

HIAS + JCORE

The UK Jewish Voice on Refugees and Racial Justice



Annual Report 2024

**We stand for a world
in which refugees find
safety, community,
and are welcomed by
good neighbours.**

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Chair's Introduction

It is with immense pride and optimism that we share the HIAS+JCORE Annual Report for 2024. This has been a year of global change and domestic challenge, from shifting political dynamics abroad, to growing pressure on the UK's international aid budgets.

Through it all, HIAS+JCORE has remained steadfast in its commitment to justice, dignity, and support for refugees and asylum seekers. Our voice, grounded in Jewish values and history, continues to be both compassionate and courageous in these uncertain times.

This year has also been one of internal growth. Building on strong foundations, we have worked as a Trustee Board to enhance oversight and strengthen our strategic focus. The introduction of sub-committees has enabled deeper attention, sharper governance, and more meaningful engagement. These improvements ensure that our ambitions are supported by effective structures. I am especially grateful to my fellow trustees for embracing this work with such energy and expertise.

I would also like to pay tribute to my predecessor, Adam Rose, whose thoughtful leadership laid the groundwork for so much of what we have achieved. Adam's commitment to justice and integrity has left a lasting legacy and big shoes to fill.

At the heart of HIAS+JCORE's success lies an exceptional staff team, led by our dedicated Chief Executive, David Mason. David's vision and determination have guided the organisation with clarity and passion. His leadership has inspired trust and momentum, and I extend my heartfelt thanks for his continued service.

Whether responding to the needs of refugees, supporting those in our JUMP programme, or advocating for policy grounded in humanity, HIAS+JCORE's work has never been more vital. To our staff, volunteers, partners, and supporters: thank you. Your belief in our mission and tireless efforts make all we do possible.

As we look ahead, we do so with renewed resolve. The challenges remain great, but our values, our people, and our purpose are stronger than ever.



Judith Flacks-Leigh
Chair of Trustees

Executive Director's Introduction

Despite the challenges, 2024 was a year which truly gave me hope.

In the face of appalling racist riots — where migrants, minorities, and many of the young people we are proud to support were left terrified — we saw too the power of community and the compassionate majority.

For me, this was exemplified in the messages of hope young British Jews from RSY-Netzer crafted for our JUMP project's participants. When refugee hotels were under attack, and displaced people felt unwelcomed, these simple acts of solidarity were so powerful.

So it was a year too that reinforced the critical nature of our mission. Already, just twelve months into our new partnership with HIAS, I could see the impact of our combined operation. Working together makes our work building a more compassionate UK so much stronger.

With a backdrop of rising far-right populism — on both sides of the Atlantic — and a political environment where humanitarian work, critical funding for this, and the people we support are increasingly under attack, this relationship is so important. But from the transformative work of our JUMP befriending programme to our community mobilisation and advocacy, I know that every day our work is already changing lives.

It was perhaps fitting how consequential change was echoed inside and outside the organisation. Both country and our charity saw new leadership: just under a year since HIAS+JCORE was first introduced to the world, we were delighted to welcome our new Chair, Judith Flacks-Leigh. Judith's appointment was followed in summer 2024 with the launch of our first strategy, covering 2024-27.

With that, however, came the departure of outgoing Chair Adam Rose, who played a pivotal role in steering the organisation through some of the greatest years of change and challenge in our history. We remain hugely grateful for all of Adam's leadership and ongoing support.

If 2024 was a year of transition, it was also one of growth: both in terms of our reach and staff team. There is so much that we want to do — and from leading the interfaith voice for refugees, growing our support projects outside of London, and launching our Synagogues of Sanctuary scheme, we laid critical groundwork through the year.

Of course, none of this work could be done without you. The backing, time, energy, and commitment of our partners, donors, volunteers, and supporters is critical to making it all possible. I am confident that in 2025 we can make a meaningful difference to the lives of displaced people: stronger together.



Rabbi David Mason
Executive Director

Advocating

While there is still much work to be done, 2024 saw significant victories for refugee rights in the UK. Perhaps most significant was the new Labour government's immediate scrapping of the Rwanda plan — a move HIAS+JCORE and our partners in the refugee sector had long called for.

The 2024 General Election brought new opportunity, and momentum, for our advocacy work. Our lobbying focused on three key goals, all led by the lived experience of our JUMP young people: an extended 56-day 'move-on' period, increased legal aid, and an end to pseudoscientific age assessments. We are pleased that the first two demands have now been met by the new government.

A change of government created fresh avenues for engagement — something we grasped in 2024 through the expansion of our advocacy team, and by preparatory work for our new Interfaith Refugee Network.

And despite often challenging public discourse and divisive political narratives, we succeeded in ensuring our Jewish-values led message for a fairer, more compassionate asylum policy was heard, by both politicians, policy makers, and the media.



David Mason (centre) with Calvin Bailey MP and Uma Kumaran MP, November 2024. (HIAS+JCORE)

Political engagement

Across the year, we met with 20 MPs, members of the House of Lords, and local councillors. This included meetings with the Minister for Faith and Resettlement, the Parliamentary Under Secretary of State at the Foreign, Commonwealth and Development Office (FCDO), and senior civil servants in the FCDO and Home Office.

✚ We are becoming the go-to Jewish organisation on refugee and asylum policy.

Through our increased political engagement this past year, our influence and impact has grown tremendously at all levels of government. We are becoming the go-to Jewish organisation on refugee and asylum policy with decision makers reaching out to us for our expertise and guidance.

One of the politicians we worked quite closely with, Lord Dubs, stated, “David and I have worked together on a number of refugee-related issues over this past year and I have been especially grateful to him for his advocacy on behalf of refugees and asylum-seekers who have come to the UK seeking safety. He and other prominent Jewish leaders spoke out against the government’s proposal, which stands in stark opposition to the fundamental Jewish and British values of compassion and justice, to deny the right of naturalisation to those who make difficult journeys to claim asylum in the UK”.

We value the strong relationships we have built with politicians and policymakers this past year and will continue to build on these existing connections, while simultaneously expanding our network to reach new communities.

General Election

Our 2024 General Election manifesto set out a clear vision: an asylum system built on fairness and compassion. This call was reflected in the Board of Deputies' 2024 Jewish Manifesto.

We made our case to candidates across the capital, with HIAS+JCORE's team and supporters attending hustings to press prospective parliamentarians on their stance toward refugee rights.

CASE STUDY

Our 'move-on' period campaign

Why are newly recognised refugees being forced into homelessness? This simple question guided our campaign on the 'move-on' period — the time (previously just 28 days) people who receive refugee status get to find independent sources of support and accommodation.

Refugee homelessness increased by a shocking 99% in 2023/24. This number included many young people on our JUMP befriending programme — key drivers of our advocacy goals. Subsequently, we ramped up our campaign on this issue, working in partnership with leading refugee sector allies.

Our team took a multi-pronged approach. We released briefings, launched a social media campaign to raise awareness, and were featured in the Evening Standard. With our new Advocacy

Coordinator, Rebecca Rifkind-Brown, helping lead this work, we also met with several London councils to gain first-hand insight into the challenges facing local authorities.

Armed with both these findings and the lived experiences of our JUMP project's beneficiaries, we used meetings with ministers, MPs, and Peers, to lobby for an extended 'move-on' period. We matched this by preparing briefings for Rabbis to use in their own advocacy efforts — and to shape sermons on migration and refuge.

We are delighted that these efforts bore fruit in December 2024 and contributed to a major campaign win. On 9 December, the Government confirmed a six-month trial running to June 2025, which doubled the move-on period to 56 days in line with the Homelessness Reduction Act.

Partnership work

Partnership is a core HIAS+JCORE value. As such, we are proud to stand with our sector allies as members of the Together with Refugees, Lift the Ban, and Families Together coalition. In 2024, we also deepened our relationships with key stakeholders including the Refugee Council, Refugee Action, British Future, and Asylum Matters.

As a small organisation, such partnership work is crucial to our advocacy. We contributed to numerous joint initiatives, signing three joint statements; seven open and private letters; and a number of letters to editors and pledges.

Within the Jewish community, we were delighted that each policy ask in our 2024 General Election manifesto was endorsed by a senior rabbi: Rabbi Naomi Goldman, Rabbi Richard Jacobi, and Rabbi Jeremy Gordon.

Our team retained HIAS+JCORE's strong relationship with the Jewish Labour Movement. We look forward also to the exciting possibilities our Board of Deputies membership presents for advocacy (see our 'Mobilising' for more).

Critically, we began work building our Interfaith Refugee Network. This group will formally launch later in 2025 — we are confident that it can play a serious and novel role in shaping policy debates and narratives. The purpose of this Network would be to bring together senior leaders in various faith groups and denominations, in order to amplify their voices together to decision makers.

Media and press

It was a year where misinformation and disinformation were rife, spreading rapidly on social media. With hostile narratives also often dominating public debate, getting our voice heard was critical.

To that end we appeared 20 times in the press — including on BBC News, Times Radio, and in the Evening Standard. The Jewish press frequently covered our work, and we contributed four opinion pieces to Jewish News, addressing



Sir Stephen Timms MP, Baroness Maeve Sherlock, Anna Dixon MP, Imam Asim Hafiz, and Rabbi David Mason at the 2024 Faith in Labour reception. (HIAS+JCORE)

anti-refugee rhetoric, antisemitism and Islamophobia in politics, and inter-communal solidarity post-October 7.



Progress towards our 2024-27 strategy year one goals

We introduced a new **Advocacy Strategy**. This confirms our core advocacy priorities (permanent 56-day 'move-on period'; end to the usage of pseudoscientific age assessments; and new safe routes) — all led by the lived experience of people we support.

Laid important groundwork toward our **Interfaith Refugee Network**.

Began **developing relationships** with the Foreign, Commonwealth and Development Office, and relevant Ministers, enabling us to connect HIAS country offices and UK policymakers.

Stood in solidarity with our partners in the Alliance for Racial Justice, and joined with the Runnymede Trust and others to urge the Government to have **zero tolerance for racism, Islamophobia and anti-refugee sentiment**, in the wake of the 2024 riots.

Worked for **interfaith solidarity** through our Interfaith Refugee Network, Faith in Labour, and the strong partnership we developed with the Minister for Faith.

Mobilising

We are ambitious about leading a bold, passionate UK Jewish movement for refugees — and 2024 saw critical ground-work laid.

Our team spoke to over 1,200 people, ranging from synagogues, youth groups, and sessions at Limmud Festival 2024. They covered the length and breadth of the country — engaging groups from Scotland to Sussex, London to Liverpool.

We were particularly pleased to grow our work outside of the capital. This included developing strong relations with Jewish communities in Manchester, and building key connections enabling the future expansion of our JUMP befriending project to Brighton.

In total, we reached 11 different communities. This is a number we are keen to grow, and we took an important step forward in November 2024, joining the Board of Deputies. Our membership presents a crucial opportunity to further educate and engage the Jewish community, and ensure our vision is heard by both communal and national leadership.



Our Chair, Judith Flacks-Leigh, in conversation with Sunder Katwala (Executive Director of British Future), at HIAS+JCORE's 2024 annual event. (Jared Arteaga Solano for HIAS+JCORE)

Youth and students

As ever, we proud to engage with young people throughout the year. This included sessions with LJY-Netzer, students at JCoSS, and the University of Edinburgh's Student Action for Refugees

branch and JSOC. Our relationship with UJS went from strength to strength — and the work undertaken in 2024 has already enabled a subsequent series of sessions across the country.

CASE STUDY

Messages of hope

As violence started to spread around the UK's cities last summer, our former Deputy Director Amos Schonfield found himself in a rather different setting — at Reform Jewish youth movement RSY-Netzer's pre-summer camp in rural England.

When news began to come in about the far-right unrest, the camp's leaders acted swiftly, and organised activities for the children (aged 11-15)

to write hundreds of messages of support to our young people on JUMP.

Amidst such appalling scenes of racism and thuggery, these important acts of solidarity were a critical reminder of the strength of the compassionate majority. Perhaps most critically, they sent a clear message to our young people: you remain welcome in the UK, regardless of what the far-right may say.

Limmud

It was another successful trip to Birmingham and Limmud Festival for our Executive Director David Mason and former Deputy Director Amos Schonfield, delivering three well attended sessions.

Our flagship event focused on a theme that will dominate the years ahead: how should the Jewish community respond to the rising threat of right-wing populism? Our panel, featuring Rabbi Sybil Sheridan, Phil Rosenberg, and Lord Mann, delivered an important warning about the “honeypot” of the radical-right.

Delivering a message which remains urgent in 2025, our Executive Director David Mason stressed that “as Brits, we should want to be part of a society that is safe for all minorities, including our own.”

Refugee Shabbat 2024

The first Refugee Shabbat led by HIAS+JCORE successfully set the stage for the project’s future in the UK. Multiple synagogues across the capital hosted independent events, while team members spoke at events both north and south of the river.

Our JUMP community also ran a special Refugee Shabbat event, bringing together befrienders and young people for a performance of “The Boy at the Back of the Class” — a play telling the story of a young Syrian refugee who arrives alone in this country. Team members had previously briefed the cast on UK refugee issues.



Our Frontline Support Manager Eliza Ward (centre) supports Mitzvah Day 2024 at Southgate Progressive Synagogue, November 2024. (HIAS+JCORE)



Rabbi David Mason at the Council of Christian and Jews' 2024 Conference. (CCJ)



Progress towards our 2024-27 strategy year one goals

Delivered events to **11 synagogues**, surpassing our goal of reaching eight communities.

Developed strong relationships in Manchester and London, facilitating the future launch of our **Synagogues of Sanctuary** scheme.

Enhanced our connections with UJS — critical to our success with **engaging students** in 2025.

Joined the Board of Deputies and ran three successful sessions at the **2024 Limmud festival**.

Fostered connections with Rabbis, expanding the reach of Refugee Shabbat 2024, and enabling us to include rabbinic support in our 2024 Election Manifesto.

Supporting

Our main practical support project — the transformative JUMP befriending scheme for asylum seeking and refugee young people — went from strength to strength in 2024. Now London's leading programme of its kind, JUMP supported 38 young people, representing 18 countries of origin.

The year brought serious challenges: far-right riots, continued issues with homelessness caused by the 'move-on' period, and a hostile policy environment which places barriers to integration.

But JUMP remained a safe space, empowering our young people to rebuild, and to thrive, not just survive.

Once primarily a befriending service, JUMP's offer has significantly expanded, to provide holistic, wraparound support. It now delivers three key strands: one-to-one befriending; casework and hardship fund support; and group events and activities through the JUMP community.

JUMP's work is genuinely lifechanging. Read on to learn about its impact in 2024.



Our JUMP young people and befrienders enjoy a day trip to Brighton, September 2024. (Jared Arteaga Solano for HIAS+JCORE)

Befriending

Befriending remains core part to the programme. In 2024, a total of 38 pairs participated, with 16 new pairs welcomed to JUMP. Each meet fortnightly and decide together how their £15 budget will be spent — with meet-ups building trust, confidence, and giving our young people that crucial chance just to explore interests and be themselves.

✚ Creating such friendships feels more important than ever in today's increasingly divided world.

The befriending relationships JUMP fosters also build cross-communal connections, bringing together people from diverse backgrounds, and providing a much-needed space for learning, understanding, and mutual respect. Creating such friendships feels more important than ever in today's increasingly divided world.

JUMP community

Our JUMP community really came into its own in 2024. With an expanded staff team, we delivered an exciting range of events, substantially increasing our offering from 2023.

In total, we ran seven group events — attended by over 120 young people. Highlights included:

- 'The Boy at the Back of the Class' theatre trip. (February 2024).
- A group lunch at Imad's Syrian Kitchen. (April 2024).
- Summer picnic, and farewell to JUMP Project Coordinator Rebecca Ebner-Landy, at Primrose Hill. (June 2024).
- Youth Day (run in partnership with similar organisations in south London). (July 2024).
- Annual beach trip to Brighton. (September 2024).
- Participation and attendance at Pixida Films' debut campaign 'Crossings'. (November 2024).
- A gardening and pizza evening at Energy Gardens in Victoria, London. (December 2024).

CASE STUDY

Pixida Films

In November 2024, we were proud to support and join 'Crossings' — Pixida Films' debut event. The evening featured five unique, powerful films on migration, followed by a panel discussion.

JUMP young people played a key part in the initiative: five participants helped make this impactful evening happen, roles ranging from event coordination, to speaking in the post-screening panel discussion.

The result was a compelling, powerful event with our young people at the forefront. Joining

filmmaker Patrick Ireland (director of 2023 film 'Ill Fares the Land'), Abdullah, Alvaro, and Tosun led a conversation reflecting on the programme and stories shared.

Together, they explored the power of film to humanise and communicate the reality of complex topics, and to create space for conversation and empathy. Empowering our young people to guide and lead such events is so important to HIAS+JCORE — it was a privilege to hear them speak freely on their stories, their experiences, and hopes for the future.

JUMP's casework function

Providing targeted, personalised casework has become key to JUMP's offer. In 2024 our team delivered 288 casework interventions, across four key areas:

Housing and accommodation

Our team:

- Secured emergency temporary accommodation for three young people facing homelessness after receiving refugee status.
- Supported several individuals in bidding for local authority housing.
- Assisted with issues relating to bills and council tax.

Access to legal support

Our team:

- Provided in-depth support with a family reunification case.
- Helped several young people apply for indefinite leave to remain.

- Advocated for young people during often difficult and traumatic age assessment processes.
- Established a monthly Legal Advice Clinic in partnership with CORAM.

Access to education

Our team:

- Used the Equalities Act to enable a young person's continued college enrolment.
- Supported multiple others to enrol in college.
- Facilitated Maths tutoring for a young person — leading to them achieving their GCSE!

Health

Our team:

- Supported a young person following a serious health scare.
- Facilitated referrals to the Helen Bamber Foundation and Groundswell.
- Attended a support hub with two young people experiencing gender-based violence.
- Helped several young people book doctor's appointments.



JUMP young people Alvaro and Tosin spoke at Pixida Films' 'Crossings' screening event. (Arun Kowcun for Pixida Films)

JUMP's Hardship Fund

Offering small grants through our Hardship Fund remains important to JUMP's offer. In 2024, rising demand, and increased support from funders, enabled the fund's provision to grow considerably, from almost £4,700 in 2023, to just over £11,000 in 2024.

This helped provide:

Food vouchers for

14

young people

Phone contracts for

6

young people

Oyster and travel grants for

17

young people

Clothing bundles for

9

young people

Partnerships

In 2024, JUMP's team secured new partnerships, expanding our reach and impact, with:

- ScreenShare UK. Working together we have received and distributed nine phones and laptops. Thanks to support from Vodafone, we have also been provided with 50 free phone contracts to hand out (in addition to those provided through our Hardship Fund).
- CORAM on a Legal Clinic for JUMP young people.
- Nuveen. Our staff delivered training to Nuveen employees, who packed hygiene kits for our beneficiaries.
- Camden Borough of Sanctuary

We continue to work with valued referral partners, including Young Roots, Social Workers and Personal Advisors across a number of Local Authorities, and schools and colleges.

Feedback

In mid-2024, HIAS+JCORE introduced a new series of monitoring and evaluation tools for JUMP — enabling us to better capture and evaluate JUMP's impact.

Initial results show:

- **100%** reported their practical needs are now being met (up from 42% at initial supervision)
- **100%** said they had gained new skills through JUMP
- **100%** strongly agreed that they now trust others more (up from 33% at initial supervision)

"Thank you for matching us as befriender and befriender. You are perfect project managers."

— One of our JUMP volunteer befrienders

"Thank you for all the help you give — so grateful for JUMP, great programme, feels relaxed when I spend time with (my befriender), laughs, very special moments spent together. JUMP has helped a lot. I hope JUMP continues to help lots of people."

— One of our JUMP young people



Progress towards our 2024-27 strategy year one goals

Supported 38 pairs through 2024, enabling our growth to 50 in 2025. Our casework received high satisfaction: 100% of JUMP young people agreed that: **"My practical needs are met"** when leaving the programme.

Developed our relationship with the **Jewish community in Brighton** — the potential site for our JUMP expansion beyond London.

Launched our first **Welcome Circle**.

Continued to build connections with **legal professionals** who support JUMP's work.

“

Thank you for all the help you give — so grateful for JUMP, great programme... JUMP has helped a lot. I hope JUMP continues to help lots of people.

— One of our JUMP young people

Thriving

All of our work is only possible because of strong structures and a high-calibre team who deliver it. In 2024, we took meaningful strides towards our 'Thriving' strategy goals — welcoming new staff and trustees, strengthening governance, enhancing monitoring and evaluation, and diversifying income sources toward long-term sustainability.



We joined forces with Nuveen staff for a packing and education session in September 2024. (HIAS+JCORE)

Comings and goings

In 2024 we welcomed Nicole Davila (Finance Manager), Rebecca Rifkind-Brown (initially our Advocacy Intern), Meiron Avidan (Integration Coordinator), Sharon Simca (Operations Manager), and new Fundraising Volunteer Jack Saideman.

This was matched with the recruitment of a number of new trustees to our Board, who have brought incredible insight and skills: Judith Flacks-Leigh (Chair), Jessie Rosenberg (Safeguarding Lead Volunteer), Alba Kapoor, Cathy Ashley, Martin Hyman (Treasurer), Russell Cohen, Marisa Cohen, Adam Fagan and Stuart MacDonald.

We would also like to take this opportunity to formally thank again team members who moved on to pastures new during 2024. Thank you to Meiron Avidan (Integration Coordinator), Dan Hall (JLAN Programme Director), Rebecca Ebner-Landy (JUMP Project Coordinator) for all of your work and contributions to growing HIAS+JCORE.

Our gratitude also to Karen Goodman, Adam Fagan, Anna Lawton, and Adam Rose, who stood down from our board in 2024.

Governance

Our new trustees have brought fresh insight, passion, and critical support for our work. In 2024, we further strengthened our governance structure with a series of new quarterly sub-committees - Governance; Finance and Remuneration; Media, Communications and advocacy/public affairs; and Strategy and fundraising. These provide focused, expert oversight across HIAS+JCORE, ensuring we are best placed to grow effectively and sustainably.

Fundraising and income

Despite a difficult fundraising environment, we were delighted to secure several multi-year commitments — providing important financial stability for the organisation.

While trusts and foundations continue to provide the majority of HIAS+JCORE's funding, we made important progress towards diversifying our income streams. We worked throughout the year, with consultant Ben Morrison, towards the launch of a major individual giving scheme.

Lived experience leadership

We were particularly proud of the valuable progress made in this area. Our JUMP befriending project is now increasingly co-produced and co-created, with our young people shaping events, activities, and the project's output and direction. For the first time, we also provided several paid opportunities for our young people to contribute to HIAS+JCORE's work — something we aim to expand in the coming years.

Monitoring and evaluation

Thanks to support from the City Bridge Foundation, we began an important project with specialist consultancy Cornish and Grey, enhancing HIAS+JCORE's theory of change and monitoring and evaluation tools.

Being able to successfully evaluate our work is critical to ensuring we are as effective as possible. In 2024, we introduced a new series of tools for:

- Our JUMP befriending project
- Our advocacy work
- And new organisation-wide feedback forms for public events

These tools are already helping us to better measure outcomes and respond more meaningfully to the needs of those we support.



Progress towards our 2024-27 strategy year one goals

Exceeded our 2024 fundraising target and implemented our 2024 fundraising strategy.

Prepared the groundwork for our new **Giving Community**, which will increase individual giving to HIAS+JCORE.

Made important progress towards **implementing our CRM** in 2025.

Frequently met with **HIAS HQ colleagues** across all areas of the organisation. Developed excellent relationships with HIAS' leadership.

Held **quarterly board meetings** and introduced important new quarterly 'sub-committees'.

Enhanced opportunities for **people with lived experience** to contribute to our work, and made steps towards introducing our Lived Experience Leadership strategy.

Our JUMP project team received enhanced, refresher **safeguarding training**.

Worked with Cornish and Grey consultancy to enhance our **monitoring and evaluation** tools and processes.

HIAS + JCORE

The UK Jewish Voice on Refugees and Racial Justice

[**hiasjcore.org**](https://hiasjcore.org)

REGISTERED COMPANY NUMBER: 06620941 (England and Wales)
REGISTERED CHARITY NUMBER: 1132666

Report of the Trustees and
Unaudited Financial Statements for the Year Ended 31 December 2024
for
HIAS+JCORE

Grant Harrod Lerman Davis LLP
Chartered Accountants
1st Floor
Healthaid House
Marlborough Hill
Harrow
Middlesex
HA1 1UD

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for the year ended 31 December 2024**

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HIAS+JCORE

Report of the Trustees for the year ended 31 December 2024

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 December 2024. 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 2019).

OBJECTIVES AND ACTIVITIES

Policies and objectives

In settling objectives and planning for activities, the Trustees have given due consideration to general guidance published by the Charity Commission.

In order to meet our objectives, as listed under the 'constitution' section below, we have undertaken the activity previously outlined in this report to meet those objectives.

ACHIEVEMENT AND PERFORMANCE VOLUNTEERS

We currently have 42 volunteers in our organisation, excluding our board of directors. 40 of these are befrienders with our JUMP project, and we are excited to be recruiting and preparing to welcome a new group of volunteers on the scheme in 2024. We are also grateful for the support of a volunteer working with us on our fundraising strategy.

FINANCIAL REVIEW

Investment policy and objectives

During the year ended 31 December 2024 the charity recorded a surplus of £131,089 (2023 - deficit £8,581).

In accordance with the recommendations of the Statement of Recommended Practice the trustees confirm that they have reviewed the major risks to which the charity might be exposed. An indemnity policy is in place to cover the negligence or default of trustees or employees.

RESERVES POLICY

It is the policy of the trustees to distribute most of the income that is received for the purposes of the charity, only retaining sufficient reserves for designated purposes or to finance working capital. Accordingly, in order to ensure the smooth running of the charity, the trustees aim to have reserves available to cover between three and six months future core expenditure at any time.

At the end of 2024 the charity held £172,677 in reserves, of which £12,024 were restricted funds.

FUTURE DEVELOPMENTS

In 2025 we will:

- Publicly introduce our new Interfaith Refugee Network;
- Deepen the impact of our advocacy and public affairs work, led by our 2025 Advocacy Strategy;
- Launch our Synagogues of Sanctuary scheme;
- Expand our JUMP befriending project outside of London for the first time;
- Lead and grow the Jewish movement for refugees, enabled by the recruitment of our Community Engagement Manager;
- Work toward the introduction of our Lived Experience Leadership Strategy, ensuring that people with lived experience have meaningful, paid opportunities to lead and contribute to HIAS+JCORE's mission;
- Enhance our Monitoring and Evaluation tools and processes;
- Continue to work with HIAS on the expansion, development and reach of HIAS+JCORE.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

HIAS+JCORE

Report of the Trustees for the year ended 31 December 2024

STRUCTURE, GOVERNANCE AND MANAGEMENT

Charity constitution

The company is registered as a charitable company limited by guarantee.

The company is constituted under a Memorandum of Association dated 29 September 2009, as amended by a Special Resolution passed on 7 July 2015 and further amended by special resolutions passed on 17 September 2019 and 13 October 2022 and 12 July 2023, and is a registered charity number 1132666.

The objectives of the charity are:-

1. The promotion of racial harmony by any charitable means for the public benefit, including by:
 - (a) Promoting knowledge and mutual understanding between different racial groups;
 - (b) Advancing education and raising awareness about different racial groups to promote good relations between persons of different racial groups;
 - (c) Supporting learning in both formal and informal sectors, such as schools, synagogues, and Jewish communal organisations, to spread an awareness of community and race relations issues throughout the Jewish community;
 - (d) Encouraging the commitment of the Jewish community to these objects and stimulating its active involvement in their pursuit.
2. The advancement of education in particular but not exclusively of young people in relation to issues of racial equality.
3. The relief of need for public benefit amongst asylum seekers and those granted refugee status by the provision of vocational skills and training, advice and support so as to advance them in life and any other relevant means appropriate for that purpose that may apply.

Recruitment and appointment of new trustees

The management of the company is the responsibility of the Trustees who are elected and co-opted under the terms of the Articles of Association.

Organisational structure

The management of the company is the responsibility of the Trustees.

The Trustees have carried out annual reviews for risks to which the charity is exposed and where necessary have established systems to mitigate such risks.

The day to day management has been delegated to the Executive Director David Mason.

Decision making

The charity is expected to continue its current priorities of combatting racism in all its forms, promoting dialogue between communities in order to foster understanding and build bridges and supporting refugees and asylum seekers, inspired by all the Jews who, over generations, have found sanctuary in the UK.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number

06620941 (England and Wales)

Registered Charity number

1132666

HIAS+JCORE

Report of the Trustees for the year ended 31 December 2024

Registered office

1st Floor
Healthaid House
Marlborough Hill
Harrow
Middlesex
HA1 1UD

Trustees

Ms K Goodman (resigned 19.3.2024)
Mr A D Rose (resigned 19.3.2024)
Mr D M Thompson
Mr J S Black (resigned 21.3.2025)
Mr A H Isaacs (resigned 6.2.2025)
Ms A M L Lawton (resigned 20.12.2024)
Ms R S Heller
Ms R S Levitan
Ms I E B Katznelson
Ms M H D Cohen (appointed 27.2.2024)
Mr R A Cohen (appointed 27.2.2024)
Mr A Fagan (appointed 27.2.2024) (resigned 19.7.2024)
Mr M B Hyman (appointed 27.2.2024)
Ms A L Kapoor (appointed 27.2.2024)
Ms J G Rosenberg (appointed 27.2.2024)
Ms J L Flacks (appointed 1.3.2024)
Ms C H Ashley (appointed 27.2.2024)
Mr S G McDonald (appointed 20.5.2024) (resigned 23.1.2025)

Company Secretary

Independent Examiner

Jeremy Harrod FCCA
Grant Harrod Lerman Davis LLP
Chartered Accountants
1st Floor
Healthaid House
Marlborough Hill
Harrow
Middlesex
HA1 1UD

Approved by order of the board of trustees onand signed on its behalf by:

.....
Ms J L Flacks - Trustee

**Independent Examiner's Report to the Trustees of
HIAS+JCORE**

Independent examiner's report to the trustees of HIAS+JCORE ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 December 2024.

Responsibilities and basis of report

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under Section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under Section 145(5) (b) of the 2011 Act.

Independent examiner's statement

Since your charity's gross income exceeded £250,000 your examiner must be a member of a listed body. I can confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants in England and Wales, which is one of the listed bodies.

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

1. accounting records were not kept in respect of the Company as required by Section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of Section 396 of the 2006 Act other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or
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.

Jeremy Harrod FCCA

Grant Harrod Lerman Davis LLP
Chartered Accountants
1st Floor
Healthaid House
Marlborough Hill
Harrow
Middlesex
HA1 1UD

Date:

HIAS+JCORE

Statement of Financial Activities for the year ended 31 December 2024

		Unrestricted fund £	Restricted funds £	2024 Total funds £	2023 Total funds £
	Notes				
INCOME AND ENDOWMENTS FROM					
Donations and legacies	2	339,170	106,066	445,236	273,686
Investment income	3	90	-	90	455
Total		<u>339,260</u>	<u>106,066</u>	<u>445,326</u>	<u>274,141</u>
EXPENDITURE ON					
Charitable activities					
Charitable activities		<u>209,014</u>	<u>105,223</u>	<u>314,237</u>	<u>282,722</u>
NET INCOME/(EXPENDITURE)		130,246	843	131,089	(8,581)
RECONCILIATION OF FUNDS					
Total funds brought forward		30,407	11,181	41,588	50,169
TOTAL FUNDS CARRIED FORWARD		<u><u>160,653</u></u>	<u><u>12,024</u></u>	<u><u>172,677</u></u>	<u><u>41,588</u></u>

The notes form part of these financial statements

HIAS+JCORE

Balance Sheet 31 December 2024

		Unrestricted fund £	Restricted funds £	2024 Total funds £	2023 Total funds £
	Notes				
FIXED ASSETS					
Tangible assets	8	2,476	-	2,476	2,360
CURRENT ASSETS					
Debtors	9	-	-	-	21,377
Cash at bank		185,640	12,024	197,664	32,978
		<u>185,640</u>	<u>12,024</u>	<u>197,664</u>	<u>54,355</u>
CREDITORS					
Amounts falling due within one year	10	(27,463)	-	(27,463)	(15,127)
NET CURRENT ASSETS		<u>158,177</u>	<u>12,024</u>	<u>170,201</u>	<u>39,228</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>160,653</u>	<u>12,024</u>	<u>172,677</u>	<u>41,588</u>
NET ASSETS		<u>160,653</u>	<u>12,024</u>	<u>172,677</u>	<u>41,588</u>
FUNDS	11				
Unrestricted funds				160,653	30,407
Restricted funds				12,024	11,181
TOTAL FUNDS				<u>172,677</u>	<u>41,588</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 December 2024.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 December 2024 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

- ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

HIAS+JCORE

Balance Sheet - continued
31 December 2024

These financial statements have been prepared in accordance with the provisions applicable to charitable companies subject to the small companies regime.

The financial statements were approved by the Board of Trustees and authorised for issue onand were signed on its behalf by:

.....
Ms J L Flacks - Trustee

.....
Mr M B Hyman - Trustee

**Notes to the Financial Statements
for the year ended 31 December 2024**

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

Income

All 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.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Tangible fixed assets

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

Fixtures and fittings	- 25% on reducing balance
Computer equipment	- Straight line over 3 years

Taxation

The charity is exempt from corporation tax on its charitable activities.

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.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Pension costs and other post-retirement benefits

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

HIAS+JCORE

Notes to the Financial Statements - continued for the year ended 31 December 2024

2. DONATIONS AND LEGACIES

	2024	2023
	£	£
Donations and legacies	445,236	252,703
Grants	-	20,983
	<u>445,236</u>	<u>273,686</u>

3. INVESTMENT INCOME

	2024	2023
	£	£
Deposit account interest	<u>90</u>	<u>455</u>

4. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	2024	2023
	£	£
Depreciation - owned assets	<u>619</u>	<u>590</u>

5. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 December 2024 nor for the year ended 31 December 2023.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 December 2024 nor for the year ended 31 December 2023.

6. STAFF COSTS

The average monthly number of employees during the year was as follows:

	2024	2023
Executive Director	1	1
Deputy Director	1	1
Administration	1	2
Project staff	4	-
	<u>7</u>	<u>5</u>

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	2024	2023
£70,001 - £80,000	<u>1</u>	<u>-</u>

HIAS+JCORE

**Notes to the Financial Statements - continued
for the year ended 31 December 2024**

7. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	245,692	27,994	273,686
Investment income	455	-	455
Total	<u>246,147</u>	<u>27,994</u>	<u>274,141</u>
EXPENDITURE ON			
Charitable activities			
Charitable activities	<u>206,768</u>	<u>75,954</u>	<u>282,722</u>
NET INCOME/(EXPENDITURE)	39,379	(47,960)	(8,581)
Transfers between funds	<u>(40,081)</u>	<u>40,081</u>	<u>-</u>
Net movement in funds	(702)	(7,879)	(8,581)
RECONCILIATION OF FUNDS			
Total funds brought forward	31,109	19,060	50,169
TOTAL FUNDS CARRIED FORWARD	<u><u>30,407</u></u>	<u><u>11,181</u></u>	<u><u>41,588</u></u>

8. TANGIBLE FIXED ASSETS

	Fixtures and fittings £	Computer equipment £	Totals £
COST			
At 1 January 2024	6,600	640	7,240
Additions	<u>735</u>	<u>-</u>	<u>735</u>
At 31 December 2024	<u>7,335</u>	<u>640</u>	<u>7,975</u>
DEPRECIATION			
At 1 January 2024	4,240	640	4,880
Charge for year	<u>619</u>	<u>-</u>	<u>619</u>
At 31 December 2024	<u>4,859</u>	<u>640</u>	<u>5,499</u>
NET BOOK VALUE			
At 31 December 2024	<u><u>2,476</u></u>	<u><u>-</u></u>	<u><u>2,476</u></u>
At 31 December 2023	<u><u>2,360</u></u>	<u><u>-</u></u>	<u><u>2,360</u></u>

HIAS+JCORE

**Notes to the Financial Statements - continued
for the year ended 31 December 2024**

9. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR			
		2024	2023
		£	£
Prepayments and accrued income		-	21,377
		<u> </u>	<u> </u>
10. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR			
		2024	2023
		£	£
Trade creditors		1,505	-
Social security and other taxes		6,089	6,195
Other creditors		1,054	909
Accruals and deferred income		18,815	8,023
		<u> </u>	<u> </u>
		27,463	15,127
		<u> </u>	<u> </u>
11. MOVEMENT IN FUNDS			
		Net	
	At 1.1.24	movement	At
	£	in funds	31.12.24
		£	£
Unrestricted funds			
General fund	30,407	130,246	160,653
Restricted funds			
JUMP	-	843	843
JCORE Support Project	2,282	-	2,282
JCORE Support Aid	6,454	-	6,454
Emergency Appeal for Afghan Refugees	2,445	-	2,445
	<u> </u>	<u> </u>	<u> </u>
	11,181	843	12,024
	<u> </u>	<u> </u>	<u> </u>
TOTAL FUNDS	41,588	131,089	172,677
	<u> </u>	<u> </u>	<u> </u>

Net movement in funds, included in the above are as follows:

	Incoming	Resources	Movement
	resources	expended	in funds
	£	£	£
Unrestricted funds			
General fund	339,260	(209,014)	130,246
Restricted funds			
JUMP	106,066	(105,223)	843
	<u> </u>	<u> </u>	<u> </u>
TOTAL FUNDS	445,326	(314,237)	131,089
	<u> </u>	<u> </u>	<u> </u>

HIAS+JCORE

**Notes to the Financial Statements - continued
for the year ended 31 December 2024**

11. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1.1.23 £	Net movement in funds £	Transfers between funds £	At 31.12.23 £
Unrestricted funds				
General fund	31,109	39,379	(40,081)	30,407
Restricted funds				
JUMP	1,523	(35,297)	33,774	-
JCORE Support Project	2,282	-	-	2,282
JCORE Support Aid	6,485	(31)	-	6,454
Minds Together	4,528	-	(4,528)	-
JUMP Hardship Fund	1,797	(2,538)	741	-
Emergency Appeal for Afghan Refugees	2,445	-	-	2,445
JRAN	-	(10,094)	10,094	-
	<u>19,060</u>	<u>(47,960)</u>	<u>40,081</u>	<u>11,181</u>
TOTAL FUNDS	<u>50,169</u>	<u>(8,581)</u>	<u>-</u>	<u>41,588</u>

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	246,147	(206,768)	39,379
Restricted funds			
JUMP	20,983	(56,280)	(35,297)
JCORE Support Aid	154	(185)	(31)
JUMP Hardship Fund	2,185	(4,723)	(2,538)
JRAN	4,672	(14,766)	(10,094)
	<u>27,994</u>	<u>(75,954)</u>	<u>(47,960)</u>
TOTAL FUNDS	<u>274,141</u>	<u>(282,722)</u>	<u>(8,581)</u>

HIAS+JCORE

Notes to the Financial Statements - continued for the year ended 31 December 2024

11. MOVEMENT IN FUNDS - continued

A current year 12 months and prior year 12 months combined position is as follows:

	At 1.1.23 £	Net movement in funds £	Transfers between funds £	At 31.12.24 £
Unrestricted funds				
General fund	31,109	169,625	(40,081)	160,653
Restricted funds				
JUMP	1,523	(34,454)	33,774	843
JCORE Support Project	2,282	-	-	2,282
JCORE Support Aid	6,485	(31)	-	6,454
Minds Together	4,528	-	(4,528)	-
JUMP Hardship Fund	1,797	(2,538)	741	-
Emergency Appeal for Afghan Refugees	2,445	-	-	2,445
JRAN	-	(10,094)	10,094	-
	<u>19,060</u>	<u>(47,117)</u>	<u>40,081</u>	<u>12,024</u>
TOTAL FUNDS	<u>50,169</u>	<u>122,508</u>	<u>-</u>	<u>172,677</u>

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	585,407	(415,782)	169,625
Restricted funds			
JUMP	127,049	(161,503)	(34,454)
JCORE Support Aid	154	(185)	(31)
JUMP Hardship Fund	2,185	(4,723)	(2,538)
JRAN	4,672	(14,766)	(10,094)
	<u>134,060</u>	<u>(181,177)</u>	<u>(47,117)</u>
TOTAL FUNDS	<u>719,467</u>	<u>(596,959)</u>	<u>122,508</u>

Types of restricted funds:

JUMP: A project to help unaccompanied asylum-seeking children by means of a befriending scheme and other activities.

JCORE Support Project: A project that enables us to provide practical goods and services for destitute refugees and asylum seekers.

JCORE Support Aid: Funds for purchasing goods and services for destitute refugees and asylum seekers.

JUMP Hardship Fund: A dedicated fund for helping clients of the JUMP project with emergency/practical support.

**Notes to the Financial Statements - continued
for the year ended 31 December 2024**

12. EMPLOYEE BENEFIT OBLIGATIONS

The company operates a defined contributions pension scheme. The assets of the scheme are held separately from those of the company in an independently administered scheme. The pension cost charge represents contributions payable by the company to the fund and amounted to £4,506 (2023 - £4,834). At the balance sheet date £Nil (2023 - £Nil) of contributions were payable to the fund.

13. RELATED PARTY DISCLOSURES

During the year under review the charity received aggregate unconditional donations from trustees amounting to £0 (2023 - £0). Trustees were not reimbursed any costs during the year.