustees report. The Trustees confirm that they have paid due regard to the Charity Commission guidance on public benefit before deciding what activities the CIO should undertake