



Impact Report 2020-2021



Foreword from Sally Daghlian OBE

Praxis Chief Executive Officer

Writing a foreword to the Praxis Impact Report is always bittersweet – the contrast between our achievements as a small charity championing the rights and humanity of people with migrant backgrounds and the ever darker and harsher political and social context.

No-one could have predicted the Covid pandemic which had such a profound impact on us all but whose impact was differential, hitting migrant and minority communities most profoundly, particularly those excluded from the normal welfare systems and therefore at more risk of homelessness, exploitation, poor health and death. The Home Office made no concessions, continuing to prioritise enforcement over health. Charities like Praxis – supported by our wonderful partners and funders – responded with speed, flexibility and creativity to meet the challenge. We adapted and developed new services and lobbied for an inclusive approach – we were proud to ensure that homeless migrants were included in the 'Everyone In' initiative and used this to find pathways out of destitution for many people who had languished on the streets for years in the absence of statutory support, excluded from mainstream services.

In 2020 the independent inquiry into Windrush laid bare the many institutional failings of the Home Office which Praxis sees on daily basis, and which experience we had shared with Wendy Williams who carried out the enquiry. In March 2021 the government announced a new plan for immigration, leading to the Nationality and Borders Bill published in July 2021, which promises to fundamentally undermine the right to asylum in the UK and create new barriers and untold misery for people seeking safety.

Against this backdrop in 2021 Praxis launched a new five-year strategy, putting the goal of systemic change at its heart. Without fundamental changes to Home Office policy and practice people with migrant backgrounds face an ever bleaker future excluded from mainstream support, denied secure status and at the mercy of a complex and dysfunctional system. Change is possible only if we work together, united in solidarity with migrants and refugees. We thank all our volunteers, funders and partners and invite you to help us create a new future where people are respected regardless of their origins or immigration status.



Commentary from Olivia

Service User Representative

As a Service User Representative, I bring the voices of the people who come to Praxis to the board of trustees. It's a great role and it has helped me become very familiar with all that the trustees do to ensure good governance for the charity.

What I like the most about Praxis is a strong sense of true belonging – you can feel this in everything that Praxis does. Women, men, young adults, older people of all religions and walks of life are welcomed at Praxis, and the staff do all they can to support people who well too often are pushed into poverty and marginalised.

When I've come to Praxis I have always received the support I needed and wanted, and I know that it's the same for so many others – especially at a time when our lives have been turned upside down not only by immigration policies, but by the pandemic and consecutive lockdowns too. No matter the hardship we were facing, Praxis always made us feel that the connection with us was very strong, and that we had something to rely on when the worst of times came.

A quick note

We've taken the decision to align our Impact Report with the period for our annual accounts, rather than the calendar year.

The 2020-2021 Impact Report therefore covers April 2020 – March 2021, which means that there is some overlap with our 2020 Impact Report.

Holistic support, whenever it's needed

Throughout this year, Praxis continued to see the human impact of the failings of the Home Office every day. Legal Aid cuts, restrictive immigration policies and further cuts to frontline services have left people without access to the advice and support they need and forced them into needless poverty and crisis. These issues have only been exacerbated by the ongoing effects of the Covid-19 pandemic.

Increasingly, people come to Praxis in dire situations, experiencing destitution and homelessness, declining health and severe safeguarding issues. Lockdowns had a particularly negative effect, isolating people from the communities and networks that could give them the support that they need. Many people had been living in poverty before the pandemic started and received no public support, either because of the No Recourse to Public Funds condition on their visa or because their immigration status is insecure. Lockdowns, loss of work, reduced access to services and the closure of community projects left people hungry and without essentials. People struggled to meet Home Office requirements in lockdown with reduced access to advice, support, and the documents they need. Delays in decision-making by the Home Office has extended periods of destitution. Digital exclusion, isolation and language barriers have intensified these issues, impacting on mental health and compounding existing traumas.

In April 2020, we responded quickly to the challenges experienced by our service users due to the Covid-19 pandemic. We adapted to ensure we could address the changing needs of those we support, while adhering to public health guidelines to maintain the safety of staff, service users and the wider public.

We adapted the way we work across services

We established Covid-secure protocols and undertook a digital transformation to ensure safe, remote work. We kept our office running with a skeleton crew to send and receive key documents to the Home Office and respond to emergencies.

Our wellbeing and resilience groups were moved online

We doubled the number of sessions provided to meet increased demand.

We implemented new protocols within our housing projects

We ensured they were Covid-19 safe and provided extra support for residents.

We launched a new Covid Inclusion Project

We contacted those most at risk, and conducted triage needs assessments to ensure access to food, healthcare, accommodation, guidance and support.

Together with partners, funders and supporters, we've been able to ensure that we can provide essential support that people need to live safely during one of the most challenging times in recent history.



Our advice services were adapted to be delivered remotely

We provided expert immigration, housing, benefit, healthcare and welfare advice at full capacity over the phone, and made arrangements for risk assessed face-toface appointments which were essential for signing documents.

We launched an online training provision

We supported local authorities, homelessness organisations, hospitals, grassroots organisations and schools to better identify and address the needs of at-risk migrants.

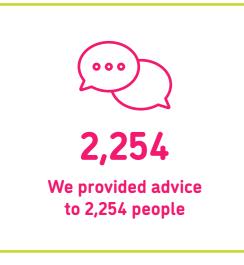
We delivered vital, modified services and advice to people experiencing homelessness

We supported access to emergency accommodation, and provided immigration advice within 'Everyone In' hotels.

We worked with partners in the sector

We collaborated to highlight the impact of Covid-19 on migrants at risk, and advocate for their needs.

A lifeline during lockdown





276 people we provided vital advice to this year were accommodated as part of the 'Everyone In' scheme

Advice services

In April 2020 as the UK went into its first lockdown, Praxis quickly redesigned our drop-in advice services to be delivered online and over the phone. Expert advisers continued to work closely with individuals, supporting them to understand their options, delivering casework, advocating on their behalf and ensuring access to the immigration, housing, benefits, healthcare and family advice services they need. Over the last year Praxis has provided advice to 2,254 people.

Specialist partnerships

Praxis continued its partnerships with leading homelessness organisations, providing an essential legal lifeline for migrants experiencing homelessness. We delivered innovative projects across London with Crisis, the Connection at St. Martin's, Pathways and St Mungo's and joined a pan-London partnership led by Shelter. We provide expert, specialist immigration advice and support within these projects, while delivering ongoing training to support homelessness organisations to better understand and holistically address the barriers faced by migrants experiencing homelessness.

We also worked closely with partners to ensure migrants were included in the 'Everyone In' initiative. We facilitated a coalition of six frontline organisations, led by Crisis, to ensure the provision of immigration advice to support destitute migrants sheltering in hotels. This model was successfully adopted across all 11 hotels funded by the Greater London Authority, where we supported 276 people, offering advice and securing long term routes out of homelessness.



Ensuring no-one is left behind

We recognised that, with the pandemic pushing more people into crisis, we needed to develop projects to address new needs. With emergency response funding from The Coronavirus Community Fund and Respond and Adapt, we launched The Covid Inclusion Project making 1,160 welfare calls to those most at risk, and conducting triage needs assessments to ensure that they had access to the guidance, support and information they needed to live safely. We also launched a new Destitution Service, providing hardship grants and referrals into complementary services for those pushed to the edge by the pandemic. We dedicated resources to monitoring and evaluating our response, analysing emerging trends and consulting service users to ensure that our work remained rooted in their experiences and needs. Throughout we supported people to understand their rights and entitlements and advocate for themselves.



66 The experience at Praxis helps people improve their lives so they can get on with their lives more freely and gain certain rights. It helps make their lives less worrying.

John

Providing a safe space for people in crisis

This year, our award-winning housing project provided 10,514 nights of safe accommodation, continuing to be a lifeline for women and children at risk. 26 adults and 27 children stayed in Praxis accommodation, with access to specialist advice, casework and support to enable them to find sustainable pathways out of destitution.

To comply with government guidelines, we stopped taking new referrals into the Housing Project, and instead focused on supporting the existing residents through the crisis and subsequent lockdowns. We delivered weekly calls to support wellbeing and identify needs, and supported families with activities and learning opportunities for their children.



66 When I was homeless and I had my child with me, with no food, and no home, that's when I moved into Praxis' house...Praxis also helped me with my immigration case...It didn't take a very long time to get a visa then, just three or four months! Before that I had been stuck for more than two years.

Lucy

For those moving on from the project thanks to a positive outcome in their immigration case, we provided support with the transition, delivering casework to enable access to benefits, support with moving and resettlement in their new homes. With many Local Authorities operating reduced services, this support was critical.

As a result of our intervention, 16 people were able to leave the project with secure immigration status and access to statutory support. The project demonstrated the effectiveness of providing accommodation alongside immigration advice. The average stay for these families was almost half that for families supported by local authorities (364 days compared to 629 days on average), resulting in both quicker positive outcomes for families and significant savings for local authorities. Praxis is already using evidence and learning from the project to advocate for local authorities to increase their commissioning of more holistic services.



Lorraine's story

After struggling to claim asylum in the UK, Lorraine ended up at risk of destitution due to the Home Office placing a condition of No Recourse to Public Funds on her visa. She talks about her experience, and how Praxis supported her family to get the essential help they needed.

* Lorraine's name has been changed to protect her anonymity

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My name is Lorraine, and I come from a country in East Africa. I arrived in the UK when I was in my 20s seeking asylum – my country of origin wasn't safe for me anymore, and I had no choice other than to escape.

When I arrived here, I had no idea about how the immigration system worked, or how to get a visa. I claimed asylum straight away, but it took years and years for me to get the right papers because I was given bad advice. It didn't take long before I became homeless. I managed to survive only thanks to the help of my church, charities and friends.

A chance to rebuild her family's life

But I slowly started to get my life back on track. I have two children, who are British. Praxis helped me to get a visa for myself and – crucially – access to public funds, so I could properly support my children.

Finally, we were able to live in our own home, that was warm and safe, and we had enough to eat again. I even enrolled at a college, where I'm studying to become a teaching assistant so that in the future I will be able to earn enough to look after my sons, while supporting other children who have special needs.

When I last got my visa renewed – a process that many people making their homes in the UK will view with trepidation – it came with three words printed on it: No Public Funds.

Stripped of support for her children

Most people don't know what this means. But for those of us living here on a visa, these words are all too familiar. What they mean is that the support I was receiving to raise my two children would immediately stop. When I read those words, my heart stopped. I'm a single mother of two, and one of my children is autistic: how could I look after them, pay rent, provide food and ensure that my child receives the special support he needs, all by myself?

A few years ago, before I could access benefits, we were living in a hostel, the three of us squeezed into a room. There were mice and cockroaches. When I saw the No Public Funds words on my visa my first thought was that we would have to go back to that room. That my youngest son would have to leave the school he is in now, which I fought so hard for him to access.

Fighting against inhumane treatment

Denying people a safety net, especially when there are children involved, might sound barbaric, but the Home Office routinely tells families that they don't deserve it. This is what happened to my family: from one day to the next, the Home Office took away the support we were relying on to survive: our home, our food, and my children's access to education.

When I was told that the support we were receiving would stop, I felt like my life was disintegrating. All the savings I'd put aside for my children's education were used up just so we could have something to eat. Once again I was relying on churches, friends and charities to survive. I quickly slipped into debt.

But I refused to give up. I challenged the decision to strip me and my children of support straight away, but it took Praxis, with the support of a lawyer, months to get the decision reversed. For me, these were dark months, filled with fear. But eventually, the Home Office conceded and the support I'd been relying on to look after my children was reinstated.



Building belonging through communities

This year Praxis has delivered four peer-led community groups: Brighter Futures, a creative group for 18-30 year olds; WINGS, a group for young children and their mothers; GIANTS, a space for migrant men who are fighting isolation and poor mental health; and Language of Wellbeing, a group for women to build social connections through yoga practice and English learning.

These groups all aim to reduce isolation, build resilience and solidarity and strengthen voices. This year we supported over 200 people through these groups, and feedback from group members demonstrates the success of the groups in meeting their aims and the positive impact they have on people's lives:

Reducing isolation

"I meet people, friends and that's good. We see each other and we talk and ask each other about how we feel. You feel like someone is listening, you don't feel alone."

Improving wellbeing

"I feel a lot better mentally."

Strengthening resilience

"I learn I am strong since joining."

Increasing self-confidence

"A real boost in confidence...makes you realise there are no limits to what you can achieve if you put your mind to it."

Strengthening voices

"The group helped me to speak up. Now I know I have a voice." In April 2020, we quickly moved our group work online, doubling the number of sessions to meet increased need. We provided additional 1:1 calls to members to ensure they had access to the support and advice they needed to live safely. In the first six months of the pandemic, Praxis provided 92 care packages to group members which included hygiene essentials and educational materials such as books, games, pens and colouring pencils for children. With support from Paul Hamlyn Foundation, Children in Need and the Coronavirus Community Fund, we delivered 59 tablets and smartphones to reduce digital exclusion and make sure that families could access vital support online and children could keep up with schoolwork.

66 At the beginning of lockdown people found it difficult to go online, so Praxis sent us tablets and phones – they have gone the extra mile to make us feel comfortable and connected.

David





Raising awareness throughout the country

Helping people speak out

As the pandemic highlighted the injustices experienced by people facing immigration issues, it was more important than ever that we support people to raise their voice about the issues that affect them.

During the year, Brighter Futures presented at the launch of the All-Party Parliamentary Group (APPG) on No Recourse to Public Funds, to the Mayor of London's Digital Digest on food insecurity for young people and to the Covid-19 House of Lords Select Committee. They used this work to create a booklet, outlining their hopes and fears in the context of Covid-19. Members were also featured in a BBC News article on the barriers faced by those who are young and undocumented, which was engaged with by over 1 million people.

WINGS members also spoke in parliament at the APPG on No Recourse to Public Funds, and later turned their intervention into a series of blogs, exposing the many ways no recourse to public funds impacts their families in the context of Covid.

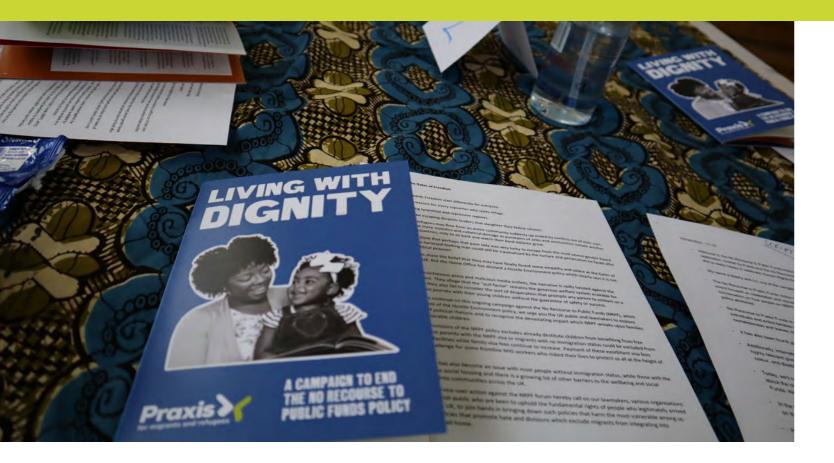
We also worked with the BBC to profile a frontline worker, Michelle. A single mother of two young children, she put her life at risk every day for the NHS, cleaning and preparing Covid-19 hospital rooms, feeding patients and making sure that doctors and nurses can do their work in a safe environment. We need to be safe. We need our children to be safe. And let's remember that if some of us are not protected during this crisis, then no one really is – after all, we are part of this community and don't forget that we are contributing to it.

WINGS members speaking out on the effects of Covid-19 on their families

66 Not everyone can be a doctor or a nurse, but we all work together as a team. If we are not there, the doctors and nurses can't do their work and save lives.

Michelle

The Home Office offered doctors and nurses in the NHS a free visa extension, but Michelle and many other frontline workers in the most under-valued positions were overlooked. We are supporting Michelle to navigate the immigration system and renew her leave to remain to live safely, and helping her share her story to make sure more people know about the risks facing people in her position.



66 We speak up about No Recourse to Public Funds and free school meals for children because we are fighting for the future of the next generation, it's very important for everyone. The more we talk about it, the more people know about what's going on in families affected by No Recourse to Public Funds, the more chance we have of achieving change so that everyone can live in safety and dignity.

Abi, NRPF Action Group Campaigner

Campaigning for change – The No Recourse to Public Funds Action Group

This year Praxis began work on a new campaign, co-produced with a group of people with first-hand experience of the immigration system, to end the damaging No Recourse to Public Funds policy. The campaign, due to launch later in 2021, aims to secure changes in policy and practice at national and local levels, to ensure that everyone has a safety net in times of crisis, regardless of their immigration status.



Increasing knowledge and capacity across sectors

Over the year we continued to build awareness of the issues affecting destitute migrants, model innovative solutions and share knowledge and good practice, supporting other organisations to understand the complex and frequently changing landscape of services and entitlements.

We delivered training and presentations to over 200 organisations. We participated in several networks to increase awareness, share learning and resources, including the NRPF working group, NACCOM, Tower Hamlets Community Advice Network, Migrant Rights Network, Refugee and Migrant Children's Consortium, Housing and Immigration Group, Refugee Legal Group, the Greater London Authority's (GLA) Migrants and Refugees Advisory Panel and the GLA Homeless Migrant and Refugee Panel.

In March 2021, Praxis facilitated a conference called 'Homelessness and migration – working towards better solutions together' with Homeless Link and the Frontline Network. The conference provided a joint platform for homelessness and migrant organisations across the country to explore challenges and showcase solutions to migrant destitution. Over 1,000 people registered, and workshops provided an overview of the current picture of migrant homelessness in England, including the effects of Covid-19 and Brexit. The conference showcased good practice by services and commissioners, as well as expertise from Praxis and people with lived experience. It also offered practical advice on how the homelessness and migration sector can work better together to achieve our shared goals.





Adapting for the future

A new strategy for emerging needs

The social, economic and public health context remains very uncertain and we anticipate that the needs of the people we support will become further entrenched and the number of people facing difficulties related to their immigration status will continue to grow. Independent reports highlight the growth of inequality and the barriers to justice faced by thousands of people unable to access legal advice and therefore blocked from accessing the services that they need to live safely and in dignity. In April 2021 Praxis launched <u>a new five-</u> year strategy which will guide us through what promises to be a challenging external context, from ever more restrictive asylum and immigration policies to the unfolding impact of Brexit on the lives of many longstanding European residents in the UK, new refugee crises and the continuing impact of Covid-19. Under our new strategy, we will continue to deliver expert advice and holistic support to meet the complex needs of our service users, while investing in our ability to achieve systemic change through training, campaigning, influencing, advocacy and strategic litigation.

Embedding anti-racism in Praxis

2020 saw the harrowing and public killing of George Floyd in the US and the exposure of the violent and deep-rooted nature of racism that sparked the Black Lives Matter movement in the US, the UK and across the world. As a human rights' organisation Praxis challenges racism and discrimination daily, but we also challenged ourselves this year to examine our obligations and behaviours to ensure that we are addressing the injustices of racism, including the structures and thinking that perpetuates it. In 2020 we began an organisation-wide learning exercise to ensure that an anti-racist approach is embedded within our strategy and across the organisation, and this work, which is embedded in our new strategic plan, will continue into the future.

Aiming for change with the people we support

We are building our communications and campaigning capacity, alongside our fundraising for sustainability and are committed to becoming a catalyst for systemic change at national level. We will continue to forge partnerships and alliances with others to deliver services and create wider change. We will do this in partnership with service users, ensuring that they have a strong voice and are at the centre of all that we do.

Working with service users we have coproduced 'Living With Dignity', a campaign to end no recourse to public funds. Led by a group of people with lived experience of the policy, the campaign will aim to have the NRPF condition removed so everyone can have access to a safety net. We will launch the manifesto for the campaign written with the group in summer 2021, with focuses on:

- Making sure children in need are supported
- Providing all survivors of domestic abuse and trafficking access to support to escape violence
- Helping people to not stay trapped in poverty and destitution
- > Making decent housing accessible to all
- > Bridging the digital divide



Meet Kemi Ogunlana, one of our newest trustees

Kemi originally joined Praxis as a member of WINGS. She moved on to becoming a Service User Representative, leading the Service User Forum and representing service users at board meetings. Kemi was appointed as a trustee in her own right in November 2020 and shares some reflections on being a trustee and what she hopes for Praxis in the future.

In these difficult times, Praxis has been a beacon of hope for thousands of people. My hope is to see Praxis grow and support even more people who are at the sharp end of immigration policies and cuts to services. I hope that funders and individuals that enable our vital work will be able to continue to do so – so that, together, we will offer real help to those who desperately need it – such as single mothers pushed into destitution because they can't afford extortionate Home Office fees for themselves and their children; young people forced into limbo for years, while they wait for an outcome on their asylum application; and survivors of domestic violence who have nowhere to turn to for help because of where they were born.

Above all, my hope is that we will be able to influence policy, together with the people who come to Praxis and want to see their fate change. No one should have to face hardship because of a system that has proven time and time again unfit for purpose. I hope that we will be able to change the way people think about those who moved to the UK, that more people will understand the struggles we face and, together, create a better place for everyone.

Final words from Barbara Roche

Our outgoing chair, Barbara Roche, contributed significantly to the success and growth of the organisation during the last nine years. She led the Board of Trustees with skill, wisdom, integrity and kindness, and will be greatly missed.

2021 will be my final year as a trustee of Praxis and it has been a great privilege to chair the board for the last nine years. It is such a wonderful organisation and I have really valued the opportunity to work with service users, trustees, the CEO, staff and volunteers.



I am sad to have witnessed the development of an increasingly harsh environment for people who have migrated, whether through necessity or choice, and proud that Praxis has constantly risen to the challenge of changing circumstances whilst staying true to its core values.

I'm also immensely proud of our ambitious new strategy, launched in April 2021. I'm confident this provides a strong framework to drive the organisation forward, building on our strengths and using our knowledge and partnerships to push for changes at multiple levels, working in unison with service users.

As I step down from the board, I'm confident that the team at Praxis will continue their excellent work to fight for a fairer, more compassionate system. I look forward to seeing what they'll achieve next.

Thank you to our supporters

Thank you to all our supporters, donors, partners, staff and volunteers who have helped us be there for so many people this year.

London Borough of Hackney

Our main funders 2020-21

BBC Children in Need Ben & Jerry's Tides Foundation **Esmee Fairbairn Foundation** French Huguenot Church of London **Charitable Trust** Homeless Link Justice Together Initiative Lloyd's of London London Catalyst London Legal Support Trust

Special thanks to organisations, local authorities, charities & companies who have collaborated with us

Akin Gump Allen & Overy Amiens Choir Anchor House Asylum Aid **Babel's Blessing** Baker McKenzie Bindmans LLP **British Red Cross** Browne Jacobson LLP Clyde & Co Commonweal Housing Crisis **Croydon Quaker Meeting House Culture Seeds** DAC Beachcroft Depaul **Deighton Pierce Glynn** Doctors of the World East End CAB FEANTSA

Milton Damerel Trust **Oak Foundation Paul Hamlyn Foundation Respond and Adapt Southwark** Cathedral The AB Charitable Trust The Arpad & Alena Rosner Foundation The Aurum Charitable Trust The Henry Smith Charity The National Lottery Community Fund

Free Movement Garden Court Chambers Glass Door Homeless Charity GrowTH Hackney Migrants' Centre Hammersmith and Fulham Law Centre Herrington & Sutcliffe Homeless Link Hosts with Refugees at Home and **Room for Refugees Housing Justice** IMIX Irene Taylor Trust **JCWI** Just Fair Kazzum London Catholic Workers Look Ahead Members of Praxis groups Mischon de Reya Missionaries of Charity NACCOM On Road Media Orrick Ourmala No Second Night Out Pathways

The Pilgrim Trust The Souter Charitable Trust Trust for London Wendy Quill **Migration Foundation Greater London Authority** London Councils St Munao's St Martin in the Field Front Line Network London Borough of Tower Hamlets London Borough of Newham

Pan Intercultural Arts PICUM Praxis Service User Forum and Service User Representatives Project 17 **Public Interest Law Centre** RAMFEL **Refugee Action Refugees at Home** Shelter Signature Law LLP Simmons & Simmons Single Homeless Project Skadden Southwark Law Centre St Martin-in-the-fields Charity St Mungo's Thames Reach The Connection at St Martin's The Magpie Project The Relief Group: Mobile Creche The Unity Project Timebank UK Together with Migrant Children Tower Hamlets Law Centre TH Community Advice Network United Reformed Church Women's Environmental Network

Financial Year 2020-2021

Total income for the charity for the year was £2,378,165 (2019-20: £2,007,735) and total expenditure amounted to £2,203,126 (2019-20: £1,834,495).

As of 31 March 2021, the charity held £626,162 in free reserves. Considering the continuing uncertainty over long-term trends in the funding landscape following Covid-19, the Trustees consider this level of reserves reasonable to ensure Praxis' ongoing financial security. An additional £190,131 of unrestricted reserves is designated for specific purposes, including a possible transition to new premises at the end of our lease and business development to support the implementation of new strategic objectives.

Charity balance sheet 31 March 2021

| £ | |
|----------------|--|
| 35,625 | |
| Current assets | |
| 568,632 | |
| 739,264 | |
| Creditors | |
| (300,030) | |
| 1,007,866 | |
| 1,043,491 | |
| Creditors | |
| (32,295) | |
| 1,011,196 | |
| Charity funds | |
| 194,903 | |
| | |
| 626,162 | |
| 190,131 | |
| 1,011,196 | |
| | |

£2.378.165 total income 2020-21



28% **Trusts & foundations**

23% Statutory funding

12% NHS (interpreting)

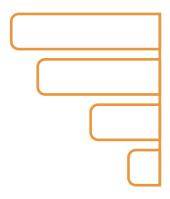
12% National lottery

9% Housing association

9% Housing service

7% Individual donors

£2,203,126 total expenditure 2020-21



40% Advice services & group activities

33% Housing & homelessness

19% Support costs

9% Interpreting



Trustees of the charity during Financial Year 2020-2021

Barbara Roche (Chair) Elijah Agwom Sambo (Retired Nov 2020) Pasha Michaelsen (Vice Chair) Jumana Rahman Raphael Perret (Treasurer and Chair of Finance and Resources Committee) Martin Cosarinsky Campos Dylan Matthews Ruby Giblin Kemi Ogunlana (Appointed 12 Nov 2020) Tom Brand Constance Cullen

> Following a public recruitment in 2021, trustees were delighted to appoint Dr Debbie Weekes-Bernard as Praxis chair in February 2022

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Chief Executive

Sally Daghlian OBE

Banker

HSBC plc 465 Bethnal Green Road London E2 9QW

Auditor

Haysmacintyre 10 Queen Street London EC4R 1AG

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@praxis_uk



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