LONDON BLACK WOMEN'S PROJECT

England & Wales · Charity number 1001834

Details

Other names	NEWHAM ASIAN WOMEN'S PROJECT
Status	Registered
Legal form	Charitable company
Company number	02393931
Registered	1991-02-11
Register	View on the Charity Commission register

Contact

Address	Resource Centre 661 Barking Road London E13 9EX
Phone	02084720528
Email	info@lbwp.online
Website	www.lbwp.online

Activities

Objects: THE COMPANY IS ESTABLISHED FOR THE RELIEF OF POVERTY AND THE RELIEF OF MENTAL OR PHYSICAL DISTRESS AMONG BLACK MINORITY ETHNIC AND REFUGEE WOMEN WHO HAVE BEEN MALTREATED BY THEIR HUSBANDS OR MALE MEMBERS OF THEIR FAMILY AND AMONG THE CHILDREN OF SUCH WOMEN.

Activities: LONDON BLACK WOMEN'S PROJECT (LBWP) PROVIDES THE FOLLOWING SERVICES UNDER A FRAMEWORK TO END VIOLENCE AGAINST WOMEN AND GIRLS: EMERGENCY ACCOMMODATION AND HOUSING SUPPORT SERVICES, COUNSELLING, SERVICE FOR YOUNG WOMEN AND GIRLS INCLUDING SUPPORT GROUPS, AND LEGAL ADVICE AND INFORMATION.IN ADDITION LBWP PROVIDES CAPACITY BUILDING TRAINING TO PROFESSIONALS, RESEARCH AND POLICY DEVELOPMENT.

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Classification

- **How:** Provides Services, Provides Advocacy/advice/information, Sponsors Or Undertakes Research, Other Charitable Activities
- **What:** Education/training, Accommodation/housing, Economic/community Development/employment, Other Charitable Purposes
- **Who:** Children/young People, People Of A Particular Ethnic Or Racial Origin

Geography

- **Area of benefit:** IN PRACTICE NEWHAM
- Throughout London

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£1,772,035	£1,741,246	£412,280	22
2024-03-31	£1,613,291	£1,724,999	£381,491	23
2023-03-31	£1,583,130	£1,496,010	£493,199	17
2022-03-31	£1,440,363	£1,289,082	£406,079	14
2021-03-31	£1,406,640	£1,195,358	£254,798	15

Trustees

Name	Role	Appointed
ANJUM MOUJ		2001-12-01
Chardine Taylor-Stone		2021-01-07
Donna Marie Elizabeth Carty		2021-01-20
Edem Barbara Ntumy		2021-01-07
PALVINDER KUDHAIL		
RENA PATHAK		2011-03-15
SAIKA ALAM		
SURRIYA AHMAD		

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LONDON BLACK WOMEN'S PROJECT

England & Wales - Charity number 1001834

Accounts

COMPANY NUMBER: 02393931
REGISTERED CHARITY NUMBER: 1001834

LONDON BLACK WOMEN'S PROJECT LIMITED

(Company Limited by Guarantee without Share Capital)

REPORT & FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2025

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COMPANIES HOUSE

LONDON BLACK WOMEN'S PROJECT LIMITED

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FOR THE YEAR ENDED 31 MARCH 2025

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This document comprises the annual report and financial statements for London Black Women's Project Limited for the year ended 31 March 2025.

London Black Women's Project Limited is a company limited by guarantee without share capital.

Charity number: 1001834
Company number: 02393931

The Trustees present their report and financial statements for the year ended 31 March 2025, which are also prepared to meet the requirements for a directors' report and accounts for Companies Act purposes. This report has been prepared in accordance with the Statement of Recommended Practice - Accounting and Reporting by Charities (FRS I 02) and in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to smaller entities.

The financial statements have been prepared in accordance with the accounting policies set out in notes to the accounts and comply with the Memorandum and Articles of Association, the Charities Act 2011, the Companies Act 2006 and 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 published in October 2019.

STRUCTURE, GOVERNANCE AND MANAGEMENT

The organisation is a charitable company limited by guarantee, incorporated on 9 June 1989 and registered as a charity on 11 February 1991. The company was established under a Memorandum of Association, which established the objects and powers of the charitable company and it is governed by Articles of Association. In the event of the company being wound up members are required to contribute an amount not exceeding £1.

During 2024/25, there were six Management Committee members. This was a decrease from the previous year due to one resignation. During the period, the Management Committee held 4 Full board meetings. HR and Financial matters were discussed in linked Finance and HR sub-groups as part of focused topics arising with such discussions being ratified within the full board meetings.

The two Co-Chairs line manage the Director, and both Co-Chair's share responsibility for attending the either the Finance and/or HR sub-committee meetings. The Co-Chairs also ensure the support of the Finance Manager.

Recruitment and appointment of the Trustees

The directors of the company are also charity trustees for the purposes of charity law and under the company's articles are known as members of the Management Committee. Under the requirements of the Memorandum and Articles of Association the members of the Management Committee are elected to serve for a period of three years after which they must be re- elected at the next Annual General Meeting.

LBWP advertises for new trustees using a variety of options; social media, advertising, networking and specialist recruitment sites and agencies However, in the current and competitive recruitment market LBWP may employ an approach in fostering relationships with professionals who we have identified within the sector that can add value to progressing the work of the organisation. This may mean targeting for example Black women who are under-represented in the current board make-up because of one resignation within the period.

Special resignation was decided due to the ongoing health needs and inability to attend meetings and/or having capacity to be able to make board decisions: Surriya Ahmad

Any benefits received by the trustees are incidental. For example, trustees can cover their travel expenses to and from board meetings. No claims have been made to date due to meetings being held online to compensate for working during the day and reducing travel time, following a long day.

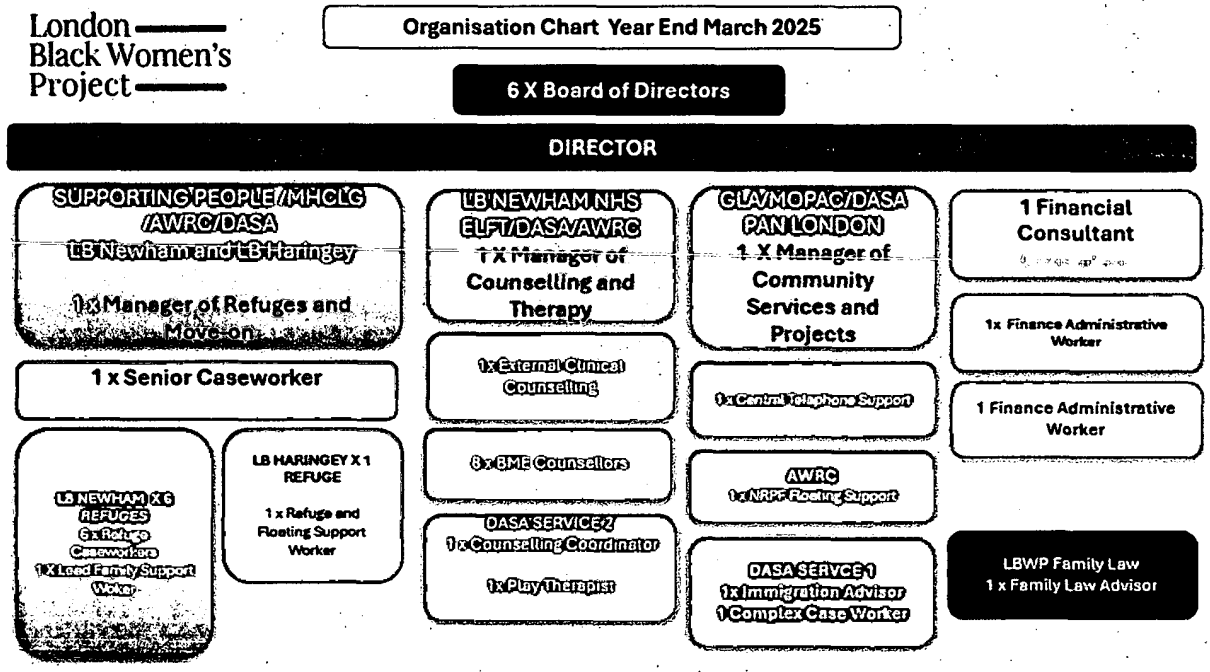
Trustee induction and training

LBWP has an Induction Programme for new trustees provided by one of the Co-Chairs, the Treasurer, Director and Finance Manager. It details the main tasks and responsibilities of the trustee, including the Board's legal responsibilities with regards to the Charity Commission and Companies House, financial procedures, a historical overview, external landscape and key stakeholders, strategic, fundraising and delivery plans, the key policies of the organisation, the structure, decision making and an overview of the service areas and key priorities.

Priority for the Board in 2025/26 will be to review:

1. Appoint an external professional to facilitate the development of a 3/5 -year business plan strategy.
2. Upon the review of the strategy, explore roles that can support the Director being able to fully engage with her role, through a potential restructure based on the strategic growth opportunities for 2027.
3. The recruitment and exploration of advanced notice to succession plan for the Finance Consultant's resignation in 2025/2026. In addition to build in a plan for succession in relation to the Director, as a back-up plan and linked to the development of the strategy.

The organizational structure (as below) shows breadth of work being undertaken by the organisation during the period. Most projects were sustained by extensions in funding. However, there were no funding uplifts per se.



The role of the Management Committee[1] is to ensure that the organization's business is properly conducted and that the affairs are directed in accordance with its objects and rules and that strategic decisions are discussed and agreed, by:

- Producing a three-year business plan, strategy and implementation plans and reviewing them on a regular basis to make decisions about key changes and ensuring funding contract requirements are being met.
- Agreeing the annual budget and reviewing its quarterly through the finance subcommittee; especially ensuring that all expenditure levels are set and adhered to as laid out in the Financial Procedures.
- Deciding on all matters that create significant financial and operational risk to the organisation or which affect material issues of principle, including staff structure changes, pay and renumeration.
- Establishing and overseeing a framework of delegation and systems of control.
- Defining and ensuring compliance with the values and objectives of the organisation .
- Agreeing all new policies and procedures and any revisions.
- Making any necessary returns in respect of the organisation.

1 The use of the term Management Committee may also be expressed in the terms; Trustees and LBWP Board.

The agendas for the quarterly board and sub-committee meetings are produced in consultation with the Co - Chairs of the Management Committee and the Director. Minutes are distributed to the Management Committee in advance of each meeting. The Director makes decisions about all operational aspects of delivering the business and fundraising plan, including recruitment of staff, performance management, fundraising, spend and service deliver. She works with the senior management team and delegates frontline operational decisions to them with regards to service delivery. The frontline staff make day-today decisions with regards to the clients they support, with reference to all the key policies and procedures, referring any issues or concerns to their line manager and up through the structure.

The staff meeting structure which supports discussion and decision-making is:

- Director with her Senior Management Team bi-monthly to discuss strategic and operational meetings.
- Director with the Finance Manager every month to review the management accounts.
- Director with Co-Chair line manager, 1:1 every six weeks to review board action, update on key operational, staffing and make decisions.
- Managers with frontline staff hold team meetings every month to discuss and decide service delivery issues.
- Full team meetings bi-monthly to discuss organisational/wider strategic issues.

In addition, the performance management process of weekly client case reviews, six-weekly formal supervision and annual appraisals are implemented for all staff.

Risk Management

Risk management is ongoing and embedded in the operational procedures of the organisation.

Annual Risk Register

The board of Trustees review and revise the risk register on an annual basis. It covers strategic financial, HR and operational risks. The director reviewed the register in 2024/25, considering the increase in global online and other fraud, including banks and government departments. In addition, to this the ongoing Financial Crisis and impact on utility prices and costs as impacting the organisation budget.

Business continuity plan

A Business Continuity Plan is in place and revised on an annual basis, it identifies the critical business processes and major risks to those, identifies responsibilities for managing the risks and timescales for review by the Director and SMT.

Annual audited accounts

The financial statements of the organisation are audited annually by external, qualified statutory auditors, to ensure appropriate accounting procedures are in place, that financial statements are free from material misstatement or fraudulent activity.

The renumeration of the charity's staff and freelance consultants is set by the Board of Trustees, considering the charity's financial position and comparable roles in similar charities. However, this is challenged by wider political influences such as austerity and government funding. There have been no uplifts in funding for staff since 2020, when COVID19 began.

Wider Networks

LBWP co-operates with a wide range of charities and organizations to deliver its objectives; key umbrella groups are Imkaan, OYA (The Asha Projects, Ashiana and Latin American Women's Aid), Asian Women's Resource Centre, Women's Aid and the Women's Resource Centre.
LBWP has during the period of these accounts had to rely on and work in collaboration with a broad range of organisations and individuals to conduct our work.

The ongoing financial crisis and political emergence of racist groups, such as 1. Unite and 2. Reform as examples, show a real future threat to our work to gain sympathy for survivors of domestic abuse, where access to support, has been hindered by immigration status. Understanding how this could be the earthquake to the foundations of the services we have built on our own and in collaboration with others should be part of every organisation.

Imkaan is the only national umbrella women's organisation dedicated to addressing violence against Black and minoritised women and girls. As members we use the political spaces that Imkaan have access to, to raise issues to government about the needs and voices of BME and Migrant women and girls. In 2024, LBWP joined an Oak Foundation funded partnership to promote BME women and children's voices within housing and housing options.

OYA is a five-charity collaboration of BME women's organization's that primarily run refuges for women and children. Key to the partnership is identifying joint strategic goals and fundraising for joint projects. In 2021/22 the partnership applied to MOPAC for funds to support 'holistic' services for BME women and children in refuges. The relationship between the four organisations continues to build. We are led by Latin American Women's Aid and meet frequently to review, our joint project working arrangements, as well as provide a support network for each other.

In 2024 – 2025, The Oya group evidenced ongoing success and impact by achieving against its targets as set out in the bid and contributed to different fora with MOPAC sharing key intelligence data that further supports developmental work for BME women and their children. In November 2024, MOPAC visited LBWP refuges and spoke to the OYA groups about the challenges faced by the BME sector, in relation to funding, BME Service user needs and staff welfare.

Kering Foundation support ended in December 2024. This partnership was successful because of its flexibility to recognise that the work supporting domestic abuse and sexual harassment extended across all services and contacts made with LBWP. The Kering Foundation visited the project onsite and was able to talk to service users, staff, the Manager of services and the Director.

Asian Women's Resource Centre (AWRC) we continue to be part of the consortium to support BME women with No Recourse to Public Funds= NRPF, who are vulnerable because of their insecure immigration status and their exclusion from accessing mainstream services.

Women's Aid We currently benefit as members from access to two funding streams to support women; 1.Home Office Flexible Fund (£300.000, 2. The continuation of the Flexible Fund (£2,000,000 pot). The Survivor with Dependents Fund and 3. The Survivor Safety Fund

NHS East London Foundation Trust LBWP continues to deliver racialized and equitable primary care counselling services to BME women in general and specific work with all women with low level Mental Health. We are a referral pathway for the NHS in the delivery of talking therapies in the 'women's language of strength.' This joint strategic work aims to prevent and disrupt the escalation of BME women being treated within secondary level psychological services, because of failure to identify needs within primary health care services. This can be linked to stereotyping, labelling, minimizing needs and discrimination. Joint working with LBWP promotes equity and access to inclusive services that supports access to professionals who represent the community at large and understand the significance of nuances within race, culture, religion and Language.

LB Newham/Haringey Domestic Abuse Related Death Reviews (DARDR) has been an opportunity where LBWP can provide expert racialised advice to an assembled panel of partners who have worked directly or indirectly with the survivor victim. Our role is to consider the survivor voice or lack of opportunity to have a voice within the communications or services received.

LB Newham/ Haringey Multi-Agency Risk Assessment Conferences in Newham provides a fundamental pathway to ensuring that the most vulnerable women are protected, through a holistic network of professionals as well as coordinating information and support to prevent a DARDR taking place.

IRIS Project Steering Group The group assembled from GP's, safeguarding adults/children, commissioning, and others supported the steering of the training of GP practices and the ongoing work with clients.

OBJECTIVES, ACTIVITIES, ACHIEVEMENTS AND PERFORM ANCE

Objects and Public Benefit

LBWP was "established for the relief of poverty and the relief of mental or physical distress among Black minority ethnic and refugee women who have been maltreated by their husbands or male members of their family and among the children of such women."

The management committee confirms that the Charity Commission Guidance on Public Benefit has been reviewed and we are clear what the benefits are, how the benefits relate to the aims and we are clear that the benefits are balanced against detriment and harm.

AIMS AND OBJECTIVES

Aim

The aim of the London Black Women's Project is to deliver the highest level of quality services by protecting, promoting and developing the rights and resources of women, children and families from BME communities.

Objectives

The objectives of the London Black Women's Project are:

- To work towards the eradication of gender-based violence perpetrated against BME women and violence against children.
- To protect and support women and children experiencing domestic violence by providing safe refuges, advice, guidance, counselling, access to essential services, learning, employability, and sustainability.
- To influence and affect change in government policy and strategy and in legislation to counter gender-based violence and the causes of violence against women and children.
- To provide a safe environment, conducive to learning, in which women can feel safe, empowered, supported and welcome.

During 2024/25, the ongoing specific objectives were:

- Lower the impact of the financial crisis and increased utility costs on LBWP by switching suppliers.
- Explore innovative partnership opportunities with either Newham or Haringey Councils, through the new GLC/Mopac Domestic Abuse Safe Accommodation Housing Plan (DASA-HP)
- Expand LBWP safe accommodation within Haringey under their commissioning opportunity for 2025.
- Continue to evolve LBWP work through OYA through the BME funding stream, through the GLA/MOPAC funding stream, post Nov 2024 visit to LBWP refuge.
- Improve services to children within N2 and N5 refuges through casework and practical associations with Women's Aid, Children/Family centred charities and organisations.
- To explore the registration of LBWP with OISC as part of a longer-term income generating plan.
- To communicate to decision makers the ongoing impact of historical discriminatory commissioning on the BME women's sector services and the lack of gaining full cost recovery to deliver services.
- Improve the quality of refuge accommodation services through an upgrade of furniture.
- To continue provide wellbeing activities and services that empower, educate and inform women in various areas of their lives.

Strategic Overview of 2024/25

As an organisation we have become stronger in advocating the mission and aims of the work of LBWP and the commitment we must elevate the voices of women, girls and children.

External challenges

- The political isolation, racist media reporting and 'othering' of migrants within society, means the public is becoming less sympathetic to BME DA and VAWG, survivors.
- Women and children are still victims of street homelessness because of the political barriers of legislation and immigration control., meaning they are at continued risk of exploitation at all levels.
- The propaganda of the far-right to affiliate rape and paedophilia to migrants is increasing.
- LBWP will have to consider future proofing itself against Far-right revenge and how that will impact Women, girls and children.
- Lack of sustainable commissioning that is beyond a year is a challenge.
- Perpetrators still not being challenged on their behaviour and little reliable resources to effectively manage and control their abusive behaviours.
- Wider funding cuts to health and social care results in less people within statutory services, to collaborate and provide holistic support. LBWP must manage service user expectations in relation to service gaps.
- Social Housing crisis results in women going from homelessness to homelessness and children's trauma re displacement and instability not recognised within legislation and not seen as a Safeguarding crisis.
- 'Bare Bones' housing is the norm for many women, where there is lack of funding for floor covering. We have witnessed families being supplied with 'bare bone' mattresses that deflate by morning, with women and children on the cold floor.
- Policies are not aligning. Victim blaming for having children is evident. DASA funding wants women to get into work but childcare policies and the practical available hours do not match-up for many.
- Psychological services that can work with intersectionality of migrant women, girls and families should be developed considering domestic abuse experiences and the 'hostile environment practices' that adds to psychological trauma.

Partnerships

We continue to develop and strengthen our partnerships in a wide variety of ways, so that women, girls and children can overcome the trauma of domestic abuse, violence against women and girls. Partnerships include working with CAFCASS in improving professional practice with regards to reporting on families in preparation for court appearance.

ACTIVITIES, ACHIEVEMENT AND PERFORMANCE

During 2024/25, we continued to consolidate the delivery of our existing services, expand their reach and explore opportunities for strategic partnership projects.
Core Service Areas Cover

1. **Referral Support line**
2. **Community Counselling and Therapy**
3. **Community Legal Advice and Projects**
4. **Safe Accommodation, Move-on and Children's Services**

1. REFERRAL SUPPORT LINE

LBWP has evolved this part of its work as part as services that have expanded but it is not a helpline. We receive calls and enquire through this line, to gain access to a range of services and projects that we deliver. A broad range of people contact us to refer someone for access to services.

Within the year April 2024 – March 31st, 2025: we had **2352** calls to the line.

2. COMMUNITY SERVICES -COUNSELLING AND THERAPY

Key services delivered during 2024/2025 were:

Numbers

A total of **169 women** accessed Counselling through an average of 14-16 weeks of psychological intervention., within different project funding options.

Overview

During the financial year 2024-25, we continued to deliver transcultural counselling for BME women through several mixed funding stream:

1. **GLA/Mopac** funded Domestic Abuse Safe Accommodation services as Part of the OYA Consortium providing wrap around support to refuges funded under Supporting People
2. **DLUCH/MHCLG and Newham Council**: Counselling and therapy for Women and Children, during Covid19 to increase access to support.
3. **East London NHS Foundation Trust (ELFT)** to provide counselling services to BME women living in Newham who have experienced:
    - domestic violence (DV) and
    - general mental health issues (MH)
4. **MOPAC** (Office for Policing and Crime) targeting migrant women with No Recourse to Public Funds (NRPF)

Racialised Support and Equity:

Our resolute and specialist counselling service supports BME adult women in the community and within our refuges, who have experienced domestic or sexual violence, abuse, or gender-based harm. However, following abuse the recognition and support received can be discriminatory and women are often gaslight, disbelieved and not offered appropriate support in a timely manner. Help seeking experiences also reveal layered abuse by professionals, which alongside the domestic abuse, is explored within the session.

It is important that BME women accessing therapy receive culturally sensitive, trauma-informed and comprehensive wraparound holistic support.

To ensure culturally appropriate care, we have intentionally recruited qualified BME counsellors who reflect the diverse backgrounds of our service users and speak a range of community languages. Women typically engage in weekly sessions from 8 to 16 weeks, with referrals for additional support or advocacy services available where needed and as specific project funding exists.

Specialist Counselling for Women in the Refuges (MOPAC/DASA funded)
- Number of women accessing counselling: 35

DASA Refuge Continuation Funding for Newham Refuges and Community Women in Newham (GLA Funded)
- Number of women accessing counselling: 43

East London NHS Foundation Trust – Newham Talking Therapies – DV Contract
- Number of women accessing counselling: 70

East London NHS Foundation Trust – Newham Talking Therapies – MH Contract
- Number of women accessing counselling: 14

Ascent safe accommodation NRPF project
- Number of women accessing counselling: 7

Key challenges

1. It is important that diverse and culturally sensitive therapy is offered everywhere to survivors of domestic abuse, as they determine. This is true equity. Every BME woman should be able to access the service we offer in her local area and with a therapist that is from the community. Apart of LBWP's mission is to ensure that professionals do focus on the intersections of class, gender, language, the availability of good, localised services and the cultural needs of users.
2. NHS Psychological services should ensure equity by investing in smaller bespoke services for service sustainability.
3. Money dispersed by the government should ringfence money that is full cost recovery for specialist services, including LGBTQI+, Older women as identified in the Mayors revised Needs Assessment 2024.
4. As an alternative to 2 above, psychological services within the women's sector can mirror a postcode lottery. For example, women living outside of Newham Talking therapies, cannot access the services that LBWP offers. Such disparities have more of an adverse impact on BME women because of their trauma requirements.
5. Unfortunately, in this year we had to take the decision to close the waiting list for community clients from August 2024, due to the increased influx of counselling referrals received from GPs via the IRIS project. By this point, we had already used around 90% of the budget to counselling and closing the waiting list ensured that the remaining budget could be used to complete counselling for clients already in the system.
6. The mental health needs of our service users have become more complex. Many now require extra support in addition to their mental health, with practical issues such as housing, benefits, and other day-to-day challenges alongside their ongoing therapy. Professionals do not consider the many workers that can be involved with them and their families and in addition the many different systems with which they must engage. This leads to further stress and worry.

User Feedback and Impact of Counselling

Emotional support is key for domestic violence survivors to be able to heal, and many of those accessing support have stated that they have improved their self-esteem and self-confidence, enabling them to feel more positive about the future. The voices of our users continue to help us refine our services.

"She has been an absolutely amazing therapist. She always listens attentively, offers thoughtful support, and genuinely cares about mental wellbeing. Throughout my 12 sessions, I have felt truly heard and understood. Looking back to when I first started compared to where I am now, the progress has been incredible. She has provided me with effective strategies to cope with my anxiety, including practical techniques like breathing exercises. Her guidance and encouragement have given me the confidence to manage challenges more effectively. I deeply appreciate her patience, understanding, and the safe space she created for me to open up and grow. This journey has been transformational, and I couldn't have asked for a better therapist."

Promoting Welfare and Well-being in addition to formal therapy

We also continued to provide alternative therapies to alleviate mental health for those service users who were not ready for counselling. This included visits to a Spa which had been carefully chosen for their culturally specific ethos ,which aligned with our own ethos to provide a "by and for" service. The Spa is owned and managed by Somali sisters and their staff are all from BME communities. Their culturally sensitive approach made our service users feel comfortable at the Spa, reducing anxiety and stress, improving their mood, and boosting their self-esteem.

3. COMMUNITY SERVICES – LEGAL ADVICE AND COMMUNITY PROJECTS:

Key Services delivered 2024–2025.

Numbers

A total of **223 women** accessed legal and advice support.

No Recourse Public Funds Floating Support Service

This Pan-London service supports women experiencing domestic abuse who have *No Recourse to Public Funds (NRPF)* and are living in the community (outside of refuge settings).

To access the service women must be subject to 'Spousal Visa's' . The Floating Support Worker (FSW) provides holistic, trauma-informed support tailored to each woman's needs, including:

- Assessing safety and providing advice on housing options,
- Referrals to in-house immigration and family law advisors,
- Linking to family support where children are involved.
- Applying for grants to alleviate financial hardship,

Support plans are reviewed quarterly with clients. As a specialist "by and for" domestic abuse charity, LBWP offers most services in-house, creating a coordinated and culturally informed support pathway.

Legal Advice Service

The Legal Advice team provides expert **Immigration** and **Family Law** support to clients referred from across LBWP services. Funding has been secured until **March 2026**, supporting:

Key activities:

- Clients on spousal visas admitted to the refuge are referred to immigration advisors for support with Indefinite Leave to Remain (ILR) applications.
- Compiling and writing up case files to present to solicitors for presentation at court.
- Challenging immigration decisions and advocating for women in appealing decisions.
- Family law support includes divorce proceedings and civil remedies involving child contact for example.
- Legal advisors work closely with refuge staff to gather evidence and explain legal processes to clients.
- Attending project meetings to ensure a seamless service across 13 Consortium partners and to share good practice

Outcomes/Impacts:

- All MVDAC-to-ILR and divorce applications managed by the legal team have been successful.
- Legal, counselling, and advice services are coordinated and delivered in-house, reducing barriers for client.

IRIS Programme

The **IRIS Programme** officially concluded on **31st March 2025** following the end of its funding. Despite this, the programme has continued to demonstrate impact and relevance beyond its funded period.
During its operation, the IRIS team delivered domestic abuse awareness and response training to GP practices across the borough. This training enabled GPs and practice staff to better identify and support patients experiencing domestic abuse. As a result of the training, practices began referring patients directly to the IRIS team for specialist support.
Remarkably, referrals have **increased** since the programme ended, with **over 20 new referrals** received **post-March 2025** — indicating sustained trust and recognition of the service by trained professionals.

OUTCOMES	**Total number for the programme to date**	**Total number for this quarter**
Practices/Surgeries **fully** trained	9	0
Practices/Surgeries **partially** trained	11	3
Clinicians **fully** trained	117	0
Clinicians **partially** trained	79	13
Non-clinicians trained	64	5

The Iris target was exceeded and referrals keep coming in after programme ended on 31st March 2025.

The IRIS Advocator continued to work past the end of the project to enable women to complete their self-determined outcomes. She collaborates with other teams to provide holistic support to clients and this included significant referrals to counselling.

In addition, the Floating Support and Advocate Educators support clients on a range of issues including Housing, welfare benefits and grants on an ongoing basis.

N0 RECOURSE TO PUBLIC FUNDS

No. of women supported	24	100%
% of women from African/ Caribbean backgrounds	7	29.17%
% of women from South Asian backgrounds	12	50%
% of women classified as other	5	20.83%

The IRIS PROJECT

No. of women supported	**61**	100%
% of women from African/ Caribbean backgrounds	16	26.22%
% of women from South Asian backgrounds	33	54.09%
% of women classified as other	8	13.11%

IMMIGRATION SERVICE:

No. of women supported	76	100%
% of women from African/ Caribbean backgrounds	39	51.31%
% of women from South Asian backgrounds	37	48.68%
% of women classified as other	0	0%

FAMILY LAW SERVICE:

No. of women supported	62	100%
% of women from African/ Caribbean backgrounds	22	35.48%
% of women from South Asian backgrounds	32	51.61%
% of women classified as other	8	12.90%

Additional Information About What Was Achieved

The organisation took a whole team approach to supporting women holistically. Clients benefitted from financial support through Women's Aid Grant initiatives.

Motivational groups/session were organised for the women, where they shared their experiences and supported one another. Events were organised and wellbeing events provided as well. This was well attended.

Partnerships and Activities

The legal team have developed a broad range of legal advisors, however we note a slow decline in access to Immigration Advisors. We are aware of impending changes to legal aid funding. We are also conscious of the racist language around immigration work as being contentious and the fact that those that use the service are all being criminalised in relation to the narratives surrounding this. For survivors of domestic abuse and violence against women and girls, this adds to the trauma of their experiences. We are yet to uncover the impact on children and young people, through their own narrative of the impact on themselves when dealing with the distress of mothers during the ongoing cost of living crisis.

We also work closely with other Domestic Abuse charities and services e.g. Hestia, Solace Women's Aid, Asha, Ashiana Network, Asian Women's Resource Centre, ELOP, Latin American Women's Aid, Forward (FGM Specialists) and Hearthstone.

Challenges

During the year, the project was impacted by:

- Lack of localised and national funding to continue the IRIS Programme, which is a travesty for GP's and patients alike.
- The decline in access to immigration solicitors, due to problems with Legal Aid.
- Year-to-Year funding which impacts the sustainability of any project and workforce. LBWP has often received late notice of funding continuation. We have been lucky to have survived this by the dedication and commitment of staff, during the cost-of-living crisis.
- It is still a challenge finding accommodation for the clients pending MVDAC (Migrant Victims of Domestic Abuse Concession) applications, linked to the lack of Social Housing, in general and for those who are subject to immigration control.
- Social Housing departments within various local authorities
- Waiting for immigration news as a detriment on women's mental health

4. DOMESTIC ABUSE SAFE ACCOMMODATION AND MOVE-ON SERVICES

Key Services delivered 2024–2025, through 46 bedspaces and Move-on support.

Numbers of Women Accessing Refuge
During this reporting period, LBWP safely accommodated: **165 women and children.** This number has been impacted by Void repair issues within the infrastructure of our housing landlord and capacity that has spilled over from Brexit and COVID19.

Most of our bedspaces are allocated for single women and the remainder are for women with children. Of the total number of women and children supported above, **129 women were accommodated**.

Numbers of Children Accessing Refuge:
During this period LBWP safely accommodated: **36 Children** and Young People under the age of 16.

Providing Safe Accommodation
The aim of this project is to ensure that Black and Minority Ethnic (BME) women and children who have experienced domestic abuse or other forms of Violence Against Women and Girls (VAWG). are safely accommodated in 1 of 7 refuges spread between Newham (6) and Haringey (1).

Our goal is to deliver an effective, racialised, trauma-informed, strength-based refuge service, which is shaped by the diversity needs of women and children.
This project is closely aligned with 1. The Domestic Abuse Act 2021 and local authority duties, 2. Safeguarding principles for adults and children, 3. The Mayors revised 2024 needs assessment, 4. The Victims Bill, to name a few.

LBWP has led on specialist and racialised support within Newham for a period of over 37 years. It has been an integral part of the coordinated approach to domestic abuse and gender-based violence in both local authorities. LBWP has independently sourced funding to provide support to the local community within Haringey and Newham. An example of this is City Bridge Trust, Comic Relief, and the Kering Foundation. LBWP's investment to eradicate domestic abuse and violence against women and girls had not received public admonition.

Quality and Key Impacts (1 April 2024 – 31 March 2025)

Our focus this year has been on expanding and deepening our therapeutic support for women residing in our refuges. We identified a significant increase in mental health challenges among residents, due to the trauma of abuse and anxiety around what support will be available after leaving the refuge. Women are presenting with 'complex' needs.

The use of the term 'complex needs' is not limited to mental health but is used more broadly to explain that women have multiple need issues that impacts their own and children's lives, where perpetrators ae absent and not required to be as engaged in bring about life changes, when compared to the women. As a consequence of, the trauma of managing their own and that of the lives of their children, women's resilience is being eroded and thus they are presenting with high mental health support needs. In Nov 2024, LBWP undertook Mental Health First Aid training to be able to support women.

Despite limited resources, we successfully worked in collaboration with mental health professionals to offer tailored support and achieve positive move-on outcomes (enabling access to talking therapy, as opposed to BME women being escalating to more intense medication, mental health psychologists and psychiatrists)

Outside of increasing staff knowledge and capacity to intervene in crisis moments, LBWP trauma-informed approach and as a result we signpost women to counselling and therapeutic services. In relation to children, we hold weekly therapeutic play sessions with young children.

In addition to the above formal methods of mental health intervention, we promote health lifestyles and leisure through wellbeing activities to support residents' mental and emotional health, including:

1. **Financial Health**
2. **Information on employment**, local courses, and community engagement
3. **Yoga and meditation sessions**
4. **Spa visits**
5. **Recreational and therapeutic outings**, such as:
    - London Zoo
    - Kew Gardens
    - Ramsgate Beach
    - Legoland
    - London Aquarium
    - Local park visits with 'Walking fit ' challenges
    - London Transport Museum
    - Theatre and cinema outings
    - Ten-pin bowling
    - Winter Wonderland

We have delivered some of the following workshops for women across our refuges:

- **Domestic Abuse Awareness and Understanding Workshops**: Designed to raise awareness and provide supportive strategies for those affected by domestic abuse.
- **Self-Esteem Workshops**: Focused on building confidence, enhancing self-worth, and promoting empowerment.

- **Smart Savings Workshop:** Included a 'hands-on' clay money pot activity, offering a creative and practical way to engage women while sharing money-saving tips and budgeting strategies.

- **Gardening Workshops:** Provided a therapeutic, hands-on opportunity to connect with nature, reduce stress, and promote a sense of calm and routine.

- **Art Sessions:** Focused on creative expression, emotional healing, and community building through accessible, low-pressure activities.

Challenges Faced in Domestic Abuse Safe Accommodation

1. One of the primaries challenges this year has been securing adequate move-on housing for residents. There has been a significant decline in the availability of council properties, and many women were instead offered unsuitable accommodation—such as hotels and hostels—that were often unsafe or uninhabitable.
2. In several instances, women were required to stay longer in the refuge due to safety concerns related to the housing offered by local authorities. This placed additional pressure on our services and highlighted ongoing systemic barriers and discrimination faced by our residents. We continue to advocate on behalf of women and are actively engaged in dialogue with local authorities to address and escalate these concerns.
3. An issue that has arisen and could impact the organising's financial sustainability is the rise in utility costs and a black hole in our unrestricted funding, due to delays in our void repairs. When we have voids (rooms we cannot let, that is outside of our control), means BME women cannot access a safe space and additionally the organisation loses income because of the vacancy and time it will take to be filled.
4. Failure of government funding to recognise the full cost of delivering support means that money that should be saved is used to pay for some aspects of the charities running costs, placing the organisation is continuous funding mode and at a disadvantage.

Focus on Child-Centred Support

In addition to improving our core service delivery for women, this year we placed a strong emphasis on making the refuge a child-friendly space. We recognised that the needs of children must be seen and supported independently from their mothers.

Our Lead Family Support Worker: supervises our sessional children's workers to provide targeted play activities across two of our family sites. She has provided emotional and practical support, alongside tailored activities and empowering workshops designed to help families regain stability, rebuild their lives, and recover from trauma.

She continues to build partnerships with charities and persons of influence. A result of this is that we have been able to provide welcome boxes for children accessing our refuge services and those families impacted by poverty or hard circumstanced living in the community.

In addition, she continues to drive for securing school places in recognition of children's developmental and educational needs.

Integrated Family - focussed Workshops Delivered:

- ***Parenting Workshops***
  Designed to support mothers in rebuilding confidence and enhancing their parenting roles, promoting healthier relationships and a stronger family unit.

- ***Health and Safety Workshops***
  These workshops provided mothers with essential knowledge and skills to safeguard their families both at home and in public settings.

- ***Stand Up, Listen***: Empowered mothers and children to understand their rights, speak up about their experiences, and self-advocate in a safe space.

- ***Look, Say, and Sing:*** Targeted mothers with children under 4, using everyday household activities—such as washing toys in a bowl—to promote bonding, sensory play, and developmental engagement.

- ***DART (Domestic Abuse, Recovering Together):*** A 10-week programme aimed at helping survivor mothers and children aged 7–14 strengthen their relationships following experiences of domestic abuse.

- ***Coffee Morning Workshops***
  Informal gatherings that allowed mothers to share experiences, build connections, and access.

- ***Nurturing Through Play***
  Encouraged mothers to engage in creative and educational play with their children to support emotional development, attachment, and resilience.

Holistic Family Work

Children's Welcome Pack Development: Collaboration with Women's Aid included engaging young people in research and feedback regarding what they would like to see in a Welcome Pack upon arriving at the refuge. Their input provided valuable insights into how to make newcomers feel more at ease in a new and unfamiliar environment.

Additional discussions took place around the impact of disability on families escaping domestic abuse, recognising the compounded stress and trauma these families experience. invisible stress and emotional strain placed on both children and parents. Many families grappled with the fear of whether they had made the right decision, particularly as they were required to sever contact with individuals from their past for safety reasons.

Children, depending on their age, may or may not understand the complexities of the family's circumstances. Some may misplace blame on the mother, feel isolated, or struggle to make new friendships due to restrictions on bringing visitors to the refuge. These challenges significantly increase the pressure on mothers as they try to cope with their trauma while adjusting to an entirely new way of life.

Supporting Families - Multi-Agency and Safeguarding Work

- The Lead Family Support Worker regularly attended core group and child protection meetings, especially in situations where paternal families were seeking contact. In such cases, their responsibility was to assess safety and appropriateness of contact, always centring the child's well-being and, where possible, incorporating their wishes and feelings.
- Collaboration with Children's Services, CAFCASS, and the London Black Women's Project involved monthly meetings aimed at improving the quality of court reports, ensuring they are child-friendly, culturally competent, and sensitive to each family's unique ethnic and disability-related needs.
- To enhance emotional well-being and promote social engagement, a wide range of trips and recreational activities were organized, These outings helped the children and mothers reclaim a sense of normalcy, joy, and adventure, which is critical for their emotional healing.

Gratitude for Generous Donations

Generous support from Kids Out, Tesco, Kevin Jenkins, and The Merlin Group made many of these initiatives possible. Every child entering or leaving the refuge was gifted a toy box, helping them feel more welcomed and less afraid during what can be a frightening transition.

LBWP remains committed to providing safe, empowering, and high-quality refuge accommodation to women and children fleeing domestic abuse and VAWG. We will continue to advocate for improved housing pathways, develop our therapeutic and holistic service offer, and work with our partners to deliver impactful support that makes lasting change in the lives of survivors. This year has demonstrated the importance of holistic, trauma-informed, and culturally sensitive support for families and women fleeing domestic abuse. The work done has contributed significantly to creating safer, more empowered futures for both mothers and children—and the team looks forward to building on this foundation in the coming months.

ANALYSIS OF RESTRICTED FUNDS

The restricted funds income enabled the organisation to develop, sustain and reconfigure services to women and support other infrastructure areas of the organisation (Director, finance worker, improvement in ICT functionality). The explanations of these funding streams and their purpose can be found in Note 20.2

Asian Women's Resource Centre
Big Lottery Fund – Equine Project
Big Lottery fund – Vision of Me
City Bridge Trust
Clifford Chance LLP
Comic Relief – Counselling Services (Single Investment)
Comic Relief (Tampon Tax)
DLUHC – Covid 19
DLUHC (LB Newham)
DLUCH – OYA Project
IMKAAN
Kering Foundation
MOPAC – OYA
MOPAC OYA Service 1
MOPAC – OYA Service 2
Rosa fund
WRC -SASA PROJECT
Kids Out
Kevin Jenkins
Merlin Group

THANK YOU TO OUR SUPPORTERS

We would like to thank all the organisation and individuals that have supported us during the year:

Asha Project
Ashiana Projects
Asian Women's Resource Centre
Comic Relief
The Domestic Abuse Commissioner for England and Wales
The Department for Levelling Up Housing and Communities
ELOP
Greater London Authority
LB Haringey
Imkaan
Kering Foundation
Kids Out
Kevin Jenkins
Merlin Group
LB Newham
Newham GP Practices Health Centres
Mayor's Office for Policing and Crime
Mental Health Foundation
London Quadrant Housing Association
Public Donations via Virgin Money Giving
Southall Black Sisters
University of East London
Women's Aid
Women's Resource Centre

FINANCIAL REVIEW

There was an increase in the activities of the charity in 2024/25. Incoming resources increased by 10% (1.91% 2023/24) from £1,613,289 to £1,772,035, whilst expenditure increased by 1% (15.27%) from £1,724,499 to £1,741,246. The surplus for the year is £30,789 and was a reversal of the prior year's deficit of £111,708 for 2023/24.

Reserves Policy

The policy of the charity in respect of reserves and major risks is to increase the General Fund for unrestricted funds held by the organisation, which can be used as a contingency against emergency or unplanned expenditure. The committee are reviewing the need to create designated funds as part of unrestricted funds where the organisation has been able to identify a timescale for expenditure on specific projects/items. The Committee believes that by designating funds in this way, they can ensure that the long-term plans of the organisation can be realised, and the organisation will be able to fulfil its contractual responsibilities to its staff, funders, users, and the wider community.

The management committee has established a policy whereby the unrestricted funds not committed or invested in tangible fixed assets ("the free reserves") held by the charity should be a minimum three months of the resources expended, which for the financial year ended March 2025, would equal £420,026 in general funds. Any further free reserves should be allocated to a designated fund for the provision of employment and staff costs, and for the capital expenditure on a new resource centre. At this level, the management committee feels that they would be able to continue the current activities of the charity in the event of a significant drop in funding. At present, the free reserves

which amount to £260,284 have fallen short of the target level. Restricted funds are set aside in accordance with the terms and conditions laid down by the funder in question.

Fundraising Standard Information

LBWP has received £1,549 (2023/2024 - £32,906) in public donations during the financial year. These were unsolicited donations, and L.B.W.P does not currently employ the services of a professional fundraiser.

LBWP has received no complaints regarding its fundraising activities, and is developing a policy on fundraising to ensure that any further activities in this regard do not :

- unreasonably intrude on a person's privacy.
- use unreasonably persistent approaches for the purpose of soliciting or otherwise procuring money or other property on behalf of the charity.
- place undue pressure on a person to give money or other property.

Pay Policy

The Trustees set the renumeration of the key management personnel by comparing job descriptions with similar roles in comparable organisations and other external data of its comparators.

How expenditure in the year has supported the key objectives of the charity.

Funding for the year ended March 2025, has supported LBWP to deliver on all aspects of its programme objectives including supported housing bedspaces, counselling for women and girls in the wider based community. The provision of legal and other advisory services.

Risk review and management.

The management committee has conducted its own review of the major risks to which LBWP is exposed, and systems have been established to mitigate those risks. Significant external risks to funding have led to the development of a strategic vision which has allowed, and will continue to allow, for the diversification of funding and activities. Internal risks are minimised by the implementation of procedures for authorisation of all transactions and projects and to ensure consistent quality of delivery for all operational aspects of the company. These procedures will be periodically reviewed to ensure that they continue to meet the needs of LBWP.

A keynote for 2024 – 2025, is the resurgence of the 'Hostile Environment' for those with NRPF and caught up in Immigration rules.

- LBWP needs to be aware of the changing political landscape despite a Labour government being in place and the increasing squeeze on funding of services to support this vulnerable migrant group.
- Increase in the Far-right movement groups (Reform, Unite, UKIP) in the next 24-month period and whether gaining power and seats in parliament I, a possibility and what this means to the funding of BME and specialist services, should be observed carefully.
- The subtle but increasing relationship building between American Politics and its eradication of EDI and support services and British Far-right movement aligned ideologies towards women and BME issues, also requires careful monitoring.

Risk management is ongoing and embedded in the governance and operational procedures of the organisation. The Board of Trustees reviews and revises the risk register on an annual basis, it covers strategic, financial, HR and operational risks.

A Key Risk identified during the period was:

Cyber Crime: In 2023, LBWP was the subject of cyber-crime where the Directors signature was used to misdirect funds to a fraudulent bank account. The Director followed all processes and procedures in notifying funders and partners as appropriate, including consulting with the Police. Most of the money was recovered, through partner insurances. The Directors action:

1. Obtain Cyber Security Insurance
2. Solution Consultants to apply increased security detection software across 'cloud' based programmes for LBWP's 'One Drive/Shared Drives'
3. Periodic Cyber -safety training for staff
4. Detecting and informing on 'suspected marketing emails, trying to gain access to passwords or the system by using topic related emails.
5. LBWP also maintains an ICT Consultant who advises and acts between the director and Solution Consultants.

Insurance was taken out with Gallaghers Cyber Insurance Policy to give the organisation up to and ending 5th October 2025.

PLANS FOR FUTURE PERIODS

The board agrees that it must invest in the director in order to;

- Address the potential for a challenging future considering the treat of 'Far Right' politics and the threat towards funding of the BME sector, migrant women's liberty and human rights to live in the UK.
- Grow membership of the board with HR, ICT, Housing Specialist and Entrepreneurship skills. Targeting young people, those with disabilities and black minoritised women with lived experiences onto the board.
- Join other Women's Aid groups in raising 'voice' against the ongoing inequality of funding, which drains organisation's ability to be independent and sustainable.
- Review and improve the induction resources for board members, using good practice information from the charity commission and others relevant to governance.
- Revise a new strategic plan, with the board and a consultant for 2026- 2029, taking serious account of a modern 'hostile environment' promoted under the current government and those in 'waiting' at the next election in August 2029.
- Secure targeted funding to grow and futureproof the SMT leadership team skills and knowledge as part of the growth and development of LBWP and succession planning.
- Continue to build relationships and expand its reach within Newham and Haringey.
- Prepare for future commissioning in Haringey.
- Campaign and petition for sustainable funding for the black minoritised sector of 3 + more years, in partnership with other women's sector services.
- Campaign and petition for the most vulnerable groups of women subject to immigration control. A ' No equality without Inclusion' Campaign.
- Improve whole organisation skills in data analysis and impact measurement for annual reports and audit reports.
- Work towards a cost saving strategy in 2025/2026, with a target of £100,000 per annum, in order to survive any detrimental impacts of the far-right movement.
- Take advantage of opportunities to secure mixed funding through partnership .
- Look for opportunities to expand work in Haringey.

REFERENCE AND ADMINISTRATIVE INFORMATION

Charity Name	London Black Women's Project Limited
Company number	02393931
Charity number	1001834
Registered office and Operational address	661 Barking Road Plaistow London E13 9EX

Directors and Trustees

The Board of Trustees constitutes directors of the company for the purpose of company law and trustees for the purpose of charity law. The trustees serving during the year and since the year end were as follows:

Anjum Mouj	Co-Chair
Donna M E Carty	Co-Chair
Surriya Ahmad	Deputy Chair
Saika Alam	Secretary
Rena Pathak	Treasurer
Palvinder Kudhail	

The trustees are elected at the Annual General Meeting. No trustee received any remuneration for services during the year (2024 – Nil), nor have any beneficial interest in any contract with the charity.

Senior Management Team

Ms Meril Eshun-Parker	Director
Manna Ahmed	Senior Manager
Ekaete Dorcas	Senior Manager
Shabana Hariff	Counselling Coordinator

The day to day management of the charity is delegated to the Director.

Bankers	HSBC Bank plc 118 High Street North East Ham London E6 2HX
Statutory Auditors	Barcant Beardon Limited Chartered Accountants & Statutory Auditors 8 Blackstock Mews London N4 2BT

Statement of Trustees Responsibilities

The Trustees, who are also the directors of London Black Women's Project for the purpose of company law, are responsible for preparing the Trustees' report and the accounts in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year that give a true and fair view of the state of the affairs of the charity as at the balance sheet date, and to record its incoming resources and the application of resources, including income and expenditure, for that year. In preparing those financial statements, Trustees are required to

- select suitable accounting policies and apply them consistently
- make judgements and estimates that are reasonable and prudent
- state whether applicable accounting standards have been followed subject to any material departures disclosed and explained in the financial statements, and
- prepare the financial statements on a going concern basis unless it is inappropriate to assume that the charity will continue on that basis.

The Trustees are responsible for maintaining adequate accounting records which disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Companies Act 2006. The Trustees are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website in accordance with legislation in the United Kingdom governing the preparation and dissemination of financial statements.

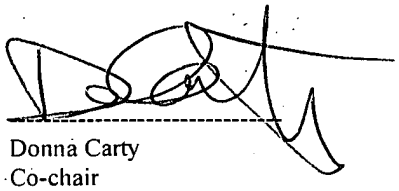
In accordance with company law, as the company's directors, we certify that, in so far as we are aware, there is no relevant audit information of which the company's auditors are unaware; and as the directors of the company we have taken all the steps that we ought to have taken in order to make ourselves aware of any relevant audit information and to establish that the charity's auditors are aware of that information.

Public Benefit Statement

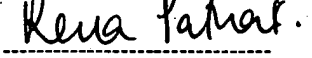
The trustees confirm that they have complied with the duty in section 4 of the Charities Act 2011 to have due regard to the Charity Commission's general guidance on public benefit, "Charities and public benefit".

These financial statements have been prepared in accordance with the Charities Statement of Recommended Practice (FRS102) and in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small entities.

This Report was approved by the Trustees and signed on its behalf by:



Donna Carty
Co-chair



Rena Pathak
Treasurer

Date: 15/12/25

INDEPENDENT AUDITOR'S REPORT

TO THE MEMBERS OF LONDON BLACK WOMEN'S PROJECT LIMITED

FOR THE YEAR ENDED 31 MARCH 2025

Opinion

We have audited the financial statements of London Black Women's Project Limited for the year ended 31 March 2025 which comprise the Statement of Financial Activities, the Balance Sheet and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2025 and of its incoming resources and application of resources, including its income and expenditure, for the period then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been properly prepared in accordance with the requirement of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the trustees' annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the trustees' report (incorporating the directors' report) for the financial period for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of our knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies' regime and take advantage of the small companies' exemptions in preparing the directors' report and from the requirement to prepare a strategic report.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on page 13, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

- the engagement partner ensured that the audit team had the appropriate competence, capability and skill to identify and recognise any non-compliance with applicable laws and regulations;
- we identified such laws and regulations applicable from our discussions with trustees and other management and from our knowledge and experience of the sector;

- we focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the charitable company, including the Companies Act 2006, the Charities Act 2011 and the Charity SORP (FRS 102);
- we considered the provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which might be fundamental to the charitable company's ability to operate or to avoid a material penalty, including the General Data Protection Regulation (GDPR), Anti-fraud, bribery and corruption legislation, Taxation legislation and Employment legislation;
- we assessed the extent of compliance with laws and regulations identified above through making enquiries of management and inspecting legal correspondence; and
- identified laws and regulations were communicated within the audit team and the team remained alert to instances of non-compliance throughout the audit.

We assessed the susceptibility of the charitable company's financial statements to material misstatement, including obtaining an understanding of how fraud might occur by:

- making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud; and
- considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations.

To address the risk of fraud through management bias and override of controls, we:

- performed analytical procedures to identify any unusual or unexpected relationships;
- tested journal entries to identify unusual transactions;
- assessed whether judgements and assumptions made in determining the accounting estimates were indicative of potential bias; and
- investigated the rationale behind significant or unusual transactions.

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- agreeing financial statement disclosures to underlying supporting documents
- reading the minutes of meetings of those charged with governance; and
- enquiring of management as to actual and potential litigation and claims.

Owing to the inherent limitations of an audit, there is an unavoidable risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities is available on the Financial Reporting Council's website at: https://www.frc.org.uk/Our-Work/Audit/Audit-and-assurance/Standards-and-guidance/Standards-and-guidance-for-auditors/Auditors-responsibilities-for-audit/Description-of-auditors-responsibilities-for-audit.aspx. This description forms part of our auditor's report.

INDEPENDENT AUDITOR'S REPORT

TO THE MEMBERS OF LONDON BLACK WOMEN'S PROJECT LIMITED

FOR THE YEAR ENDED 31 MARCH 2025

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

15th December 2025

Mukesh Khatri
Senior Statutory Auditor

For and on behalf of
BARCANT BEARDON LIMITED
Chartered Accountants
and
Statutory Auditors

8 Blackstock Mews
Islington
London N4 2BT

LONDON BLACK WOMEN'S PROJECT LIMITED

STATEMENT OF FINANCIAL ACTIVITIES (INCLUDING INCOME AND EXPENDITURE ACCOUNT)

FOR THE YEAR ENDED 31 MARCH 2025

Income and Expenditure Summary

	Notes	Restricted Funds	Unrestricted Funds	Total Funds 2025	Total Funds 2024
		£	£	£	£
Incoming and endowments from:					
Donations and legacies	3	253,930	27,477	281,407	192,483
Charitable activities	4	542,775	939,930	1,482,705	1,415,516
Investment income	5	-	7,923	7,923	5,292
Total income and endowments		796,705	975,330	1,772,035	1,613,291
Expenditure on:					
Costs of raising funds	6	-	3,853	3,853	2,255
Charitable activities	7	845,123	892,270	1,737,393	1,722,744
Total resources expended		845,123	896,123	1,741,246	1,724,999
Net income/(expenditure)		(48,418)	79,207	30,789	(111,708)
Transfers between funds	19	7,451	(7,451)	-	-
Net movement in funds for the year		(40,967)	71,756	30,789	(111,708)
Reconciliation of funds					
Total funds brought forward	19	192,963	188,528	381,491	493,199
Total funds carried forward		151,996	260,284	412,280	381,491

The statement of financial activities includes all gains and losses recognised during the year.

All income and expenditure derive from continuing activities.

LONDON BLACK WOMEN'S PROJECT LIMITED

BALANCE SHEET

FOR THE YEAR ENDED 31 MARCH 2025

	Notes	2025 £	2024 £
Tangible Fixed Assets	14	13,652	4,233
Current Assets			
Debtors	16	242,058	392,764
Cash at bank and in hand		398,228	214,304
		640,286	607,068
Creditors: Amounts falling due within one year	17	(241,658)	(229,810)
Net Current Assets		398,628	377,258
Net Assets		412,280	381,491
Funds			
Restricted funds	19	151,996	192,963
Unrestricted funds			
- General funds	19	260,284	188,528
Total funds		412,280	381,491

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

Signed on behalf of the board of trustees:

Donna Carty
Co-chair

Rena Pathak
Treasurer

Date: 15/12/25

The notes on pages 27 - 40 form part of these financial statements.
Company Registration No. 02393931

LONDON BLACK WOMEN'S PROJECT LIMITED

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2025

	Notes	2025 £	2024 £
Cash flow from operating activities			
Net cash provided by operating activities	21	193,705	(326,744)
Cash flow from investing activities			
Interest income		7,923	5,292
Purchase of tangible fixed assets		(17,704)	(5,549)
Net cash (used in)/provided by investing activities		(9,781)	(257)
Net increase in cash and cash equivalents in the period		183,924	(327,001)
Cash and cash equivalents at the beginning of the period		214,304	541,305
Cash and cash equivalents at the end of the period		398,228	214,304
Analysis of cash and cash equivalents			
Cash in bank and in hand		398,228	214,304
Cash and cash equivalents at the end of the period	21.1	398,228	214,304

1 *Accounting Policies*

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

1.1 General information and basis of preparation

London Black Women's Project Limited is a private charitable company limited by guarantee incorporated in England and Wales and has no share capital. In the event of the charitable company being wound up the liability in respect of the guarantee is limited to £1 per member of the charity. The registered office address is 661 Barking Road, Plaistow, London E13 9EX.

The charity constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland issued in October 2019, the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), the Charities Act 2011, the Companies Act 2006 and UK Generally Accepted Practice.

The financial statements are prepared on a going concern basis under the historic cost convention. The financial statements are prepared in sterling, which is the functional currency of the company. Monetary amounts in these financial statements are rounded to the nearest £.

1.2 Going Concern

The financial statements have been prepared on a going concern basis as the trustees believe that no material uncertainties exist. The trustees have considered the level of funds held and the expected level of income and expenditure for 12 months from authorising these financial statements. The budgeted income and expenditure is sufficient with the level of reserves for the charitable company to be able to continue as a going concern.

1.3 Charitable Funds

Unrestricted funds are available for use at the discretion of the members of management committee in furtherance of their charitable objectives unless the funds have been designated for other purposes. Designated funds have been set aside for specific purposes by the trustees. Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the accounts.

1.4 Incoming Resources

Items of income are recognised in the financial statements when all the following criteria are met:

- the charity has entitlement to the funds;
- any performance conditions have been met or are fully within the control of the charity;
- there is sufficient certainty that receipt of the income is considered probable; and
- the amount can be measured reliably.

Grant income is recognised when it is receivable. Fee income is recognised as it is earned. Donations are accounted for when receivable. Rental income is recognised when receivable and is net of voids.

Gifts in kind represent assets or services donated for distribution or use by the charity. Assets given for distribution are recognised as incoming resources only when distributed. Assets given for use by the charity are recognised when receivable. Gifts in kind are valued at the amount actually realised from the disposal of the assets or at the price the charity would otherwise have paid for the assets.

Grants for the purchase of fixed assets are recognised in full is the statement of financial activities in the period in which they are receivable.

1.5 Resources Expended

Expenditure is accounted for on an accruals basis and is inclusive of the irrecoverable VAT attributable to that expense.
Governance costs include the management of the charitable company's assets, organisation management and compliance with constitutional and statutory requirements. Costs of raising funds relates to the costs incurred by the charitable company in raising funds for the charitable work.

Staff costs and expenditure which are directly attributable to activities have been charged to them in full. Other costs and overhead expenses are allocated to activities based on the total income for each scheme.

1.6 Tangible Fixed Assets

Fixed assets are for use by the charitable company in fulfilling its main charitable objects. Items are capitalised when the purchase price exceeds £500. Depreciation is provided on all fixed assets are rates calculated to write off the cost of each asset over its estimated useful life. The depreciation rates in use are as follows:

Office equipment	3 years straight line (33%)
Computer equipment	3 years straight line (33%)
Hostel furniture and equipment	3 years straight line (33%)

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset and is recognised in net income/(expenditure) for the period.

1.7 Impairment of Fixed Assets

At each reporting end date, the charitable company reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1.8 Cash and Cash Equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.9 Financial Instruments

The charitable company has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

1.10 Debtors

Debtors are recognised by the charitable company when invoices issued for work that have been completed, as well as upon the signing of a grant agreement, or for an amount that has been paid in advance for goods or services. Debtors also include amount receivable on grant funding on which the charitable company is entitled.

1.11 Creditors

Creditors are recognised by the charitable company when invoices issued by a supplier, for work that has been completed, as well as upon the signing of a contractual agreement. Creditors also include amounts payable on authorised work or services to which the charitable company is committed.

1.12 Leases

All leases of equipment are operating leases. Rentals payable under operating leases are charged to the Statement of Financial Activities on a straight-line basis over the period of the lease. No assets are held under hire purchase agreements.

1.13 Employee Benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received. Employees are not usually able to carry forward any unused holiday past the year end.

Termination benefits are recognised immediately as an expense when the charitable company is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.14 Retirement Benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

2 Critical Accounting Estimates and Judgements

In the application of the charity's accounting policies, the members of the management committee are required to make judgments, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are listed below:

Cost allocation
Staff costs are allocated in accordance with staff time. The costs of premises and specified project costs are allocated directly, based on usage. All other overhead costs are allocated based on income.

Doubtful debt provision
The provision for doubtful debts is at 50% for debts arising in the current reporting period and 100% for earlier debts arising prior to the current reporting period. The rent overpayments are written back in light of communication with the relevant local borough councils.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods when the revision affects both current and future periods.

3 *Income from Donations and Legacies*

	Restricted Funds 2025 £	Unrestricted Funds 2025 £	Total Funds 2025 £	Total Funds 2024 £
Public donations	-	1,359	1,359	1,549
Subsistence receipts	-	-	-	243
Small grants for beneficiaries	36,060	-	36,060	2,400
Other income	-	1,118	1,118	750
General Grants				
Asian Women's Resource Centre	102,754	-	102,754	68,911
Kering Foundation	46,616	-	46,616	70,130
Imkaan	-	25,000	25,000	-
Comic Relief - Leadership Investment	42,500	-	42,500	22,500
Comic Relief – Winter Campaign	26,000	-	26,000	26,000
	253,930	27,477	281,407	192,483

3.1 Income from donations & legacies was £281,407 (2024 - £192,483) of which £253,930 (2024 - £187,541) was attributable to restricted funds and £27,477 (2024 – £4,942) was attributable to unrestricted funds - general.

4 *Income from Charitable Activities*

	Restricted Funds 2025 £	Unrestricted Funds 2025 £	Total Funds 2025 £	Total Funds 2024 £
Performance Related Grants				
DLUHC – LB of Newham	100,000	-	100,000	100,000
MOPAC - OYA Project	62,181	-	62,181	62,181
NHS East London Foundation Trust	-	27,000	27,000	27,000
London Borough of Newham - Supporting People	-	198,000	198,000	198,000
London Borough of Haringey - Revenue Grant	-	35,000	35,000	35,000
IRISi	69,625	-	69,625	35,625
MOPAC Service 1	210,349	-	210,349	210,347
MOPAC Service 2	100,620	-	100,620	100,620
Other Income				
Rent & Service Charges Receivable	-	679,930	679,930	646,743
	542,775	939,930	1,482,705	1,415,516

4.1 Income from charitable activities was £1,482,705 (2024 - £1,415,516) of which £542,775 (2024 - £508,773) was attributable to restricted funds and £939,930 (2024 – £906,743) was attributable to unrestricted funds - general.

5 *Income from Investments*

	Unrestricted Funds 2025 £	Unrestricted Funds 2024 £
Bank interest receivable	7,923	5,292

5.1 Income from investments was £7,923 (2024 - £5,292) of which £nil (2024 - £nil) was attributable to restricted funds and £7,923 (2024 – £5,292) was attributable to unrestricted funds - general.

6 ***Expenditure on Raising Funds***

	2025	2024
	£	£
Fundraising and publicity	3,853	2,255

6.1 Of the £3,853 fundraising expenditure in 2025 (2024 - £2,255), £nil (2024 - £nil) was attributable to restricted funds and £3,853 (2024 - £2,255) was attributable to unrestricted funds - general.

7 ***Analysis of Expenditure on Charitable Activities***

Charitable Activities – 2025

	Restricted Funds 2025	Unrestricted Funds 2025	Total 2025	Total 2024
	£	£	£	£
Staff costs	538,956	253,419	792,375	741,959
Premises costs	60,259	142,811	203,070	232,190
External staff related costs	111,133	40,676	151,809	193,808
Communications	-	3,690	3,690	1,144
Printing, postage & stationery	-	2,307	2,307	6,846
Training, travel and recruitment	19,394	10,567	29,961	37,194
Depreciation	-	8,285	8,285	5,226
Servicing of equipment	1,020	12,509	13,529	16,582
IT hardware	1,128	(1,128)	-	1,568
IT software & maintenance	20,150	48,144	68,294	77,423
Housing association management charge	-	252,986	252,986	234,935
Audit and accountancy	7,814	23,493	31,307	19,083
Other professional fees	2,000	18,900	20,900	20,056
Other costs	50,092	32,870	82,962	38,598
Beneficiary costs	1,750	821	2,571	926
Maintenance charge	-	15,718	15,718	24,030
Rent payable	31,427	-	31,427	59,712
Bad debts provision	-	26,202	26,202	11,464
	845,123	892,270	1,737,393	1,722,744

7.1 Charitable Activities – 2024

	Restricted Funds 2024 £	Unrestricted Funds 2024 £	Total 2024 £	Total 2023 £
Staff costs	491,128	250,831	741,959	572,379
Premises costs	23,512	208,678	232,190	213,750
External staff related costs	115,632	78,176	193,808	198,723
Communications	95	1,049	1,144	2,388
Printing, postage & stationery	3,144	3,702	6,846	6,434
Training, travel and recruitment	20,602	16,592	37,194	62,851
Depreciation	-	5,226	5,226	3,378
Servicing of equipment	5,048	11,534	16,582	8,491
IT hardware	623	945	1,568	12,341
IT software & maintenance	13,615	63,808	77,423	74,149
Housing association management charge	-	234,935	234,935	202,844
Audit and accountancy	4,446	14,637	19,083	23,820
Other professional fees	7,103	12,953	20,056	12,398
Other costs	22,212	16,386	38,598	30,092
Beneficiary costs	116	810	926	598
Maintenance charge	2,526	21,504	24,030	24,819
Rent payable	59,712	-	59,712	-
Bad debts provision	-	11,464	11,464	44,823
	769,514	953,230	1,722,744	1,494,278

8 Analysis of Support and Governance Costs

	Support costs £	Governance costs £	Total 2025 £	Total 2024 £
Premises	1,537	-	1,537	22,408
Communications	548	-	548	334
Office	59,742	-	59,742	60,167
Staff related costs	2,530	-	2,530	2,323
Audit & accountancy	-	15,600	15,600	16,200
Other professional fees	635	-	635	3,000
Sundry costs	547	-	547	-
	65,539	15,600	81,139	104,432

9 Net Income/(Expenditure) for the Year

	2025 £	2024 £
This is stated after charging:		
Depreciation	8,285	5,226
Auditor's remuneration	15,600	16,200

10 *Trustee Remuneration and Expenses*

The trustees were not paid any remuneration nor received any other benefits during the year (2024 – nil). Travel expenses of £nil (2024 - £nil) were paid on behalf of no trustee (2024 – no trustee).

11 *Analysis of Staff Costs*

	2025 £	2024 £
Wages and salaries	717,947	673,842
Social security costs	66,096	59,205
Employers pension costs	8,332	8,444
	792,375	741,491

11.1 There were no employees who received total employee benefits (excluding employers' pension contributions) of more than £60,000 (2024 - none).

11.2 During the year the company paid £151,809 (2024 - £188,254) to independent third parties for the provision of staff.

11.3 The total amount of employee benefits received by key management personnel is £192,069 (2024 - £184,928). The charitable company considers its key personnel to comprise its Senior Management Team.

12 *Staff Numbers*

The average monthly head count was 22 staff (2024 - 23 staff) and the average monthly number of full-time equivalent employees (including casual and part time staff) during the year was as follows:

	2025 Number	2024 Number
Management	4.0	3.9
Project workers	14.5	14.3
Administration	1.9	1.8
	20.4	20.0

13 *Taxation*

London Black Women's Project Limited is considered to pass the tests set out in Paragraph 1, Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3, Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

14 *Fixed Assets*

	Office Equipment & Computers £	Hostel Furniture & Equipment £	Total £
Cost			
At 1 April 2024	188,803	58,233	247,036
Additions	8,724	8,980	17,704
At 31 March 2025	197,527	67,213	264,740
Depreciation:			
At 1 April 2024	185,937	56,866	242,803
Charge for the year	4,608	3,677	8,285
At 31 March 2025	190,545	60,543	251,088
Net Book Value:			
At 31 March 2025	6,982	6,670	13,652
At 1 April 2024	2,866	1,367	4,233

15 *Financial Instruments*

	2025 £	2024 £
Carrying amount of financial assets		
Debt instruments at amortised cost	471,980	215,304
Carrying amount of financial liabilities		
Measured at amortised cost	241,658	229,810

16 *Debtors*

	2025 £	2024 £
Operating debtors	254,141	331,333
Less: Provision for doubtful debts	(184,964)	(299,008)
	69,177	32,325
Other debtors	4,575	4,465
Prepayments and accrued income	168,306	355,974
	242,058	392,764

17 *Creditors: Amounts falling due within one year*

	2025	2024
	£	£
Operating creditors	91,256	72,791
Taxation and social security	17,103	17,732
Other creditors	87,323	87,281
Accruals	45,976	52,006
	241,658	229,810

18 *Pensions*

The charitable company offers a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the charity in an independently administered fund. The Royal London operates the pension scheme on the charitable company's behalf.

The charge to the income and expenditure account in respect of the defined contribution scheme was £8,332 (2024 - £8,444).

19 *Analysis of Charitable Funds*

19.1 *Unrestricted Funds – Current Year*

	Balance 1 April 2024	Incoming Resources	Outgoing Resources	Transfers	Balance 31 March 2025
	£	£	£	£	£
General funds	188,528	975,330	(896,123)	(7,451)	260,284
	188,528	975,330	(896,123)	(7,451)	260,284

Unrestricted Funds – Previous Year

	Balance 1 April 2023	Incoming Resources	Outgoing Resources	Transfers	Balance 31 March 2024
	£	£	£	£	£
General funds	253,517	916,977	(955,485)	(26,481)	188,528
	253,517	916,977	(955,485)	(26,481)	188,528

Name of unrestricted fund	*Description, nature and purposes of the fund*
General funds	The "free reserves" after allowing for any designated funds.

*19.2 **Restricted Funds – Current Year***

	Balance 1 April 2024	Incoming Resources	Outgoing Resources	Transfers	Balance 31 March 2025
	£	£	£	£	£
Asian Women's Resource Centre	42,862	102,754	(83,557)	-	62,059
Big Lottery Fund - Equine Project	5,229	-	-	-	5,229
Big Lottery Fund - Vision of Me	32,895	-	-	-	32,895
City Bridge Trust	1,308	-	-	-	1,308
Clifford Chance LLP	11,139	-	(8,075)	-	3,064
Comic Relief - Leadership Investment	28,794	42,500	(64,417)	-	6,877
Comic Relief - Winter Campaign	26,784	26,000	(49,789)	-	2,995
DLUHC[1] - Covid 19	23	-	-	-	23
DLUHC[1] - LB of Newham	-	100,000	(107,451)	7,451	-
DLUHC[1] - OYA Project	120	-	-	-	120
IRISi	23,954	69,625	(72,530)	-	21,049
Kering Foundation	15,942	46,616	(50,554)	-	12,004
London Community Fund	2,530	-	-	-	2,530
London Community Fund (Wave 2)	1,195	-	-	-	1,195
Ministry of Justice - MOPAC[2]	72	-	-	-	72
MOPAC[2] - OYA Project	-	62,181	(62,181)	-	-
MOPAC[2] - Service 1	-	210,349	(210,349)	-	-
MOPAC[2] - Service 2	-	100,620	(100,620)	-	-
National Lottery Community Fund	67	-	-	-	67
Rosa Fund	49	-	-	-	49
Women's Aid Federation	-	36,060	(35,600)	-	460
Total	192,963	796,705	(845,123)	7,451	151,996

Restricted Funds – Previous Year	Balance 1 April 2023	Incoming Resources	Outgoing Resources	Transfers	Balance 31 March 2024
	£	£	£	£	£
Asian Women's Resource Centre	70,351	68,911	(96,400)	-	42,862
Big Lottery Fund - Equine Project	5,229	-	-	-	5,229
Big Lottery Fund – Vision of Me	32,895	-	-	-	32,895
City Bridge Trust	1,308	-	-	-	1,308
Clifford Chance LLP	15,167	-	(4,028)	-	11,139
Comic Relief – Leadership Investment	6,294	22,500	-	-	28,794
Comic Relief – Winter Campaign	784	26,000	-	-	26,784
DLUHC[1] – Covid-19	23	-	-	-	23
DLUHC[1] – LB of Newham	774	100,000	(107,331)	6,557	-
DLUHC[1] – OYA Project	120	-	-	-	120
IRISi	32,893	35,625	(44,564)	-	23,954
Kering Foundation	24,622	70,130	(78,810)	-	15,942
London Community Fund	2,530	-	-	-	2,530
London Community Fund (Wave 2)	1,195	-	-	-	1,195
Ministry of Justice – MOPAC[2]	72	-	-	-	72
MOPAC[2] - OYA Project	84	62,181	(71,119)	8,854	-
MOPAC[2]– Service 1	39,381	210,347	(257,216)	7,488	-
MOPAC[2] – Service 2	5,844	100,620	(110,046)	3,582	-
National Lottery Community Fund	67	-	-	-	67
Rosa Fund	49	-	-	-	49
Total	239,682	696,314	(769,514)	26,481	192,963

Name of restricted fund	*Description, nature and purposes of the fund*
Asian Women's Resource Centre	The Ascent Ending Harmful Practices Lead Partner is the AWRC. This funding from London Councils was to provide support services to women who have no recourse to public funds.
Big Lottery Fund - Equine Project	Big Lottery Funding of a summer program to improve health and wellbeing. LBWP believes that therapy and healing so be diverse and interactive for all services users. We conceived the idea of alternative therapy and the Equine project. LBWP looked at the impact of COVID19 on its residents and decided to provide an alternative experience of going into the countryside and experiencing an alternative environment from an urban city.
Big Lottery Fund - Vision of Me	The BLF Women and Girls Initiative funds a project called Vision of Me. The project focuses on women and girl's creative agency in the process of recovery and healing. Workers deliver support in diverse ways guided by women and girls including the use of art in the support process. The project helps to shift power dynamics from providers to users of services by strengthening their voice in the process of support.
City Bridge Trust	CBT has supported the Director, a fundraiser and financial administrator as in order to develop and grow the work of LBWP. In addition, the finance administrator has supported women in gaining financial independence and addressing the challenges of the financial crisis.
Clifford Chance LLP	Supporting financial independence through workshops.
Comic Relief - Leadership Investment	Supporting the leadership infrastructure of LBWP to ensure sustainability of a historically under-funded organisation and its work.
Comic Relief - Winter Campaign	Supporting the organisations infrastructure following the Cost-of-Living Crisis and increases in utility services.
DLUHC[1] - Covid 19	Protecting service users from COVID19, is still required. The funding enabled additional staff cover, PPE and deep cleaning to keep women safe.
DLUHC[1] - OYA Project	A key focus of this funding was to safeguard the health and welfare of service users in multiple occupancy refuges. Funding supported the acquisition of cleaning materials and resources to maintain a high standard of hygiene to prevent the spread of infection, within 7 of our Newham and Haringey refuges and central offices.
DLUHC[1] - LB of Newham	This funding crisis advice and support through a telephone helpline/email and drop-in service, additional safe accommodation bedspaces and staffing support, counselling, play and therapeutic support to children.
IRISi	Supports the work of the GPs through training on Domestic abuse and how to identify the signs, through GP Practices. Enabled direct GP/Healthcare referrals into a designated post, which supports survivors of domestic abuse.

1 Department for Levelling Up, Housing and Communities
2 The Mayor's Office for Policing and Crime

Name of restricted fund	*Description, nature and purposes of the fund*
Kering Foundation	Supported the holistic approach of LBWP in tackling domestic abuse, violence against women and girls, with emphasis on those who are migrant, with some experiences of sexual harassment. In addition, promoting awareness gender-based violence on migrant women and girls.
London Community Fund	Matched funding for vulnerable women, so that they can travel to key appointments in a safety. Taxi costs were covered to prevent women from being spotted. This funding cannot be under-estimated because, it also prevented women from using public transport at periods of time during the pandemic where not every member of the public were wearing masks. Using this form of transport when women lived in multiple occupancy accommodation was not viable.
London Community Fund (Wave 2)	Funding was used to support additional hours required to maintain the strategic leadership of the director (increase of 4 to 5 days), in being able to steer the organisation through COVID19 and to establish key partnerships to share good practice and knowledge, to protect staff and users.
Ministry of Justice - MOPAC	A fundraiser (20 days) was employed through this stream of funding to support the financial sustainability of the organisation. Matched funding was also required for the following roles: project coordinator (2 days) and facilities manager (80 hours).
MOPAC[2] - OYA Project	The OYA consortium had been granted temporary funding for six months in 2021-22 by the GLA in the context of the covid19 emergency response for the maintenance of increased support and capacity in by and for specialist refuge provision. This is an extension of that grant that aims to maintain the increased refuge bedspaces available to BME women and provide further support.
MOPAC[2] - Service 1	Safe Accommodation services employ the following roles to add wrap around support and improve quality services to women living in refuges, Complex Case Worker, Specialist Housing Advisor, Immigration Advisor, Family Law Advisor. Women who are resettled/move on.
MOPAC[2] - Service 2	Safe Accommodation services employ the following roles to add wrap around support and improve quality services to women living in refuges: Children's and Family Therapist, Counselling Coordinator and Counsellor. Women who are resettled/move on also have access to the services.
National Lottery Community Fund	Six month grant to expand our current specialist counselling service to reach more BAME young women and girls, BAME refugees and asylum seekers and children who are experiencing mental and emotional issues as a result of domestic and other forms of gendered violence, due to an increase in demand for counselling during the Covid-19 crisis

1 Department for Levelling Up, Housing and Communities
2 The Mayor's Office for Policing and Crime

Name of restricted fund	*Description, nature and purposes of the fund*
Rosa Fund	My Body, My Rules: Specialist legal advice project focusing on the experiences of sexual harassment and abuse of BME and migrant women in the north-south BME and migrant women's concentrations.
Women's Aid Federation	These grants are given to individual women, through an application process to support women to leave a violent situation and move elsewhere, access money if No Recourse to Public Funds, purchase furniture for a new home and others under their criteria.

19.3 Transfers from general funds to restricted funds represent a shortfall in restricted funding on those projects made up by general funds. During the year, £7,451 (2024 - £26,481) was transferred from the general reserves to one restricted reserves.

20 ***Analysis of Net Assets between Funds – Current Year***

	Restricted Funds 2025 £	Unrestricted Funds 2025 £	Total 2025 £
Tangible fixed assets	-	13,652	13,652
Cash at bank and in hand	151,996	246,232	398,228
Other net current assets/(liabilities)	-	400	400
	151,996	260,284	412,280

Analysis of Net Assets between Funds – Previous Year

	Restricted Funds 2024 £	Unrestricted Funds 2024 £	Total 2024 £
Tangible fixed assets	-	4,233	4,233
Cash at bank and in hand	192,963	21,341	214,304
Other net current assets/(liabilities)	-	162,954	162,954
	192,963	188,258	381,491

21 ***Reconciliation of Net Income to Net Cash Flow from Operating Activities***

	2025 £	2024 £
Net income for the year	30,789	(111,708)
Adjustments for:		
Interest income	(7,923)	(5,292)
Depreciation	8,285	5,226
(Increase)/decrease in debtors	150,706	(255,150)
Increase/(decrease) in creditors	11,848	40,180
	193,705	(326,744)

21.1 Analysis of Changes in Net Debt

	At 1 April 2024 £	Cash-flows £	At 31 March 2025 £
Cash in bank and in hand	214,304	183,924	398,228

22 Related Party Transactions

There were no related party transactions during the year. In the previous year, one trustee's family member was employed as a subcontractor during the year. She was paid £3,500 for her services. There were no outstanding balances at the year-end date in relation to related parties (2024 – none).

LONDON BLACK WOMEN'S PROJECT

England & Wales - Charity number 1001834

Accounts

COMPANY NUMBER: 02393931
REGISTERED CHARITY NUMBER: 1001834

LONDON BLACK WOMEN'S PROJECT LIMITED
(Company Limited by Guarantee without Share Capital)

REPORT & FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2024

LONDON BLACK WOMEN'S PROJECT LIMITED

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LONDON BLACK WOMEN'S PROJECT LIMITED

TRUSTEES' ANNUAL REPORT (INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MARCH 2024

The Trustees present their report and financial statements for the year ended 31 March 2024, which are also prepared to meet the requirements for a directors' report and accounts for Companies Act purposes. This report has been prepared in accordance with the Statement of Recommended Practice - Accounting and Reporting by Charities (FRS I 02) and in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to smaller entities.

The financial statements have been prepared in accordance with the accounting policies set out in notes to the accounts and comply with the Memorandum and Articles of Association, the Charities Act 2011, the Companies Act 2006 and 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 published in October 2019.

STRUCTURE, GOVERNANCE AND MANAGEMENT

The organisation is a charitable company limited by guarantee, incorporated on 9 June 1989 and registered as a charity on 11 February 1991. The company was established under a Memorandum of Association, which established the objects and powers of the charitable company and it is governed by Articles of Association. In the event of the company being wound up members are required to contribute an amount not exceeding £I.

During 2023/24, there were seven Management Committee members. This was a decrease from the previous year due to one resignation.

During the period the Management Committee held 4 Full board meetings. HR and Financial matters were discussed in linked Finance and HR sub-groups as part of focused topics arising with such discussions being ratified within the full board meetings.

The two Co-Chairs line manage the Director, and both Co-Chair's share responsibility for attending the either the Finance and/or HR sub-committee meetings. The Co-Chairs also ensure the support of the Finance Manager.

Recruitment and appointment of the Trustees

The directors of the company are also charity trustees for the purposes of charity law and under the company's articles are known as members of the Management Committee. Under the requirements of the Memorandum and Articles of Association the members of the Management Committee are elected to serve for a period of three years after which they must be re-elected at the next Annual General Meeting.

LBWP advertises for new trustees in the local and national press and through networking. However, in the current and competitive recruitment market we may employ an approach in fostering relationships with professionals who we have identified within the sector that can add value to progressing the work of the organisation. This may mean targeting for example black women who are under-represented in the current board make-up as a result of two resignations within the period.

One resignation was received from the following:
Edem Barbara Ntumy

Any benefits received by the trustees are incidental. For example, trustees can cover their travel expenses to and from board meetings. No claims have been made to date due to meetings being held on line to compensate for working during the day and reducing travel time, following a long day.

Trustee induction and training

LBWP has a formal Induction Programme for new trustees provided by one of the Co-Chairs, the Treasurer, Director and Finance Manager.

It details the main tasks and responsibilities of the trustee, including the Board's legal responsibilities with regards to the Charity Commission and Companies House, financial procedures, a historical overview, external landscape and key stakeholders, strategic, fundraising and delivery plans, the key policies of the organisation, the structure, decision making and an overview of the service areas and key priorities.
Any benefits received by the trustees are incidental. For example, trustees can cover their travel expenses to and from board meetings.

Priority for the Board in 2023/24 will be to review:

- Appoint an external professional to facilitate the development of a 5-year business plan strategy.
- Discuss an organisation re-structure with salary increases across the organisation.
- Update LBWP's website details
- Finalise LBWP's Logo

The organizational structure (as below) shows breadth of work being undertaken by the organisation during the period. Most projects were sustained by extensions in funding. However, there were no funding uplifts per se.



The director makes day-to-day operational and strategic decisions and guides the management committee, in broader strategic issues as may impact the work and sustainability of the organisation.

The role of the Management Committee is to ensure that the organization's business is properly conducted and that the affairs are directed in accordance with its objects and rules and that strategic decisions are discussed and agreed, by:

- Producing a three-year business plan, strategy and implementation plans and reviewing them on a regular basis to make decisions about key changes and ensuring funding contract requirements are being met.
- Agreeing the annual budget and reviewing it quarterly through the finance subcommittee; especially ensuring that all expenditure levels are set and adhered to as laid out in the Financial Procedures.
- Deciding on all matters that create significant financial and operational risk to the organisation or which affect material issues of principle, including staff structure changes, pay and renumeration.
- Establishing and overseeing a framework of delegation and systems of control.
- Defining and ensuring compliance with the values and objectives of the organisation .
- Agreeing all new policies and procedures and any revisions.
- Making any necessary returns in respect of the organisation.

The agendas for the quarterly board and sub-committee meetings are produced in consultation with the Co - Chairs of the Management Committee and the Director. Minutes are distributed to the Management Committee in advance of each meeting.

The Director makes decisions about all operational aspects of delivering the business and fundraising plan, including recruitment of staff, performance management, fundraising, spend and service deliver. She works with the senior management team and delegates frontline operational decisions to them with regards to service delivery. The frontline staff make day-today decisions with regards to the clients they support, with reference to all the key policies and procedures, referring any issues or concerns to their line manager and up through the structure.

The staff meeting structure which supports discussion and decision-making is:

- Director with her SMT every month to discuss strategic and operational meetings
- Director with the Finance Manager every month to review the management accounts
- Director with Co-Chair line manager every six weeks to review delivery plan and make decisions
- Managers with frontline staff hold team meetings every month to discuss and decide service delivery issues
- Full team meetings bi-monthly to discuss organisational/wider strategic issues

In addition, the performance management process of weekly client case reviews, six-weekly formal supervision and annual appraisals are implemented for all staff.

Risk Management
Risk management is ongoing and embedded in the operational procedures of the organisation.

Annual Risk Register
The board of Trustees review and revise the risk register on an annual basis. It covers strategic financial, HR and operational risks. The director reviewed the register in 2023/24, in light of the subdued by ongoing risk of COVID19. In addition to this the announcement of the Financial Crisis and impact on the rise of prices and costs as impacting the organisation budget considered.

Business continuity plan
A Business Continuity Plan is in place and revised on an annual basis, it identifies the critical business processes and major risks to those, identifies responsibilities for managing the risks and timescales for review by the Director and SMT.

Annual audited accounts
The financial statements of the organisation are audited annually by an external, qualified financial management organisation, to ensure appropriate accounting procedures are in place, that financial statements are free from material misstatement or fraudulent activity.

The renumeration of the charity's staff and freelance consultants is set by the Board of Trustees, taking into account the charity's financial position and comparable roles in similar charities.

Wider networks

LBWP co-operates with a wide range of charities and organizations to deliver its objectives; key umbrella groups are Imkaan, OYA, Asian Women's Resource Centre, Women's Aid and the Women's Resource Centre.

Imkaan is the only national umbrella women's organisation dedicated to addressing violence against Black and minoritised women and girls. LBWP is a member of the organisation and works closely with other members and the Imkaan team to influence policy, identify common areas of interest and raise funds for the sector.
Imkaan supports the membership by bringing them into direct contact with decision makers from the sector in regards to funding, policy development, service user consultation and many others.

OYA is a five-charity collaboration of BME women's organization's that primarily run refuges for women and children. Key to the partnership is identifying joint strategic goals and fundraising for joint projects. In 2021/22 the partnership applied to MOPAC for funds to support 'holistic' services for BME women and children in refuges. The funding of his project has continued, annually to date. The Oya group continues to successfully deliver against its targets as set out in the bid and contributed as a whole in different fora with MOPAC sharing key intelligence data that further supports developmental work for BME women and their children. In November 2024, MOPAC visited LBWP refuges and spoke to the OYA groups about the challenges faced by the BME sector, in relation to funding, BME Service user needs and staff welfare.

Asian Women's Resource Centre (AWRC) is the lead partner for a consortium group, made up of 9 women's sector organizations across London. The consortium group work brings together the best expertise of each group to support BME women with No Recourse to Public Funds= NRPF, who are vulnerable because of their insecure immigration status and thus exclusion from accessing mainstream services. The intersectional (Social economic status) issues faced by these women is addressed through the work of the partnership in providing time limited safe refuge accommodation and floating support.

Women's Aid membership enables us to table key strategic or operational issues for the sector. Membership of this group enabled LBWP to influence a broad range of national and local government plans, policies and strategies. During the financial period we have directly influenced DA and the Department of Levelling Up Community and Housing Commissioners. We have been able to represent survivor narratives and demonstrate the impact of policies on the lives of women and girls impacted by domestic abuse and violence against women and girls (VAWG).

NHS East London Foundation Trust LBWP continues to deliver racialized and equitable primary care counselling services to BME women in general and specific work with all women with low level Mental Health. We are a referral pathway for the NHA in the delivery of talking therapies in the 'women's language of strength'. This joint strategic work aims to prevent and disrupt the escalation of BME women being treated at secondary level psychological services, as a result of failure to identify needs within primary health care services. This can be linked to stereotyping, labelling, minimizing needs and discrimination. Joint working with LBWP promotes equity and access to inclusive services that supports access to professionals who represent the community at large and have a understanding of the significance of nuances within race culture and religion.

LB Newham/Haringey Domestic Homicide Reviews enables the local authority to take a reflective view of fatalities that have occurred because of domestic abuse. Race, lack of understanding of cultural nuances, language and intersecting factors are often exposed as learning points following are DHR review. LBWP provides expert advice and support to co-professionals from other statutory and non-statutory agencies on the aforementioned areas.

LB Newham/ Haringey Multi-Agency Risk Assessment Conferences are essential for the identification and prevention of further violence that could lead to serious injury or fatal injury/murder of a victim/survivor. As an agency we undertake SafeLives risk assessments and where a service user scores high, they are referred to a group of multi-agency professionals (the MARAC group) who review the case and agree a variety of support and services to prevent or mitigate against personal risks.

IRIS Project Steering Group is a group initiated by LBWP and made up of key partners; local DA Commissioner, GP Health Centre services, Adult and Child Social Care and IRISi group. This group of local professionals oversees the development and progress of the work at local level. LBWP was commissioned by IRISi to deliver GP Practice training and advocacy support to identify survivors of domestic abuse and VAWG, at primary care level. The work is supported by the National Institute of Clinical Excellence (NICE) as part of its standards for delivery of health services.

OBJECTIVES, ACTIVITIES, ACHIEVEMENTS AND PERFORM ANCE

Objects and Public Benefit

LBWP was "established for the relief of poverty and the relief of mental or physical distress among black minority ethnic and refugee women who have been maltreated by their husbands or male members of their family and among the children of such women".

London Black Women's Project systematically seeks views from its beneficiaries with regard to the quality of services delivered. The views obtained from its beneficiaries inform the future development of services. LBWP also reviews its services on an annual basis to ensure that services and activities are developed in line with the aims and objectives. The management committee confirms that the Charity Commission Guidance on Public Benefit has been reviewed and we are clear what the benefits are, how the benefits relate to the aims and we are clear that the benefits are balanced against detriment and harm.

Aims and Objectives

Aim

The aim of the London Black Women's Project is to deliver the highest level of quality services towards protecting, promoting and developing the rights and resources of women, children and families from BMER communities.

Objectives

The objectives of the London Black Women's Project are:

- To work towards the eradication of gender-based violence perpetrated against BME women and violence against children.
- To protect and support women and children experiencing domestic violence by providing safe refuges, advice, guidance, counselling, access to essential services, learning, employability and sustainability.
- To influence and affect change in government policy and strategy and in legislation to counter gender-based violence and the causes of violence against women and children.
- To provide a safe environment, conducive to learning, in which women can feel safe, empowered, supported and welcome.

During 2023/24, the ongoing specific objectives were:

- To find funding/cost saving solutions to the ongoing 'cost of living' crisis as a result of political change and the economic state of the UK.
- To initiate and review LBWP business/strategic plan in light of insecure funding (Year-on Year)
- To be a representative and participate in government level strategic opportunities that challenges issues on commissioning, NRPF exclusions, migrant women, gender bias in year-on-year funding and promoting safe women only spaces and services.
- Develop strong partnerships locally and regionally with a wide range of organisations and individuals to influence policy, strategy and cohesive service delivery that improves outcomes for Black and minoritised women and girls.
- To communicate to decision makers the ongoing impact of historical discriminatory commissioning on the BME women's sector services and the lack of gaining full cost recovery to deliver services.
- To ensure all internal systems, procedures and processes are robust and effective to support our staff team to deliver their objectives and our Trustees to govern effectively.
- To continue to support the director and leadership team in key responsibilities as a result of successful growth.
- To continue provide wellbeing activities and services that empower, educate and inform women in various areas of their lives.

Strategic Overview of 2023-2024

A key issue for LBWP was to ensure that it continued to provide high quality services, evidenced through meeting its targets, milestones, outputs and outcome commitments as per each funding contract and collaborative commitments. This has been key in demonstrating both demand and the diverse needs of BME women accessing services that are culturally sensitive and racially responsive to the needs of 1. Single women and 2. Mothers with children 3. Children and Young People in their own right.

The provision of good quality refuge services continues with a new initiative presented through the Mayor's Office, to provide additional innovative homes to those women and families who have struggled to access refuge accommodation. As a response to the Mayors needs assessment and the gaps in housing survivors of domestic abuse, the Mayor introduced the Domestic Abuse Safe Accommodation Housing Plan (DASAHP). This is part of new funding available as split 'capital' and 'revenue' funding. Led by the local authority to improve local housing options by renovating/creating new builds in the local area. Local authorities can the use the properties as part of 1. Sanctuary Schemes, 2. 2nd Stage Accommodation 3.Dispersed Housing, as an example. A key element to this strategy is to commission the delivery of accommodation support utilising and partnering with specialise domestic abuse services. LBWP was approached by Haringey Council to consider a joint venture. Haringey to identify Land and/or buildings for new build/renovation to create increased access to accommodation for vulnerable groups such as the LGBTQI+, Older women, large families, families with boys over 12 and BME groups, to name a few. LBWP will consider this proposal as the 'revenue' partner, designing the model and providing the service. This is likely to evolve in the new financial year 2024-25.

Developing quality services includes promoting and supporting the personal development of women within LBWP services and addressing micro-impacts such as alleviating poverty, through practical initiatives such as the food bank and seeking donations and financial support (grants/monetary donations), with regards to basic living standards and overcoming debt.
In addition trying to evolve a focus groups to support the evolution of LBWP as a responsive service built on what women/children want and need, as opposed to intellectual thoughts of government and the leadership within LBWP. This means continually listening to and adapting its holistic and co-dependent services, to what service users are saying.
This may also mean, simplifying its systems and processes to ensure accessibility in terms of language, neurodiversity, age and sexuality (challenging heterosexual normative language through policies, forms etc).

We hope to work more closely with ELOP in Newham to support this work moving forward in 25/26 as a realistic start and exploring funding that could support this work in 2024.

Managing utilities is a major concern to the organisation because of significant increased in utilities as proposed by the government and any future arrangements that will come with a change in government. This means the continual security of maintaining back-end staff to undertake exercises of finding ethical and cost effective utility providers, where gas and electricity costs can be kept low. A close look at costs per quarter and their fluctuations will continue in order to prevent/reduce/mitigate against 'financial leaks', especially where there has been no uplift in funding and utility costs continue to rise. During this year we were able to appeal to Comic Relief through their Winter Campaign Funding and Investment in Leadership to cover some unanticipated cost increases for utilities and supporting the director and leadership team in their roles.

External challenges

Year-on Year Commissioning remains problematic in terms of planning for long-term sustainability and dependence on 'wrap around' services that have become integral to our refuge and community work. Communication whether funding has been approved is another issues. LBWP staff have remained loyal to the work and organisation despite notifications of funding coming through, 8-6 weeks before the end of year.

Following on from the above is the lack of consideration to large groups of professional women, left in limbo waiting to be told as to whether their contracts are confirmed for another year. The failure to ignore the intrinsic passion and commitment of women working in the field/sector is alarming. It is a choice to work within the area of domestic abuse with little reward as we have seen, through the fact that there has been no 'uplift', which would allow for salary reviews and increased pay to compensate for the skills, competencies and qualities required to work with a fractured society and survivors who (with children), present with increasing poor mental health, social maladjustment, increasing food poverty and social isolation. Increasing the potential of professional 'Vicarious trauma' through the work, is not recognized. In addition, the fact that the work has been driven by women, instituting and bringing about positive changes to society, through laws, policies, guidance and service growth, change and reinvention, again is ignored. The question to be asked and explored through campaigning in the future is whether women in the domestic abuse sector are overlooked/exploited through 'unconscious bias' and political patriarchy because of the gender and work that is done?

The Destitution Domestic Violence Concession (DDVC) has a makeover within the year and became the Migrant Victims of Domestic Abuse Concession. However, despite the name change there is little solace for those women caught outside of meeting this policy criteria.

Partnerships

LBWP remains in a strong and positive partnership within 'OYA'. The group was formulated in 2016, as a Black and Minoritised Violence Against Women and Girls (VAWG) consortium. Members include: Asha Project, Ashiana, Latin American Women's Aid (LAWA). We continue to work well together to deliver Domestic Abuse Safe Accommodation wrap around services (counselling and therapeutic work, immigration advice and signposting and specialist housing support)

LBWP has been part of collaborative work in the local areas to which we are based. We have worked strategically within Newham and Haringey to deliver services to the local community. In addition, we have taken part in initiatives that raises the consciousness of the public to domestic abuse and sexual violence as it pertains to the whole of society.

Activities, achievements and performance

During 2023/24, we continued to consolidate the delivery of our existing services, expand their reach and explore opportunities for strategic partnership projects.

Key services delivered during 2023/24 were:

Counselling Services

During the financial year 2023-24, we continued to deliver transcultural counselling for BME women.
Funded by GLA/MOPAC we continued to work as part of a consortium partnership called 'OYA' a group of BME specialist 'led by and for' domestic abuse and VAWG services (Latin American Women's Aid, Asha, Ashiana and LBWP). Women in Newham and Haringey have access to transcultural counselling.

The onset of COVID 19 in 2020, led to additional funding to enable more women to access safe refuge accommodation. LBWP received funding via the government through Newham council to work with women in additional refuge provision as well as provide counselling support to local resident women in the borough. This was funded under the conservative government and the Department of Levelling Up Housing and Communities (DLUHC).
Additionally, two counselling contracts via a strategic partnership with the NHS East London Foundation Trust (ELFT) to provide primary care 'talking therapies' from a health perspective to BME women living in the London Borough of Newham who have experienced:

i. domestic violence (DV) and
ii. general mental health issues (MH)

Our dedicated and specialised service for our refuge service users and community women provides person centred counselling for BME adult women who have experienced domestic or sexual violence, abuse, or gender-based violence. For service users living in our refuges, culturally appropriate and trauma informed therapy is part of a wraparound service available to them, and for community women our counselling service also increases access to safe, confidential therapeutic services and emotional support. We have intentionally recruited BME counsellors who reflect the cultural backgrounds of our users and can communicate in various community languages. Women receive weekly counselling sessions for 8 to 16 weeks and, if needed, can be referred for additional support or advocacy services during their counselling.

We have maintained our foundation contract for domestic violence counselling with ELFT for several years. As part of their Newham Talking Therapies (NTT) service, we provide specialised counselling for BME women who have experienced the emotional, physical, and psychological impact of domestic violence and abuse. Referrals are sent directly to our service after triage by NTT colleagues, and counsellors are assigned based on availability, and language and/or cultural needs wherever possible.

The ELFT uses results from two base questionnaires completed by counselling patients at every counselling session to assess improvement in mental health, the PHQ9 which is used to monitor the severity of depression and response to treatment, and the GAD7 which measures the severity of anxiety. A combination of the two results works out an average score for "reliable improvement" which measures how much improvement has been made with regards to the patient's mental health. The annual target score awarded to LBWP is 50% for each contract, we achieved a score of 62% for the DV contract and 60% for the MH contract.

Key challenges

The increasing number of counselling referrals received by the service has always been a challenge and this year was no exception. This impacts the capacity of the single member of staff managing the counselling projects, and the waiting list with clients waiting longer than preferred for their counselling to begin. However, we were able to avoid closing the waiting list this financial year and increased our efforts to ensure clients were not waiting for an unreasonable amount of time for their therapy to begin. Mental health challenges have also increased with service users presenting with more complex needs, including requiring more involved support with practical issues such as housing.

Our outputs for the year April 2023 until end March 2024 include:

1. Specialist Counselling for Women in the Refuges (MOPAC/DASA funded)
   Number of women accessing counselling: 35

2. DASA Refuge Continuation Funding for Newham Refuges and Community Women in Newham (GLA Funded)
   Number of women accessing counselling: 43

3. East London NHS Foundation Trust – Newham Talking Therapies – DV Contract
   Number of women accessing counselling: 58

4. East London NHS Foundation Trust – Newham Talking Therapies – MH Contract
   Number of women accessing counselling: 46

Service User Feedback

Emotional support is key for domestic violence survivors to be able to heal, and many of those accessing support have stated that they have improved their self-esteem and self confidence, enabling them to feel more positive about the future. Service user feedback below:

"She has been an absolutely amazing therapist. She always listens attentively, offers thoughtful support, and genuinely cares about mental wellbeing. Throughout my 12 sessions, I have felt truly heard and understood.

Looking back to when I first started compared to where I am now, the progress has been incredible. She has provided me with effective strategies to cope with my anxiety, including practical techniques like breathing exercises. Her guidance and encouragement have given me the confidence to manage challenges more effectively.

I deeply appreciate her patience, understanding, and the safe space she created for me to open up and grow. This journey has been transformational, and I couldn't have asked for a better therapist."

COMMUNITY SERVICES

Floating Support Service

The FS service operates a Pan London Service for women experiencing Domestic Abuse but with No Recourse to Public Funds. The service is part of a consortium of experienced women and girls sector services, led by the Asian Women's Resource Centre (AWRC). The service provides regular keywork sessions after the initial assessment which includes completing the needs and risk assessment. Both assessments provide the basis of safety planning to ensure the clients are safe, thereafter they are offered options on other support needs. Clients are involved in their support; their rights are explained and expectations managed especially in relation to housing. Clients are receiving holistic support as all LBWP services work together to ensure the clients receive excellent support. Clients receive Immigration Law and Family Advice and Counselling all in-house.

- No. of women supported - 30
- Number of women successfully re-housed

Safe Haven

The Safe Haven project has focused work on raising awareness about the issues faced by migrant women in a wide variety of ways including collaborative training/workshops to increase awareness of domestic abuse and sexual violence for BME women including migrant groups, amongst professionals and students.
Awareness raising topics focused on presenting women's voices and narratives through an racialized and intersectional lens, due to the intelligence data that LBWP has and through interaction with survivors at events and activities that celebrate significant parts or the year (i.e. 16 days of action). Structural barriers were integrated into the perspectives of women trying to navigate legislation, systems and policies which evolved through the 'hostile policies' of Theresa May.

Supporting migrant women remains a challenge through the workings of immigration law restrictions.

- 20 migrant women accessed sexual harassment awareness workshops, creative group sessions, and 1:1 support, signposting ton internal services.
- 15 Women accessed health and well-being workshops
- 50 participants accessed a workshop on cultural stigma's and barriers to help seeking
- 30 professionals on tackling image-based sexual abuse and domestic violence, as part of a public policy workshop

Legal Advice Service

The Legal Advice team provide Immigration and Family Law Advice to clients referred to all the other services.
All the clients referred to the Legal Advice Team have successfully achieved Indefinite Leave to Remain (ILR) through the assistance of Immigration Solicitors who have ensured that all documentations regarding the client's domestic abuse is put forward to the Home Office along with other legal documents in support of their application. Despite the lack of legal aid providers on the market, the clients have played an active role in gathering all documentations and asking questions to gather a better understanding of the Law and how the UK Legal system works.
Once the client's ILR has been successfully achieved, the client feels much at ease with a better understanding of resources. In addition, the journey from the perpetrator to the refuge has allowed the women to gather immense strength, courage and knowledge. All the women who have met London Black Women's Project have all been guided being better informed and guided into the right direction.

Tailored guidance and assistance were offered in navigating complex matters of family law, areas such as child maintenance applications, civil and Islamic divorces, child arrangements, contact orders, non-molestation orders, and prohibited steps orders—especially in cases involving securing children's passports from their fathers.

- No. of women supported - 111
- Number of women receiving solicitor support: 71 women – 63.96%
- Number of women whose cases achieved a positive outcome: = 67 women – 60.36%

IRIS Program

This programme sets out to support GP's in identifying domestic abuse survivors at the earliest point in primary care support. Following on from identifying patients at risk, refer the patient to a DV partner for follow-up practical support and action.

In order to identify and support patients GP's must first recognise that various ways in which patients may disclose, as well as recognise factors that impact disclosure and help seeking behaviours through their GP and Healthcare practices.
The IRIS team deliver training on Domestic Abuse to GP practices and supported patients that are referred to them following the training. The training is delivered jointly by the Advocate Educators (DA Practitioners) and Clinical Leads who are GPs.

During the first quarter of 2023, LBWP appointed and AE, who through personal circumstance was forced to resign. Despite appointment of a new AE in August 2023, she was unable to commence working until November 2023. This led to significant delays in delivery plans. Despite set-backs LBWP was committed to fulfilling its commitment to bring IRIS to Newham and this was evidenced by the Manager of Services and Projects and the Director of LBWP, working with and training practices themselves.

During the period LBWP were able to recruit a new AE to deliver training to the GPs and provide additional emotional and practical support to survivors of domestic and sexual violence. Due to demand the team expanded and a part-time AE was required to support the work, in order to achieve outcomes and outputs.

Within LBWP there is a collaborative and holistic approach to working with survivors. The assimilation of IRIS into LBWP service provision has led to additional benefits to the project and access to internal services as described in this report.

IRIS Program 2023 – March 2024

- No. of women supported: 18
- % of women from African/ Caribbean backgrounds: 5 = 27.77%
- % of women from South Asian backgrounds: 10 = 55.55%
- % of women classified as other: 3 = 16.66%
- Number of women whose cases received positive outcomes 18
- Number of women receiving Counselling/Family Support Worker support: 16

Partnerships and activities:

The Legal Advice Team developed partnerships with a range of solicitors who make various applications to the Home Office on behalf of the clients: Tower Hamlets Law Centre; Middlesex Law Chambers; Hannah Solicitors; Praxis For Migrants and Refugees, Wimbledon Solicitors and Christine Laverne Solicitors.

The IRIS Team and the Floating Support service and the Legal Team work in partnership with other Domestic Abuse organisation e.g. Hestia; Solace Women's Aid; Ashiana Network; Asian Women's Resource Centre; Women at Risk. Latin American Women's Aid and Forward (FGM Specialists). The IRIS Team and FS Service work with other charities to provide wellbeing support to the women e.g. Newham Talking Therapies; Well Newham; New; ham Mental Health Café; Crossroads; True Ambassadors; Live Well Newham; Rebuild Health CIC; People Power Project.

Challenges - During the year, we found:

- The issues that the legal team is faced with is the reduced amount of legal aid providers on the market. Due to high demand of legal aid under Immigration, this has impacted all clients who are eligible to access legal aid.
- Another key issue is the Home Office having reduced number of caseworkers available to decide SET(DV) cases within the time frame set by the home office of 6 months. The target is regularly missed.
- In divorce cases, securing legal aid is even more difficult. Many legal aid firms are unwilling to take on these cases due to the low remuneration they receive for handling them. To address this, divorce applications are prepared and submitted in-house, ensuring women can proceed despite the lack of external support.
- It is still a challenge finding accommodation for the clients pending MVDAC application. Statutory authorities struggling with funding to support families pending MVDAC (Migrant Victims of Domestic Abuse Concession).
- It is challenging for the IRIS team to get GP practices to sign up for training regardless of the contacts made and emails and letters sent offering the training for free.

Refuge Services

We have supported 88 women and 39 children across the period of 2023/2024.

We have enabled women and children to feel safe by accommodating them across our seven refuges. Women have an increased understanding of self-care and care of their children. By providing weekly keywork session and other forms of casework and casework management, we have seen that women feel much more empowered and know their rights. We have built a community environment for the women whereby they feel a sense of belonging.

We are very fortunate that we have many different services and funding streams within our organisation. We work very closely with our community projects and accept referrals from our No Recourse to Public funds team (NRPF). This facilitates a "single point entry " for support services for a woman so she do not needs to repeat her experiences and therefore re-experience their trauma. We also, have worked with a lot of partner agencies who have identified us as one of the lead organisations in supporting women and families that have "No Recourse to Public Funds". We have worked very closely with our in house legal team to ensure that 100% of our service successfully obtained their Indefinite Leave to Remain in the UK.

We have been working in line with our Empowerment Framework, ensuring that we are conducting bespoke needs assessment for individual women and families. Our 'empowerment' viewpoint means that women are seen as having dreams, goals, ambitions, potential and that their experience of domestic and related abuses, is not a definition of who they are but an experience. We get to know the woman first and then the experience, taking a trauma informed that is not limiting but empowering and celebratory of the survival instinct of the women and children, we work with.

The Social Housing Problem

We have recognised that it has taken a lot longer to move women and families into independent living as the local authorities have their constraint in supporting homeless applications. In order to manage the time in which it takes to successfully move our beneficiaries too independent living and start resettlement work with them. Despite it being difficult, we have successfully moved and assisted approximately 45% of our service users onto independently living. We have started to work with both London Borough of Newham and Haringey in facilitating workshops around housing move on and this is something which we endeavour to continue.

Reducing Loneliness in DV

On a weekly basis, we facilitated Coffee Morning Workshops: These sessions provided a space for all women to connect with others, while also offering resources on employment opportunities, courses, and socializing with peers. We recognise an opportunity for 'micro-community cohesion'. In the wider community it is less likely that the diverse range of women would get together and learn something about one another, maintaining wider stereotypes and divisions through racist rhetoric. Within LBWP and through festivals and events such as 'ramadan, black history month, 16 days of action and international women's day' women can come together. This prevents loneliness and isolation.

Challenges

Two of our main challenges that we identified this year has been with the changes in the immigration law. Since the introduction of the "Migrant victims Of domestic Abuse Concession" (MDVAC), we have had to reject many referrals as this legislation only provides for recourse for 3 months after this the woman will not be able to apply for benefits in her own rights. Therefore, she would have to leave the refuge setting and face further challenges and uncertainty. We have had to work very close with our in house leal teams to carefully assess and analyse legal documents before admitting a woman. As a VAWG agency this is a challenging process, as we are faced with safeguarding a woman and helping her to flee the abusive relationship, with bureaucracies set out by such laws.

Another, challenge we have had is supporting women who have intense mental health support needs. We have had women referred to our agencies that require higher support needs. However, as they are from the BAME community to culturally appropriate support we have had to step up and ensure that our staff have been provided the correct training and resources to support he women. There have been occasions in which we have had to move the women and wand continue the support to ensure that that other areas of their support needs are being met adequately. Within the refuge service, we continue to recognise the shifts and patterns of women's needs and try and ensure that we are meeting them on an individual an also a macro level.

Service User Groups

We have been successful in creating service user groups and conducted sessions in which we have gained invaluable feedback from the women to improve our services. We have also had group session which were led by service users themselves. Some of the session we covered were: Domestic Abuse Awareness and Understanding Workshops, Self-Esteem Workshops, Money Budgeting, nutrition and Cyber Security.

Developing Children's and Family Work

As mentioned previously, we are fortunate that our inhouse services complement one another. Our internal plan from the previous year was to develop our children services much further. This year we ensured that all the children had their own bespoke support plans outlining their individual needs separate to that of their mothers.

- We also provided Parenting Workshops: we have led workshops that enabled mothers to rebuild their confidence and improve their positions within their family units, fostering a healthier family dynamic.
- We also delivered Health and Safety Workshops: These workshops helped mothers gain crucial knowledge about safeguarding their families in different environments.
- We also worked alongside NSCPP Stand Up Listen Workshops: we facilitated workshops aimed at supporting both mothers and children in understanding their rights and ways to speak up and be heard.
- In addition to this, we organised various activities for the children for the summer holidays. Our family support worker planned and organised trips that the families were interested in. Some of which ranged from: London Zoo, Local Park Visits, Kew Gardens, Ramsgate Beach Trip, Legoland, London Aquarium, London Transport Museum, Theatre / Cinema Tickets, Ten Pin Bowling and Winter Wonderland.

These outings were vital in fostering a sense of normalcy, fun, and adventure for both the children and their mothers, helping them heal and grow in a supportive environment.

Below are some of the feedback that we got from our surveys that are carried out by all of our service users within the refuge:

Information Giving.
38.5 % of women rated this as Good, with 61.5 % rating this as Very Good

Helpfulness of staff.
30.8 % of women rated this as Good, with 69.2% as Very Good

Meeting Service User expectations.
Service users rated this as Very Good 38.5 % and Good 61.5%

Supporting Service users
Service users rated this a Good 23.1% and Very Good 76.9%

Supporting Service user choices and options
Service users rated this as Good 23.1 % and 76.9%

ANALYSIS OF RESTRICTED FUNDS

The restricted funds income enabled the organisation to develop, sustain and reconfigure services to women and support other infrastructure areas of the organisation (Director, finance worker, improvement in ICT functionality). The explanations of these funding streams and their purpose can be found IN NOTE 20.2

- Asian Women's Resource Centre
- Big Lottery Fund – Equine Project
- Big Lottery fund – Vision of Me
- City Bridge Trust
- Clifford Chance LLP
- Comic Relief – Counselling Services (Single Investment)
- Comic Relief/MOJ - ICT Digital Infrastructure (Winter Campaign)
- DLUHC – Covid 19
- DLUHC (LB Newham)
- DLUHC – OYA Project
- Irisi
- Kering Foundation
- London Community Fund
- London Community Fund (Wave 2)
- MOJ and MOPAC
- MOPAC – OYA
- MOPAC Service 1
- MOPAC – Service 2
- HM Government in Partnership with National Lottery Community Fund
- Rosa fund

THANK YOU TO OUR SUPPORTERS

We would like to thank all the organisation and individuals that have supported us during the year:

- Asian Women's Resource Centre
- Comic Relief
- The Domestic Abuse Commissioner for England and Wales
- The Department for Levelling Up Housing and Communities
- ELOP
- Greater London Authority
- LB Haringey
- Imkaan
- Kering Foundation
- LB Newham
- Newham GP Practices and Health Centres
- Mayors Office for Policing and Crime
- London Quadrant Housing Association
- Public Donations via Virgin Money Giving
- Southall Black Sisters
- University of East London
- Women's Aid
- Women's Resource Centre

FINANCIAL REVIEW

There was an increase in the activities of the charity in 2023/24. Incoming resources increased by 1.91% (9.91% 2022/23) from £1,583,130 to £1,613,289, whilst expenditure increased by 15.27% (16.05%) from £1,496,010 to £1,724,499. The deficit for the year was -£111,708 and was a reversal of the prior years surplus of £87,120 for 2022/23.

Reserves Policy

The policy of the charity in respect of reserves and major risks is to increase the General Fund for unrestricted funds held by the organisation, which can be used as a contingency against emergency or unplanned expenditure. The committee are reviewing the need to create designated funds as part of unrestricted funds where the organisation has been able to identify a timescale for expenditure on specific projects/items. The Committee believes that by designating funds in this way, they can ensure that the long-term plans of the organisation can be realised, and the organisation will be able to fulfil its contractual responsibilities to its staff, funders, users and the wider community.

The management committee has established a policy whereby the unrestricted funds not committed or invested in tangible fixed assets ("the free reserves") held by the charity should be a minimum three months of the resources expended, which for the financial year ended March 2024, would equal £420,026 in general funds. Any further free reserves should be allocated to a designated fund for the provision of employment and staff costs, and for the capital expenditure on a new resource centre. At this level the management committee feels that they would be able to continue the current activities of the charity in the event of a significant drop in funding. At present, the free reserves which amount to £188,528 have fallen short of the target level. Restricted funds are set aside in accordance with the terms and conditions laid down by the funder in question.

Fundraising Standard Information

L.B.W.P has received £1,549 (2022/23 - £32,906) in public donations during the financial year. These were unsolicited donations, and L.B.W.P does not currently employ the services of a professional fundraiser.

L.B.W.P has received no complaints regarding its fundraising activities, and is developing a policy on fundraising to ensure that any further activities in this regard do not :

- unreasonably intrude on a person's privacy.
- use unreasonably persistent approaches for the purpose of soliciting or otherwise procuring money or other property on behalf of the charity.
- place undue pressure on a person to give money or other property.

Pay Policy

The Trustees set the renumeration of the key management personnel by comparing job descriptions with similar roles in comparable organisations and other external data of its comparators

How expenditure in the year has supported the key objectives of the charity

Funding for the year ended March 2024, has supported L.B.W.P to deliver on all aspects of its programme objectives including supported housing bedspaces, counselling for women and girls in the wider based community. The provision of legal and other advisory services.

Risk review and management

The management committee has conducted its own review of the major risks to which L.B.W.P is exposed, and systems have been established to mitigate those risks. Significant external risks to funding have led to the development of a strategic vision which has allowed, and will continue to allow, for the diversification of funding and activities. Internal risks are minimised by the implementation of procedures for authorisation of all transactions and projects and to ensure consistent quality of delivery for all operational aspects of the company. These procedures will be periodically reviewed to ensure that they continue to meet the needs of L.B.W.P.

Risk management is ongoing and embedded in the governance and operational procedures of the organisation. The Board of Trustees reviews and revises the risk register on an annual basis, it covers strategic, financial, HR and operational risks.

A Key Risk identified during the period was:

Cyber Crime: LBWP took out additional insurance and implemented additional protection through Solution Consultants to review potential cyber-attacks and phishing of its, ICT infrastructure following the Directors email being hacked and cloned over a period of months, which led to the misdirection of funds, going into a fraudulent account.

Insurance was taken out with Gallaghers Cyber Insurance Policy to give the organisation some cover and protections in case of another case. During the period up to and ending March 2024, government departments such as MOPAC became the victims of cyber-crime.

PLANS FOR FUTURE PERIODS

The board agrees that it must benefit from the work of the new director to continue to;

- Grow membership of the board with HR, ICT, Housing Specialist and Entrepreneurship skills. Targeting young people, those with disabilities, young women and black minoritised women with lived experiences onto the board.
- Review and improve the induction resources for board members, using good practice information from the charity commission and others relevant to governance.
- Revise the strategic plan, with the board and a consultant for 2023 - 2025
- Secure targeted funding in order to grow and futureproof the SMT leadership team skills and knowledge as part of the growth and development of LBWP and succession planning.
- Continue to build relationships within Newham and Haringey. We acknowledge that the campaign against the loss of the tender in 2018, damaged relationships between the organisation and local authority . With a new director in place and with an attitude of a fresh start this is beginning to happen.
- Prepare for future commissioning in Haringey.
- Create and maintain partnerships with key organisations locally to embed the work of LBWP., demonstrating added value and benefit to the organisation as well as the service users. Specifically targeting young people services, older age services, lesbian and bi- sexual women's services and those who fit into the categories of being neurodivergent/disabled.
- Campaign and petition for sustainable funding for the black minoritised sector of 3 + more years, in partnership with other women's sector services.
- Campaign and petition for the most vulnerable groups of women subject to immigration control. A ' No equality without Inclusion' Campaign.
- Improve whole organisation skills in data analysis and impact measurement for annual reports and audit reports.
- Continue to develop and improve on bespoke and racialised services for young people and families, based on internal intelligence from data gathered and internal analysis of impact.
- Review and revise the Financial Regulations and other key documents relevant to LBWP operations.
- Make savings where possible to lessen the impact of the UK Financial Crisis and impact of Cost of Living on LBWP finances.
- Look for creative ways to lessen the impact on staff salaries, as part of the Financial Crisis and Cost of Living. Where possible review staff salaries. Appeal to funders and key decision makers re staff salaries.
- Take advantage of opportunities to secure mixed funding through partnership . Additionally, consider internal strengths of service delivery to initiate Charity Entrepreneurship, to generate free income to buffer the impact of further impact of cost of living upon the resources of LBWP, ensuring the senior management team engage in training, if and where possible as part of collaborative approach at SMT level.
- Look for opportunities to expand work in Haringey.

REFERENCE AND ADMINISTRATIVE INFORMATION

Charity Name	London Black Women's Project
Company number	02393931
Charity number	1001834
Registered office and Operational address	661 Barking Road Plaistow London EIJ 9EX

Directors and Trustees

The Board of Trustees constitutes directors of the company for the purpose of company law and trustees for the purpose of charity law. The trustees serving during the year and since the year end were as follows:

Ms Anjum Mouj	Chair
Ms Donna M E Carty	Co-Chair
Ms Surriya Ahmad	Deputy Chair
Ms Saika Alam	Secretary
Ms Rena Pathak	Treasurer
Ms Palvinder Kudhail	
Ms Edem B Ntumy	resigned 6 June 2023

The trustees are elected at the Annual General Meeting. No trustee received any remuneration for services during the year (2023 – 2024 -Nil), nor have any beneficial interest in any contract with the charity.

Senior Management Team

Ms Meril Eshun-Parker	Director
Manna Ahmed	Senior Manager
Ekaete Dorcas	Senior Manager
Shabana Hariff	Counselling Coordinator

The day to day management of the charity is delegated to the Director.

Bankers	HSBC Bank plc 118 High Street North East Ham London E6 2HX
Statutory Auditors	Barcant Beardon Limited Chartered Accountants & Statutory Auditors 8 Blackstock Mews London N4 2BT

Statement of Trustees Responsibilities

The Trustees, who are also the directors of London Black Women's Project for the purpose of company law, are responsible for preparing the Trustees' report and the accounts in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year that give a true and fair view of the state of the affairs of the charity as at the balance sheet date, and to record its incoming resources and the application of resources, including income and expenditure, for that year. In preparing those financial statements, Trustees are required to

- select suitable accounting policies and apply them consistently
- make judgements and estimates that are reasonable and prudent
- state whether applicable accounting standards have been followed subject to any material departures disclosed and explained in the financial statements, and
- prepare the financial statements on a going concern basis unless it is inappropriate to assume that the charity will continue on that basis.

The Trustees are responsible for maintaining adequate accounting records which disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Companies Act 2006. The Trustees are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website in accordance with legislation in the United Kingdom governing the preparation and dissemination of financial statements.

In accordance with company law, as the company's directors, we certify that, in so far as we are aware, there is no relevant audit information of which the company's auditors are unaware; and as the directors of the company we have taken all the steps that we ought to have taken in order to make ourselves aware of any relevant audit information and to establish that the charity's auditors are aware of that information.

Public Benefit Statement

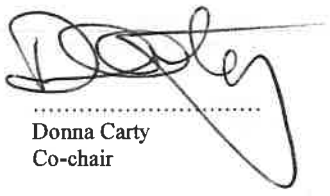
The trustees confirm that they have complied with the duty in section 4 of the Charities Act 2011 to have due regard to the Charity Commission's general guidance on public benefit, "Charities and public benefit".

These financial statements have been prepared in accordance with the Charities Statement of Recommended Practice (FRS102) and in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small entities.

This Report was approved by the Trustees and signed on its behalf by:



Saika Alam
Secretary



Donna Carty
Co-chair

Date: 26th March 2025

INDEPENDENT AUDITOR'S REPORT

TO THE MEMBERS OF

LONDON BLACK WOMEN'S PROJECT LIMITED

Opinion

We have audited the financial statements of London Black Women's Project Limited for the year ended 31 March 2024 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2024 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been properly prepared in accordance with the requirement of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the trustees' annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the trustees' report (incorporating the directors' report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of our knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies' regime and take advantage of the small companies' exemptions in preparing the directors' report and from the requirement to prepare a strategic report.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on page 18, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:
the engagement partner ensured that the audit team had the appropriate competence, capability and skill to identify and recognise any non-compliance with applicable laws and regulations;

- we identified such laws and regulations applicable from our discussions with trustees and other management and from our knowledge and experience of the sector;
- we focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the charitable company, including the Companies Act 2006, the Charities Act 2011 and the Charity SORP (FRS 102);
- we considered the provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which might be fundamental to the charitable company's ability to operate or to avoid a material penalty, including the General Data Protection Regulation (GDPR), Anti-fraud, bribery and corruption legislation, Taxation legislation and Employment legislation;
- we assessed the extent of compliance with laws and regulations identified above through making enquiries of management and inspecting legal correspondence; and
- identified laws and regulations were communicated within the audit team and the team remained alert to instances of non-compliance throughout the audit.

We assessed the susceptibility of the charitable company's financial statements to material misstatement, including obtaining an understanding of how fraud might occur by:

- making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud; and
- considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations.

To address the risk of fraud through management bias and override of controls, we:

- performed analytical procedures to identify any unusual or unexpected relationships;
- tested journal entries to identify unusual transactions;
- assessed whether judgements and assumptions made in determining the accounting estimates were indicative of potential bias; and
- investigated the rationale behind significant or unusual transactions.

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- agreeing financial statement disclosures to underlying supporting documents
- reading the minutes of meetings of those charged with governance; and
- enquiring of management as to actual and potential litigation and claims.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities is available on the FRC's website at: https://www.frc.org.uk/auditors/audit-assurance/auditor-s-responsibilities-for-the-audit-of-the-fi/description-of-the-auditor%E2%80%99s-responsibilities-for. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.



Mukesh Khatri
Senior Statutory Auditor

For and on behalf of
BARCANT BEARDON LIMITED
Chartered Accountants
and
Statutory Auditors

27th March 2025

8 Blackstock Mews
Islington
London N4 2BT

LONDON BLACK WOMEN'S PROJECT LIMITED

STATEMENT OF FINANCIAL ACTIVITIES (INCLUDING INCOME AND EXPENDITURE ACCOUNT)

FOR THE YEAR ENDED 31 MARCH 2024

Income and Expenditure Summary

	Notes	Restricted Funds 2024 £	Unrestricted Funds 2024 £	Total Funds 2024 £	Total Funds 2023 £
Income and endowments from:					
Donations and legacies	3	187,541	4,942	192,483	177,615
Charitable activities	4	508,773	906,743	1,415,516	1,403,495
Investments	5	-	5,292	5,292	2,020
Total income and endowments		696,314	916,977	1,613,291	1,583,130
Expenditure on:					
Costs of raising funds	6	-	2,255	2,255	1,732
Charitable activities	7	769,514	953,230	1,722,744	1,494,278
Total expenditure		769,514	955,485	1,724,999	1,496,010
Net income/(expenditure)	9	(73,200)	(38,508)	(111,708)	87,120
Transfers between funds	20	26,481	(26,481)	-	-
Net movement in funds for the year		(46,719)	(64,989)	(111,708)	87,120
Reconciliation of funds					
Total funds brought forward		239,682	253,517	493,199	406,079
Total funds carried forward		192,963	188,528	381,491	493,199

The statement of financial activities includes all gains and losses recognised during the year.

All income and expenditure derive from continuing activities.

LONDON BLACK WOMEN'S PROJECT LIMITED

BALANCE SHEET

FOR THE YEAR ENDED 31 MARCH 2024

	Notes	2024 £	2023 £
Tangible Fixed Assets	14	4,233	3,910
Current Assets			
Debtors	16	392,764	137,614
Cash at bank and in hand		214,304	541,305
		607,068	678,919
Creditors: Amounts falling due within one year	17	(229,810)	(189,630)
Net Current Assets		377,258	489,289
Net Assets		381,491	493,199
Funds			
Restricted funds	20	192,963	239,682
Unrestricted funds			
- General funds	20	188,528	253,517
Total funds		381,491	493,199

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

Signed on behalf of the board of trustees:

.....
Saika Alam
Secretary

.....
Donna Carty
Co-chair

Date: 26th March 2025

The notes on pages 23 - 36 form part of these financial statements.
Company Registration No. 02393931

LONDON BLACK WOMEN'S PROJECT LIMITED

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2024

	Notes	2024 £	2023 £
Cash flow from operating activities			
Net cash provided by operating activities	22	(326,744)	12,856
Cash flow from investing activities			
Interest income		5,292	2,020
Purchase of tangible fixed assets		(5,549)	(1,600)
Net cash (used in)/provided by investing activities		(257)	420
Net increase in cash and cash equivalents in the year		(327,001)	13,276
Cash and cash equivalents at the beginning of the year		541,305	528,029
Cash and cash equivalents at the end of the year		214,304	541,305
Analysis of cash and cash equivalents			
Cash in bank and in hand		214,304	541,305
Cash and cash equivalents at the end of the year	22.1	214,304	541,305

1 *Accounting Policies*

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

1.1 General information and basis of preparation

London Black Women's Project Limited is a private charitable company limited by guarantee incorporated in England and Wales and has no share capital. In the event of the charitable company being wound up the liability in respect of the guarantee is limited to £1 per member of the charity. The registered office address is 661 Barking Road, Plaistow, London E13 9EZ.

The charity constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland issued in October 2019, the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), the Charities Act 2011, the Companies Act 2006 and UK Generally Accepted Practice.

The financial statements are prepared on a going concern basis under the historic cost convention. The financial statements are prepared in sterling, which is the functional currency of the company. Monetary amounts in these financial statements are rounded to the nearest £.

1.2 Going Concern

The financial statements have been prepared on a going concern basis as the trustees believe that no material uncertainties exist. The trustees have considered the level of funds held and the expected level of income and expenditure for 12 months from authorising these financial statements. The budgeted income and expenditure is sufficient with the level of reserves for the charitable company to be able to continue as a going concern.

1.3 Charitable Funds

Unrestricted funds are available for use at the discretion of the members of management committee in furtherance of their charitable objectives unless the funds have been designated for other purposes. Designated funds have been set aside for specific purposes by the trustees. Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the accounts.

1.4 Incoming Resources

Items of income are recognised in the financial statements when all the following criteria are met:

- the charity has entitlement to the funds;
- any performance conditions have been met or are fully within the control of the charity;
- there is sufficient certainty that receipt of the income is considered probable; and
- the amount can be measured reliably.

Grant income is recognised when it is receivable. Fee income is recognised as it is earned. Donations are accounted for when receivable. Rental income is recognised when receivable and is net of voids.

Gifts in kind represent assets or services donated for distribution or use by the charity. Assets given for distribution are recognised as incoming resources only when distributed. Assets given for use by the charity are recognised when receivable. Gifts in kind are valued at the amount actually realised from the disposal of the assets or at the price the charity would otherwise have paid for the assets.

Grants for the purchase of fixed assets are recognised in full is the statement of financial activities in the period in which they are receivable.

1.5 Resources Expended

Expenditure is accounted for on an accruals basis and is inclusive of the irrecoverable VAT attributable to that expense.

Governance costs include the management of the charitable company's assets, organisation management and compliance with constitutional and statutory requirements. Costs of raising funds relates to the costs incurred by the charitable company in raising funds for the charitable work.

Staff costs and expenditure which are directly attributable to activities have been charged to them in full. Other costs and overhead expenses are allocated to activities based on the total income for each scheme.

1.6 Tangible Fixed Assets

Fixed assets are for use by the charitable company in fulfilling its main charitable objects. Items are capitalised when the purchase price exceeds £500. Depreciation is provided on all fixed assets are rates calculated to write off the cost of each asset over its estimated useful life. The depreciation rates in use are as follows:

Office equipment	3 years straight line (33%)
Computer equipment	3 years straight line (33%)
Hostel furniture and equipment	3 years straight line (33%)

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset and is recognised in net income/(expenditure) for the period.

1.7 Impairment of Fixed Assets

At each reporting end date, the charitable company reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1.8 Cash and Cash Equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.9 Financial Instruments

The charitable company has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

1.10 Debtors

Debtors are recognised by the charitable company when invoices issued for work that have been completed, as well as upon the signing of a grant agreement, or for an amount that has been paid in advance for goods or services. Debtors also include amount receivable on grant funding on which the charitable company is entitled.

1.11 Creditors

Creditors are recognised by the charitable company when invoices issued by a supplier, for work that has been completed, as well as upon the signing of a contractual agreement. Creditors also include amounts payable on authorised work or services to which the charitable company is committed.

1.12 Leases

All leases of equipment are operating leases. Rentals payable under operating leases are charged to the Statement of Financial Activities on a straight-line basis over the period of the lease. No assets are held under hire purchase agreements.

1.13 Employee Benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received. Employees are not usually able to carry forward any unused holiday past the year end.

Termination benefits are recognised immediately as an expense when the charitable company is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.14 Retirement Benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

2 *Critical Accounting Estimates and Judgements*

In the application of the charity's accounting policies, the members of the management committee are required to make judgments, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are listed below:

Cost allocation
Staff costs are allocated in accordance with staff time. The costs of premises and specified project costs are allocated directly, based on usage. All other overhead costs are allocated based on income.

Doubtful debt provision
The provision for doubtful debts is at 50% for debts arising in the current reporting period and 100% for earlier debts arising prior to the current reporting period. The rent overpayments are written back in light of communication with the relevant local borough councils.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods when the revision affects both current and future periods.

3 *Income from Donations and Legacies*

	Restricted Funds 2024 £	Unrestricted Funds 2024 £	Total Funds 2024 £	Total Funds 2023 £
Public donations	-	1,549	1,549	32,906
Subsistence receipts	-	243	243	1,660
Small grants for beneficiaries	-	2,400	2,400	-
Other income	-	750	750	290
General Grants				
Asian Women's Resource Centre	68,911	-	68,911	69,320
Kering Foundation	70,130	-	70,130	69,473
Comic Relief - Counselling Services	-	-	-	3,966
Comic Relief - Single Investment	22,500	-	22,500	-
Comic Relief – Winter Campaign	26,000	-	26,000	-
	187,541	4,942	192,483	177,615

3.1 Income from donations & legacies was £192,483 (2023 - £177,615) of which £187,541 (2023 - £142,759) was attributable to restricted funds and £4,942 (2023 – £34,856) was attributable to unrestricted funds - general.

4 ***Income from Charitable Activities***

	Restricted Funds 2024 £	Unrestricted Funds 2024 £	Total Funds 2024 £	Total Funds 2023 £
Performance Related Grants				
DLUHC (formerly M.H.C.L.G.) – LB of Newham	100,000	-	100,000	100,000
MOPAC - OYA Project	62,181	-	62,181	62,181
NHS East London Foundation Trust	-	27,000	27,000	86,535
London Borough of Newham - Supporting People	-	198,000	198,000	198,000
London Borough of Haringey - Revenue Grant	-	35,000	35,000	35,000
IRISi	35,625	-	35,625	57,250
MOPAC Service 1	210,347	-	210,347	210,347
MOPAC Service 2	100,620	-	100,620	100,620
Other Income				
Rent & Service Charges Receivable	-	646,743	646,743	553,562
	508,773	906,743	1,415,516	1,403,495

4.1 Income from charitable activities was £1,415,516 (2023 - £1,403,495) of which £508,773 (2023 - £530,398) was attributable to restricted funds and £906,743 (2023 – £873,097) was attributable to unrestricted funds - general.

5 ***Income from Investments***

	Unrestricted Funds 2024 £	Unrestricted Funds 2023 £
Bank interest receivable	5,292	2,020

5.1 Income from investments was £5,292 (2023 - £2,020) of which £nil (2023 - £nil) was attributable to restricted funds and £5,292 (2023 – £2,020) was attributable to unrestricted funds - general.

6 ***Expenditure on Raising Funds***

	2024 £	2023 £
Fundraising and publicity	2,255	1,732

6.1 Of the £2,255 expenditure in 2024 (2023 - £1,732), £nil (2023 - £nil) was attributable to restricted funds and £2,255 (2023 - £1,732) was attributable to unrestricted funds - general.

7 *Analysis of Expenditure on Charitable Activities*

Charitable Activities – 2024

	Restricted Funds £	Unrestricted Funds £	Total 2024 £	Total 2023 £
Staff costs	491,128	250,831	741,959	572,379
Premises costs	23,512	208,678	232,190	213,750
External staff related costs	115,632	78,176	193,808	198,723
Communications	95	1,049	1,144	2,388
Printing, postage & stationery	3,144	3,702	6,846	6,434
Training, travel and recruitment	20,602	16,592	37,194	62,851
Depreciation	-	5,226	5,226	3,378
Servicing of equipment	5,048	11,534	16,582	8,491
IT hardware	623	945	1,568	12,341
IT software & maintenance	13,615	63,808	77,423	74,149
Housing association management charge	-	234,935	234,935	202,844
Audit and accountancy	4,446	14,637	19,083	23,820
Other professional fees	7,103	12,953	20,056	12,398
Other costs	22,212	16,386	38,598	30,092
Beneficiary costs	116	810	926	598
Maintenance charge	2,526	21,504	24,030	24,819
Bad debts provision	59,712	11,464	71,176	44,823
	769,514	953,230	1,722,744	1,494,278

7.1 Charitable Activities – 2023

	Restricted Funds £	Unrestricted Funds £	Total 2023 £	Total 2022 £
Staff costs	358,018	214,361	572,379	435,820
Premises costs	16,120	197,630	213,750	190,726
External staff related costs	109,973	88,750	198,723	152,666
Communications	442	1,946	2,388	2,742
Printing, postage & stationery	1,544	4,890	6,434	3,057
Training, travel and recruitment	49,800	13,051	62,851	10,532
Depreciation	-	3,378	3,378	3,226
Servicing of equipment	773	7,718	8,491	7,225
IT hardware	8,756	3,585	12,341	99,624
IT software & maintenance	13,848	60,301	74,149	48,335
Housing association management charge	-	202,844	202,844	211,269
Audit and accountancy	3,564	20,256	23,820	22,660
Other professional fees	2,124	10,274	12,398	12,148
Other costs	4,781	25,311	30,092	20,694
Beneficiary costs	94	504	598	1,888
Maintenance charge	864	23,955	24,819	6,963
Bad debts provision	-	44,823	44,823	59,453
	570,701	923,577	1,494,278	1,289,028

8 ***Analysis of Support and Governance Costs***

	Support costs £	Governance costs £	Total 2024 £	Total 2023 £
Premises	22,408	-	22,408	-
Communications	334	-	334	156
Office	60,167	-	60,167	-
Staff related costs	2,323	-	2,323	4,025
Audit & accountancy	-	16,200	16,200	1,986
Other professional fees	3,000	-	3,000	4,833
Sundry costs	-	-	-	1,303
	88,232	16,200	104,432	19,845

9 ***Net Income/(Expenditure) for the Year***

	2024 £	2023 £
This is stated after charging:		
Depreciation	5,226	3,378
Auditor's remuneration	16,200	10,560

10 ***Trustee Remuneration and Expenses***

The trustees were not paid any remuneration nor received any other benefits during the year (2023 – nil). Travel expenses of £nil (2023 - £nil) were paid on behalf of no trustee (2023 – no trustee).

11 ***Analysis of Staff Costs***

	2024 £	2023 £
Wages and salaries	673,842	534,905
Social security costs	59,205	30,800
Employers pension costs	8,444	6,674
	741,491	572,379

11.1 There were no employees who received total employee benefits (excluding employers' pension contributions) of more than £60,000 (2023 - none).

11.2 During the year the company paid £188,254 (2023 - £198,724) to independent third parties for the provision of staff.

11.3 The total amount of employee benefits received by key management personnel is £184,928 (2023 - £131,888). The charitable company considers its key personnel to comprise its Senior Management Team.

12 *Staff Numbers*

The average monthly head count was 23 staff (2023 - 17 staff) and the average monthly number of full-time equivalent employees (including casual and part time staff) during the year was as follows:

	2024 Number	2023 Number
Management	3.9	1.8
Project workers	14.3	12.1
Administration	1.8	1.0
	20.0	14.9

13 *Taxation*

London Black Women's Project Limited is considered to pass the tests set out in Paragraph 1, Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3, Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

14 *Fixed Assets*

	Office Equipment & Computers £	Hostel Furniture & Equipment £	Total £
Cost			
At 1 April 2023	185,304	56,183	241,487
Additions	3,499	2,050	5,549
At 31 March 2024	188,803	58,233	247,036
Depreciation:			
At 1 April 2023	182,834	54,743	237,577
Charge for the year	3,103	2,123	5,226
At 31 March 2024	185,937	56,866	242,803
Net Book Value:			
At 31 March 2024	2,866	1,367	4,233
At 1 April 2023	2,470	1,440	3,910

15 *Financial Instruments*

	2024 £	2023 £
Carrying amount of financial assets		
Debt instruments at amortised cost	215,304	583,171
Carrying amount of financial liabilities		
Measured at amortised cost	229,810	189,630

16	*Debtors*	2024 £	2023 £
	Operating debtors	331,333	322,016
	Less: Provision for doubtful debts	(299,008)	(287,544)
		32,325	34,472
	Other debtors	4,465	7,394
	Prepayments and accrued income	355,974	95,748
		392,764	137,614

17	*Creditors: Amounts falling due within one year*	2024 £	2023 £
	Operating creditors	72,791	67,118
	Taxation and social security	17,732	11,058
	Other creditors	87,281	41,360
	Accruals	52,006	65,661
	Deferred income	-	4,433
		229,810	189,630

18 Deferred Income

Deferred income comprises of grants received in advance for work taking place after the year end.

	Total £
Balance as at 1 April 2023	4,433
Amount released to income earned from charitable activities	(4,433)
Amount deferred in year	-
Balance as at 31 March 2024	-

During the course of the year, £nil (2023 - £4,433) relating to one grant (2023 – one grant) was deferred. This is expected to be released in the next accounting period.

19 Pensions

The charitable company offers a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the charity in an independently administered fund. The Royal London operates the pension scheme on the charitable company's behalf.

The charge to the income and expenditure account in respect of the defined contribution scheme was £8,444 (2023 - £6,674).

20 *Analysis of Charitable Funds*

20.1 *Unrestricted Funds – Current Year*

	Balance 1 Apr 2023 £	Incoming Resources £	Outgoing Resources £	Transfers £	Balance 31 Mar 2024 £
General funds	253,517	916,977	(955,485)	(26,481)	188,528

Unrestricted Funds – Previous Year

	Balance 1 Apr 2022 £	Incoming Resources £	Outgoing Resources £	Transfers £	Balance 31 Mar 2023 £
General funds	268,853	909,973	(925,309)	-	253,517

Name of unrestricted fund	***Description, nature and purposes of the fund***
General funds	The "free reserves" after allowing for any designated funds.

20.2 *Restricted Funds – Current Year*

	Balance 1 Apr 2023 £	Incoming Resources £	Outgoing Resources £	Transfers £	Balance 31 Mar 2024 £
Asian Women's Resource Centre	70,351	68,911	(96,400)	-	42,862
Clifford Chance LLP	15,167	-	(4,028)	-	11,139
Comic Relief – Counselling Services/Single Investment	6,294	22,500	-	-	28,794
Comic Relief – MOJ/ IT Infrastructure/Winter Campaign	784	26,000	-	-	26,784
City Bridge Trust	1,308	-	-	-	1,308
Kering Foundation	24,622	70,130	(78,810)	-	15,942
DLUHC (formerly M.H.C.L.G.) – Covid-19	23	-	-	-	23
DLUHC (formerly M.H.C.L.G.) – LB of Newham	774	100,000	(107,331)	6,557	-
DLUHC (formerly M.H.C.L.G.) – OYA Project	120	-	-	-	120
MOJ – MOPAC	72	-	-	-	72
MOPAC - OYA Project	84	62,181	(71,119)	8,854	-
MOPAC – Service 1	39,381	210,347	(257,216)	7,488	-
MOPAC – Service 2	5,844	100,620	(110,046)	3,582	-
IRISi	32,893	35,625	(44,564)	-	23,954
Rosa Fund	49	-	-	-	49
London Community Fund	2,530	-	-	-	2,530
London Community Fund (Wave 2)	1,195	-	-	-	1,195
HM Government in Partnership with National Lottery Community Fund	67	-	-	-	67
Big Lottery Fund - Equine Project	5,229	-	-	-	5,229
Big Lottery Fund – Vision of Me	32,895	-	-	-	32,895
Total	239,682	696,314	(769,514)	26,481	192,963

Restricted Funds – Previous Year

	Balance 1 Apr 2022 £	Incoming Resources £	Outgoing Resources £	Transfers £	Balance 31 Mar 2023 £
Asian Women's Resource Centre	1,115	69,320	(84)	-	70,351
Clifford Chance LLP	15,167	-	-	-	15,167
Comic Relief – Counselling Services	57,675	3,966	(55,347)	-	6,294
Comic Relief – MOJ/ IT Infrastructure	784	-	-	-	784
City Bridge Trust	1,308	-	-	-	1,308
Kering Foundation	17,071	69,473	(61,922)	-	24,622
DLUHC (formerly M.H.C.L.G.) – Covid-19	23	-	-	-	23
DLUHC (formerly M.H.C.L.G.) – LB of Newham	-	100,000	(99,226)	-	774
DLUHC (formerly M.H.C.L.G.) – OYA Project	120	-	-	-	120
MOJ – MOPAC	72	-	-	-	72
MOPAC - OYA Project	1,926	62,181	(64,023)	-	84
MOPAC – Service 1	-	210,347	(170,966)	-	39,381
MOPAC – Service 2	-	100,620	(94,776)	-	5,844
IRISi	-	57,250	(24,357)	-	32,893
Rosa Fund	49	-	-	-	49
London Community Fund	2,530	-	-	-	2,530
London Community Fund (Wave 2)	1,195	-	-	-	1,195
HM Government in Partnership with National Lottery Community Fund	67	-	-	-	67
Big Lottery Fund - Equine Project	5,229	-	-	-	5,229
Big Lottery Fund – Vision of Me	32,895	-	-	-	32,895
Total	137,226	673,157	(570,701)	-	239,682

Name of restricted fund	***Description, nature and purposes of the fund***
Asian Women's Resource Centre	The Ascent Ending Harmful Practices Lead Partner is the AWRC. This funding from London Councils was to provide support services to women who have no recourse to public funds.
Clifford Chance LLP	LBWP has a long-established relationship with this solicitors' firm. During 2022/23 the organisation worked with the charity to deliver training to women on financial independence.
Comic Relief – Counselling/Single Investment	The funding has been crucial to enabling BME women to receive counselling and therapy in a way that meets their needs. The significance of counselling in women's own language has supported women's therapy as person-centred, inclusive, with a recognition of language as part of a women's identity.
Comic Relief - Improving Lives through Technology/Winter Campaign	Short term funding for six months to March 2022, to develop the ICT infrastructure within LBWP for the benefit of service users, staff and attending to the needs of Black and Minoritised Women via community hubs.
City Bridge Trust	CBT has supported the Director, a fundraiser and financial administrator as in order to develop and grow the work of LBWP. In addition, the finance administrator has supported women in gaining financial independence and addressing the challenges of the financial crisis.

Name of restricted fund	*Description, nature and purposes of the fund*
Kering Foundation	The Project is both educative and supports migrant women who are survivors of domestic and sexual violence.
DLUHC (formerly M.H.C.L.G.) – Covid-19	Protecting service users from COVID19, is still required. The funding enabled additional staff cover, PPE and deep cleaning to keep women safe.
DLUHC (formerly M.H.C.L.G.) – L.B of Newham	This funding crisis advice and support through a telephone helpline/email and drop-in service, additional safe accommodation bedspaces and staffing support, counselling, play and therapeutic support to children,
DLUHC (formerly M.H.C.L.G.) – OYA Project	A key focus of this funding was to safeguard the health and welfare of service users in multiple occupancy refuges. Funding supported the acquisition of cleaning materials and resources to maintain a high standard of hygiene to prevent the spread of infection, within 7 of our Newham and Haringey refuges and central offices. This included the shared and single use accommodations spaces, used by women and/or any children. Deep cleans took place on a weekly basis and we were able to supply PPE equipment was also supplied to cleaners, staff and residents (we had enough supplies through periods of shortage). Handwashing and the use of hand gel (all funded) was a regular occurrence. COVID19 testing kits were part of our regime as a preventative measure. This funding stream recognised that the spread of the COVID19 virus could impact staffing levels (as part of contracting covid19 themselves). This would have detrimental effects on service delivery, therefore it enabled the payment for additional staff cover, that would not have been accounted for in original budgets or contracts. Finally, transitioning from Face-to- Face work to remote working became the new normal during lockdown and this funding supported LBWP's infrastructure change for remote working, when compelled by the government at various points of time.
MOJ - MOPAC	A fundraiser (20 days) was employed through this stream of funding to support the financial sustainability of the organisation. Matched funding was also required for the following roles: project coordinator (2 days) and facilities manager (80 hours). Matched funding was also required for the ongoing supply of COVID19 compliant deep cleaning, PPE resources, travel costs for service users and X8 staff in relation to attending 30 emergency face to face appointments. 50 BME women were able to benefit from 14 sessions of counselling, which took into account their intersectional and equality needs (i.e. language), following trauma. Counsellors benefitted from group clinical supervision for a period of 6 months.
MOPAC - OYA Project	The OYA consortium has been granted temporary funding for six months in 2021-22 by the GLA in the context of the covid19 emergency response for the maintenance of increased support and capacity in by and for specialist refuge provision. This is an extension of that grant that aims to maintain the increased refuge bedspaces available to BME women and provide further support. The Mayor's Needs Assessment presentation recognized the needs of BME women accessing refuge spaces and spaces where intersectionality, race and social status were integrated, because of women's narratives and journeys to safe accommodation taking longer and encountering racism and discrimination from many bodies along the way.

Name of restricted fund	*Description, nature and purposes of the fund*
MOPAC – Service 1	Safe Accommodation services employs the following roles to add wrap around support and improve quality services to women living in refuges; Complex Case Worker, Specialist Housing Advisor, Immigration Advisor, Family Law Advisor. Women who are resettled/move on.
MOPAC – Service 2	Safe Accommodation services employs the following roles to add wrap around support and improve quality services to women living in refuges; Children's and Family Therapist, Counselling Coordinator and Counsellor. Women who are resettled/move on also have access to the services.
IRISi	The NICE guidelines recognise that GP's must ask patients about their experiences of domestic abuse. The funding of IRISi (Identification and Referrals to Improve Safety), package, trains GP's in how to go about this within their primary care duties and to work with LBWP as a referring agent to continue supporting patients, they have identified as potential victim-survivors. LBWP trains GP's alongside appointed GP practitioners known as Clinical Leads and also provides an Advocate Educator who leads on the delivery of training, whilst providing follow-up practical support to survivors.
Rosa Fund	My Body, My Rules: Specialist legal advice project focusing on the experiences of sexual harassment and abuse of BME and migrant women in the north-south BME and migrant women's concentrations. The Rosa Fund and LBWP worked together to understand the needs and complexities of Sexual Harassment within the context of Violence Against Women and girls. 3 x Advice workers were employed to support the development of the work and to support women to utilise rights based services to change their situations.
London Community Fund	Matched funding for vulnerable women, so that they can travel to key appointments in a safety. Taxi costs were covered to prevent women from being spotted. This funding cannot be under-estimated because, it also prevented women from using public transport at periods of time during the pandemic where not every member of the public were wearing masks. Using this form of transport when women lived in multiple occupancy accommodation was not viable.
London Community Fund (Wave 2)	Funding was used to support additional hours required to maintain the strategic leadership of the director (increase of 4 to 5 days), in being able to steer the organisation through COVID19 and to establish key partnerships to share good practice and knowledge, to protect staff and users. In addition, the arrival of COVID19, muted discussions about BREXIT and delayed responses from government to safeguard the welfare of women and children meant that women presented with more intense needs. LBWP was concerned to mitigate against vicarious trauma and therefore clinical supervision for staff was imperative. To manage the distances between sites within Newham and Haringey, financial support enabled improved coordination of PPE, additional health and safety measures, organizing floor and wall signage/posters prosocial distancing through a Facilities management. Children also received 10 tablets to help with homework when there were school closures as mums could not afford laptops to access online learning. Deep cleaning requirements were persistently needed across all sites.

Name of restricted fund	*Description, nature and purposes of the fund*
HM Government in Partnership with National Lottery Community Fund	Six month grant to expand our current specialist counselling service to reach more BAME young women and girls, BAME refugees and asylum seekers and children who are experiencing mental and emotional issues as a result of domestic and other forms of gendered violence, due to an increase in demand for counselling during the Covid-19 crisis.
BLF - Equine Project	Big Lottery Funding of a summer program to improve health and wellbeing. LBWP believes that therapy and healing so be diverse and interactive for all services users. We conceived the idea of alternative therapy and the Equine project. LBWP looked at the impact of COVID19 on its residents and decided to provide an alternative experience of going into the countryside and experiencing an alternative environment from an urban city. We considered that BME on benefits or who were working but had a tight budget would not be able to afford this type of opportunity, so we felt being given this opportunity to experience a different way of being and living was important. The purpose is 3-fold 1. To help BME women and children to improve their mental health and well-being through learning about horses and experiencing nature, providing tools to promote wellness and reflection when returning to an urban environment. 2. To provide an unconventional space for women to talk and create ideas that will contribute to future projects at LBWP. 3. Provide fun activities for children in a space where they can run, play, explore through close interaction with horses and the environment. The project happened during August/September 2021; 5 x 4-hour sessions twice a week for 5 weeks; 5 women and 3 children per session. Total: 25 women and 15 children.
BLF - Vision of Me	The BLF Women and Girls Initiative funds a project called Vision of Me. The project focuses on women and girl's creative agency in the process of recovery and healing. Workers deliver support in diverse ways guided by women and girls including the use of art in the support process. The project helps to shift power dynamics from providers to users of services by strengthening their voice in the process of support.

20.3 Transfers from general funds to restricted funds represent a shortfall in restricted funding on those projects made up by general funds. During the year, £26,481 (2023 - nil) was transferred from the general reserves to four restricted reserves.

21 Analysis of Net Assets between Funds – Current Year

	Restricted Funds 2024 £	Unrestricted Funds 2024 £	Total 2024 £
Tangible fixed assets	-	4,233	4,233
Cash at bank and in hand	168,498	45,806	214,304
Other net current assets/(liabilities)	-	162,954	162,954
	168,498	212,993	381,491

Analysis of Net Assets between Funds – Previous Year

	Restricted Funds 2023 £	Unrestricted Funds 2023 £	Total 2023 £
Tangible fixed assets	-	3,910	3,910
Cash at bank and in hand	239,682	301,623	541,305
Other net current assets/(liabilities)	-	(52,016)	(52,016)
	239,682	253,517	493,199

22 Reconciliation of Net Income to Net Cash Flow from Operating Activities

	2024 £	2023 £
Net income for the year	(111,708)	87,120
Adjustments for:		
Interest income	(5,292)	(2,020)
Depreciation	5,226	3,378
(Increase)/decrease in debtors	(255,150)	(32,102)
Increase/(decrease) in creditors	40,180	(43,520)
	(326,744)	12,856

22.1 Analysis of Changes in Net Debt

	At 1 April 2023 £	Cash-flows £	At 31 March 2024 £
Cash in bank and in hand	541,305	(327,001)	214,304

23 Related Party Transactions

One trustee's family member was employed as a subcontractor during the year (2023 - one). She was paid £3,500 (2023 - £4,025) for her services. There were no outstanding balances at the year-end date in relation to related parties (2023 – none).

LONDON BLACK WOMEN'S PROJECT

England & Wales - Charity number 1001834

Accounts

COMPANY NUMBER: 02393931
REGISTERED CHARITY NUMBER: 1001834

LONDON BLACK WOMEN'S PROJECT
(Company Limited by Guarantee without Share Capital)

REPORT & FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2023

LONDON BLACK WOMEN'S PROJECT

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LONDON BLACK WOMEN'S PROJECT

TRUSTEES' ANNUAL REPORT (INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MARCH 2023

The trustees present their report and financial statements for the year ended 31 March 2023, which are also prepared to meet the requirements for a directors' report and accounts for Companies Act purposes. This report has been prepared in accordance with the Statement of Recommended Practice – Accounting and Reporting by Charities (FRS 102) and in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to smaller entities.

The financial statements have been prepared in accordance with the accounting policies set out in notes to the accounts and comply with the Memorandum and Articles of Association, the Charities Act 2011, the Companies Act 2006 and 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 published in October 2019.

STRUCTURE, GOVERNANCE AND MANAGEMENT

London Black Women's Project (LBWP) is a charitable company limited by guarantee, incorporated on 9 June 1989 and registered as a charity on 11 February 1991. The company was established under a Memorandum of Association, which established the objects and powers of the charitable company, and it is governed by Articles of Association. In the event of the company being wound up members are required to contribute an amount not exceeding £1.

During 2022/23, there were seven Management Committee members. This was a decrease from the previous year due to one resignation.

During the period the Management Committee held 4 full board meetings. HR and financial matters were discussed in linked Finance and HR sub-groups as part of focused topics arising with such discussions being ratified within the full board meetings.

The two Co-Chairs directly line manage the Director, and both Co-Chair's share responsibility for attending the either the Finance and/or HR sub-committee meetings. The Co-Chairs also ensure the support of the Finance Manager.

Recruitment and appointment of the Trustees

The directors of the company are also charity trustees for the purposes of charity law and under the company's articles are known as members of the Management Committee. Under the requirements of the Memorandum and Articles of Association the members of the Management Committee are elected to serve for a period of three years after which they must be re-elected at the next Annual General Meeting.

LBWP advertises for new trustees in the local and national press and through networking. However, in the current and competitive recruitment market we may employ an approach in fostering relationships with professionals who we have identified within the sector that can add value to progressing the work of the organisation. This may mean targeting, for example, black women who are under-represented in the current board make-up as a result of two resignations over the last few years.

One resignation was received from the following:

- Chardine Taylor – Stone

Any benefits received by the trustees are incidental. For example, trustees can cover their travel expenses to and from board meetings. No claims have been made to date due to meetings being held online to compensate for working during the day and reducing travel time, following a long day.

Trustee induction and training

LBWP has a formal Induction Programme for new trustees provided by one of the Co-Chairs, the Treasurer, Director and Finance Manager.

It details the main tasks and responsibilities of the trustee, including the Board's legal responsibilities with regards to the Charity Commission and Companies House, financial procedures, a historical overview, external landscape and key stakeholders, strategic, fundraising and delivery plans, the key policies of the organisation, the structure, decision making and an overview of the service areas and key priorities.

A priority for the Board in 2022/23 will be to review:

- Appoint an external professional to facilitate the development of a 5-year business plan strategy.
- Discuss an organisation re-structure with salary increases across the organisation.
- LBWP's website details
- The update of LBWP's Logo

Organisational structure and decision making

The organisational structure (page 3) shows the growth and development of the organisation during the period. During the period the Directors responsibility for and increased staff team could obviously not be sustained, and the board planned discussions to initiate a discussion about this.

As a general rule, in terms of decision making, day-to-day operational decisions are made by the Director and staff team, strategic decisions by the Management Committee with advice from the Director and Finance Manager.

The role of the Management Committee is to ensure that the organisation's business is properly conducted and that the affairs are directed in accordance with its objects and rules and that strategic decisions are discussed and agreed, by:

- Producing a three-year business plan, strategy and implementation plans and reviewing them on a regular basis to make decisions about key changes and ensuring funding contract requirements are being met.
- Agreeing the annual budget and reviewing it quarterly through the finance subcommittee; especially ensuring that all expenditure levels are set and adhered to as laid out in the Financial Procedures.
- Deciding on all matters that create significant financial and operational risk to the organisation or which affect material issues of principle, including staff structure changes, pay and renumeration.
- Establishing and overseeing a framework of delegation and systems of control.
- Defining and ensuring compliance with the values and objectives of the organisation.
- Agreeing all new policies and procedures and any revisions.
- Making any necessary returns in respect of the organisation.

The agendas for the quarterly board and sub-committee meetings are produced in consultation with the Co - Chairs of the Management Committee and the Director. Minutes are distributed to the Management Committee in advance of each meeting.

The Director makes decisions about all operational aspects of delivering the business and fundraising plan, including recruitment of staff, performance management, fundraising, spend and service deliver. She works with the senior management team and delegates frontline operational decisions to them with regards to service delivery. The frontline staff make day-today decisions with regards to the clients they support, with reference to all the key policies and procedures, referring any issues or concerns to their line manager and up through the structure.

The staff meeting structure which supports discussion and decision-making is:

- Director with her SMT every two weeks to discuss strategic and operational meetings.
- Director with the Finance Manager every month to review the management accounts.
- Director with Co-Chair line manager every six weeks to review delivery plan and make decisions.
- Managers with frontline staff hold team meetings every month to discuss and decide service delivery issues.
- Full team meetings bi-monthly to discuss organisational/wider strategic issues.

In addition, the performance management process of weekly client case reviews, six-weekly formal supervision and annual appraisals are implemented for all staff.



Risk management

Risk management is ongoing and embedded in the governance and operational procedures of the organisation. The Board of Trustees reviews and revises the risk register on an annual basis, it covers strategic, financial, HR and operational risks.

The key risks identified were:

- The operational risks and mitigations were reflected in service delivery plans and policies and reviewed during manager meetings with the Director.
- The management committee has conducted its own review of the major risks to which LBWP is exposed, and systems have been established to mitigate those risks. Significant external risks to funding have led to the development of a strategic vision which has allowed, and will continue to allow, for the diversification of funding and activities. Internal risks are minimised by the implementation of procedures for authorisation of all transactions and projects and to ensure consistent quality of delivery for all operational aspects of the company. These procedures will be periodically reviewed to ensure that they continue to meet the needs of LBWP.

Annual risk register

The Board of Trustees reviews and revises the risk register on an annual basis. It covers strategic, financial, HR and operational risks. The Director reviewed the register in 2022/23, in light of the ongoing risk of COVID 19. In addition to this the announcement of the financial crisis and impact on the rise of prices and costs as impacting the organisation budget were considered.

Business continuity plan

A Business Continuity Plan is in place and revised on an annual basis, it identifies the critical business processes and major risks to those, identifies responsibilities for managing the risks and timescales for review by the Director and SMT.

Annual audited accounts

The financial statements of the organisation are audited annually by an external, qualified statutory auditors, to ensure appropriate accounting procedures are in place, that financial statements are free from material misstatement or fraudulent activity.

The remuneration of the charity's staff and freelance consultants is set by the Board of Trustees, taking into account the charity's financial position and comparable roles in similar charities.

Wider networks

LBWP co-operates with a wide range of charities and organisations to deliver its objectives; two key umbrella groups are Imkaan and Oya.

Imkaan is the only national umbrella women's organisation dedicated to addressing violence against Black and minoritised women and girls. LBWP is a member of the organisation and works closely with other members and the Imkaan team to influence policy, identify common areas of interest and raise funds for the sector. Imkaan supports the membership by bringing them into direct contact with decision makers from the sector in regard to funding, policy development, service user consultation and many others.

Oya is a five-charity collaboration of BME women's organisations that primarily run refuges for women and children. Key to the partnership is identifying joint strategic goals and fundraising for joint projects. In 2021/22 the partnership applied to MOPAC for funds to support 'holistic' services for women and children in refuges. The Oya group successfully delivered against its targets as set out in the bid and contributed as a whole in different fora with MOPAC sharing key intelligence data that further supports developmental work for BME women and their children.

Asian Women's Resource Centre (AWRC) is the lead partner for a consortium group, made up from 9 women's sector organisations across London. The consortium group work brings together the best expertise of each group to support women with No Recourse to Public Funds (NRPF), who are vulnerable because of their insecure immigration status and thus exclusion from accessing mainstream services. The intersectional issues faced by these women is addressed through the work of the partnership in providing time limited refuge and floating support.

Women's Aid membership enables us to table key strategic or operational issues for the sector. Membership of this group is that we can influence a broad range of national and local government plans, policies and strategies. During the financial period we have directly spoken to and met with the DA and the Department of Levelling Up Community and Housing Commissioners. We have been able to represent survivor narratives and demonstrate the impact of policies on the lives of women and girls impacted by domestic abuse and violence against women and girls (VAWG).

We continue to work in harmony with the NHS East London Foundation Trust delivering racialised and equitable primary care counselling services to BME women. We are a referral pathway for the NHS in the delivery of talking therapies in the women's language of strength. This joint strategic work aims to prevent and disrupt the escalation of BME women being treated at secondary level psychological services, as a result of failure to identify needs within primary health care services. This can be linked to stereotyping, labelling, minimising needs and discrimination. Joint working with LBWP promotes equity and access to inclusive services that supports access to professionals who represent the community at large and have an understanding of the significance of nuances within race culture and religion.

LB Newham/Haringey Domestic Homicide Reviews enables the local authority to take a reflective view of fatalities that have occurred because of domestic abuse. Race, lack of understanding of cultural nuances, language and intersecting factors are often exposed as learning points following are DHR review. LBWP provides expert advice and support to co-professionals from other statutory and non-statutory agencies on the aforementioned areas.

LB Newham/ Haringey Multi-Agency Risk Assessment Conferences are essential for the identification and prevention of further violence that could lead to serious injury or fatal injury/murder of a victim/survivor. As an agency we undertake SafeLives risk assessments and where a service user scores high, they are referred to a group of multi-agency professionals (the MARAC group) who review the case and agree a variety of support and services to prevent or mitigate against personal risks.

IRIS Project Steering Group is a group initiated by LBWP and made up of key partners; local DA Commissioner, GP Health Centre services, Adult and Child Social Care and IRISi group. This group of local professionals oversees the development and progress of the work at local level, following a successful application in 2022. LBWP was commissioned by IRISi to deliver GP Practice training and advocacy support to identify survivors of domestic abuse and vawg, at primary care level. The work is supported by the National Institute of Clinical Excellence (NICE) as part of its standards for delivery of health services.

OBJECTIVES, ACTIVITIES, ACHIEVEMENTS AND PERFORMANCE

Objects and Public Benefit

LBWP was "established for the relief of poverty and the relief of mental or physical distress among black minority ethnic and refugee women who have been maltreated by their husbands or male members of their family and among the children of such women".

LBWP systematically seeks views from its beneficiaries with regard to the quality of services delivered. The views obtained from its beneficiaries inform the future development of services. LBWP also reviews its services on an annual basis to ensure that services and activities are developed in line with the aims and objectives.

The management committee confirms that the Charity Commission Guidance on Public Benefit has been reviewed and we are clear what the benefits are, how the benefits relate to the aims and we are clear that the benefits are balanced against detriment and harm.

Aims and objectives

Aim

The aim of the London Black Women's Project is to deliver the highest level of quality services towards protecting, promoting and developing the rights and resources of women, children and families from BMER communities.

Objectives

The objectives of the London Black Women's Project are:

- To work towards the **eradication of gender-based violence** perpetrated against BMER women and violence against children.
- To **protect and support women and children** experiencing domestic violence by providing safe refuges, advice, guidance, counselling, access to essential services, learning, employability and sustainability.
- To **influence and affect change in government policy and strategy and in legislation** to counter gender-based violence and the causes of violence against women and children.
- To **provide a safe environment**, conducive to learning, in which women can feel safe, empowered, supported and welcome.

During 2022/23, the specific objectives were:

- To initiate and review LBWP business/strategic plan in order to consolidate and deliver high quality services in line with intelligence data gathered from service users and wider societal changes.
- To be a representative and participate in government level strategic opportunities that challenges issues on commissioning, NRPF exclusions, migrant women, gender bias in year on year funding and promoting safe women only spaces and services.
- Promote and Increase service user engagement and participation from the lens of the 'Margin to the Centre' concept.
- Develop strong partnerships locally and regionally with a wide range of organisations and individuals to influence policy, strategy and cohesive service delivery that improves outcomes for Black and minoritised women and girls.
- To diversify our income and raise funds to support our current work and ongoing sustainability in the areas of finance and HR development.
- To ensure all internal systems, procedures and processes are robust and effective to support our staff team to deliver their objectives and our Trustees to govern effectively.
- Support the director in key responsibilities as a result of successful growth.

Strategic overview of 2022/23

LBWP takes a black feminist perspective to our work, operating within the specialist 'by and for' women's sector. During 2022/23, the second year of Covid-19 continued to impact disproportionally on Black and minoritised women, especially women with insecure immigration status and/or no recourse to public funds.

However, a new threat in terms of the financial crisis as a result of public spending and debt, in part related to COVID19, had an impact on LBWP. Price increase, in terms of utilities and general running costs meant that pre-planned budgets had to be reviewed, in light of late announcements. Exploring salary increases for staff was suspended, however a restructuring plan was discussed to support the director with a mass increase in staffing levels and projects that could not be sustained, in the long term.

External challenges

Despite government investment in domestic abuse services, the government has failed to acknowledge the financial trauma on BME services, who for decades suffered discriminatory commissioning, under-funding and the forced partnership of some BME groups to merge with white-led organizations. As a result of this, services were lost through decommissioning and those that were left survived on funding that was not based on full cost recovery. The consequence of this is witnessed in 2022 and 2023, in terms of the Mayor's Needs Assessment which openly concluded that BME women struggle to access domestic abuse support services, that meets their racial and cultural preferences and needs. Whilst existing funding has ringfenced funding for the BME and specialist services sectors under the DA Act 2021, it did not consider pre-existing detriment and lack of sustainability within the infrastructure of BME organisation's such as ours. Thus, treating all organisations as homogenous within the commissioning and on a level playing field, is not the case. We have not been able to develop our HR and Finance team, and this is an imbalance when compared to other areas. Commissioning has not taken on board the fact that additional funding and support for direct services, will generate more back-end work relevant to financial administration and HR demand, resulting in leaders having to cover this work.

Year-on-year Commissioning has been problematic for sustainability of the workforce. The issue of gender bias towards the majority of women delivering the work, indicates a negative bias, especially when considering the gender pay gap. Salaries have been frozen for some time, forcing women to leave the sector. This has led to gaps in provision which often is vacant for significant periods of time and has a knock-on effect in achieving targets and milestones. Muted by recruiters is the issue of women leaving for better pay conditions and work-life balance within other sectors. It also presents a question as to whether there is real commitment by government to create equality in gender pay for women, who want to develop expertise in the sector. Women and BME women cannot maintain financial independence when the working environment is not sustainable, LBWP staff cannot wait in limbo, year on year!

LBWP has had delays in payment of work completed for the GLA/MOPAC and this has been raised by the director and through other partnerships and forum channels.

Partnerships

The year 2021, led to LBWP committing to a pre-existing consortium partnership and successful bid to improve quality provision on offer in refuges. LBWP decided to be part of a joint consortium bid as part of OYA. This was made up of the following groups with support from Imkaan: The Asha Project, Latin American Women Aid, Ashiana and LBWP. Whilst we were a small consortium groups we were successful in the bid and work commenced in 2022. As a consortium we have successfully met our targets and outcomes, with good contributions to supporting women (and/or families).

We continue to work with LB Newham and Haringey. Both have large populations of black and minoritised women, children and families. Commissioning contracts with LBWP supports the local plans, strategies and objectives of local authorities to meet the duty set out in the DA Act 2021. Within the year we have engaged in several partnership activities in relation to DHR's, development of the domestic abuse strategy and action plan and many others.

Activities, achievements and performance

Overview

During 2023/23, the main focus was to consolidate the delivery of our existing services, expand their reach and explore opportunities for strategic partnership projects.

Key services delivered during 2022/23 were:

Refuge Service

We operate a total of seven refuges, six in the London Borough of Newham and one in the London Borough of Haringey.

By providing weekly keywork sessions and other forms of intensive casework and casework management, we enabled women to feel safe, understand their rights, gain access to housing and understand the importance of self-care and ways to support their children. We worked with women to build a community environment within the refuges to provide a sense of belonging. We were able to deliver inhouse counselling for women in their first language which was essential to enable them to access a much more trauma informed support.

During 2022- 2023, we supported 78 women and 23 children. We supported 23 women who had no recourse to public funds who were all successful in obtaining their immigration status, We have also supported 38 women to move on from the refuge.
Our biggest achievement of this year stems from our success of being awarded the 5 years contract from London Borough of Newham. This 5-year contract enables for us as a smaller scale organisation to really embed our services to meet the acute needs of our clientele.

One of our main achievements this year was further developing our children and families work. We now have a lead Family Support Worker, funded by MOPAC, who works across both family sites. Her role primarily focuses on the children within the refuge. Typically, refuges seem to be more adult focused, we wanted to shape our provision through the lens of the child.

Our lead Family Support Worker set up the creche facilities, one-to one sessions with children, as appropriate, and sessions with mothers and children together. We now also provide safeguarding awareness training to mothers. Outside of these sessions we have also introduced weekly childcare provision which enables the children to have structured play sessions for their development. These sessions also enable mothers to have downtime or to focus on their weekly keywork session with their case worker and other staff members within the organisation, for example legal advice or counsellors.

We have also been delivering play therapy sessions for mothers and providing them with parenting workshops, something which we have had very positive feedback on from our service users.

We have further strengthened our relationships with our refuge housing providers and primary funders, London and Quadrant Housing, the London Borough of Newham, London Borough of Haringey, DLUHC (formerly MHCLG) Government Funding (MHCLG) and Roehampton University. Through the continued funding we have been able to develop our refuge provision in a way that not only benefits our beneficiaries but also enables us to take their views and opinions into account.

We have built relationships with many community projects to enable our service users to access a range of local provision including language support through ESOL classes and an employment scheme geared to enabling women acquiring skills to get into work in the tourism sector "Women in Travel". Service users received free tablets and attended workshops to facilitate their learning and attended a graduation ceremony at the end of the course.

Our Floating Support Worker continued to provide outreach and community support to women in the London Borough of Haringey in conjunction with our refuge service. We have developed a strong working relationship not only with the local authority but also generic services who refer complex BME cases to us. Our beneficiaries have gained immigration and therapeutic support.

Our service users engaged in some of the following events this year to mark significant milestones, such as The Annual General Meeting, Black History Month, The 16 Days of Activism against Gender- Based Violence. We have also organised beach trips, trips out to tourist attractions such as Chessington, London Zoo, Winter Wonderland and various soft play activities for the children and mothers in the refuge. This enabled families and individual women to visit places together, building community cohesion. These places are often typically sites that families who have very limited income could not visit.

Outcomes and impact:
We evaluate our refuge service using a number of different tools:

- Weekly feedback on case worker support at key work meetings
- Monthly feedback at client refuge meetings
- Quarterly evaluations with clients on the service overall
- The use of an 'outcomes star' at quarterly review sessions with each client which measures their progress against a range of measures

Impact on clients:
The annual review of the client outcomes star, demonstrated that there was an average of 45-56% increase on how the women against the following outcomes:

- I feel safe
- I feel my children are safe
- I understand about safety planning and am involved in the development of my plan
- I can understand what violence is, the impact of it and how to protect myself against it in the future
- I am able to cope with day-to-day activities
- I feel confident to make decisions for myself
- I feel confident getting involved in activities, events, meetings outside of the refuge
- I feel more comfortable getting help from other people like Social Services, Police, Lawyers, etc
- I can make a plan about how to spend and manage my money e.g. income and benefits, managing bills et
- I feel more in control of my own life in making decisions
- I am able to recognise abusive behaviour
- I feel more confident to speak about what I feel and what I want for my life

Feedback on the service:
The quarterly evaluations focus on five key questions and support other specific feedback received through other means. The responses during this year were:

1. I liked the information I was given: 99% Good or very good
2. Staff were helpful to me: 98% Good or very good
3. Staff have good knowledge: 99% Good or very good
4. Staff met my expectations: 99% Good or very good
5. Staff supported me: 99% Good or very good

Comments from clients included:

"Thanks to refuge staff to encourage me to speak up at the LBWP event and i have done my speech with confidence and enjoyed." Refuge client at AGM

"Thank - You to refuge staff for the warm welcome during my difficult time upon my arrival and initial support work to make me comfortable."

"I have to attend court, but I have no legal aid and staff supported me and attended with me and gave me courage and I feel strong enough to speak to barrister from my ex-husband side and I am happy with outcome and staff support to me"

"Thank - you to refuge key worker for the ongoing support for my housing & move on plan."

Challenges:
Some of the challenges we face largely pivot around housing. We have seen that there has been a decline in social housing which as a result means that women that are moving on from the refuge are required to look for private rented accommodation or move to hostels and bed and breakfast provided by the local authority.

The uncertainty of housing or not knowing their next steps has meant that services users are struggling to make plans, progress their lives and feel safe. We have seen that there is a direct link between mental health issues increasing and intervention required during the move on stage from refuge. We are aiming to strengthen our relationships with our local authorities to discuss an easier transition for women to move on from our refuges.

We have also seen a shift in the type of immigration cases that we receive. Typically, we would receive cases in which the service users were on spousal visas which meant they could apply for the Destitution Domestic Violence Concession (DDVC). This ultimately enables women to apply for their own immigration status in theory own right as victim of domestic abuse. This gives women the freedom to live a life free from abuse and allows them to live with a status that is not reliant on their spouse who is the perpetrator of abuse.

However, more recently with the changes with the law and Brexit we are seeing more women coming through with immigration statuses which are not always clear cut. This means that as a charity organisation with limited resources, we are not able to support these cases due to our own financial limitations and on broader scale there are no funding streams that solely fund insecure immigration cases. Although, there is local authority funding via children's social care and adult social care, such funded is very limited.

As an advocacy service, we continued raising awareness of the discrimination and marginalisation of migrant women, women from African, Caribbean and South Asian backgrounds. We recognise that we need to work in partnerships across the women's sector, local authorities and government to find a solution for the service users who access our service.

Counselling Service

During 2022-23, we continued to deliver counselling for BME women through a number of different funded contracts:

1. Two counselling contracts via a strategic partnership with the East London NHS Foundation Trust (ELFT) to provide counselling services to BME women living in the London Borough of Newham who have experienced:
   - domestic violence and
   - general mental health issues
2. A pan-London counselling service funded by Comic Relief
3. For women in our Newham and Haringey refuges, funded by the Mayor's Office for Policing and Crime (MOPAC), in partnership with Latin American Women's Aid (LAWA)
4. Counselling for women in Newham, funded by the Department for Levelling Up, Housing & Communities (DLUHC) previously MHCLG, in partnership with Newham Council.

Our dedicated and specialist service offers counselling to BAMER adult women who have experienced any type of domestic or sexual violence/abuse, or gender-based violence. We have specifically recruited BME counsellors to work with who speak a range of community languages. Women are able to access between 8-16 weeks of weekly counselling sessions and can be supported onto other services if required, during or after their counselling support has ended.

Counselling supported by ELFT and Comic Relief:
We have held our ELFT contract for domestic violence counselling for several years. We deliver a specialised service on behalf of their Newham Talking Therapies (NTT) therapeutic service, for counselling to BME women who have experienced and been affected by the emotional, physical and psychological effects of domestic violence and abuse. Referrals are received directly to our service after the client has been triaged by NTT colleagues and counsellors are allocated as appropriate depending on availability and language requirements.

In October 2021 we were approached by ELFT to deliver a second contract to deliver counselling to BME women who were experiencing general mental health issues. This contract began in January 2022 and is ongoing.

In July 2021 we were awarded funding by Comic Relief to increase pan London counselling support to BME women who had experienced domestic violence or abuse. Our transcultural support helped a significant number of women throughout London who would have otherwise struggled to find suitable support and empowered the women to talk about their experiences in their 'language of strength'. Referrals were received from external pan London services as well as local agencies, and from our own internal services such as refuge and legal advice services. The service continued until funding ended on the 30th of September 2022.

Our outputs for the year April 2022 until end March 2023 include:
East London NHS Foundation Trust – Newham Talking Therapies – DV Contract

- Number of women referred to the service: 95
- Number of women accessing counselling: 69
- Number of women supported who were from:
  - Asian or Asian British backgrounds:43
  - Black or Black British backgrounds: 18
  - Mixed backgrounds: 6
  - Other minority ethnic backgrounds: 2
- Total number of counselling sessions provided: 395

East London NHS Foundation Trust – Newham Talking Therapies – MH Contract

- Number of women referred to the service: 111
- Number of women accessing counselling: 60
- Number of women supported who were from:
  - Asian or Asian British backgrounds:36
  - Black or Black British backgrounds: 19
  - Mixed backgrounds: 4
  - Other minority ethnic backgrounds: 1
- Total number of counselling sessions provided: 374

Comic Relief (until end September 2022)

- Number of women referred to the service: 92
- Number of women accessing counselling: 72

Key outcomes for the women supported include:

ELFT

The ELFT use results from two base questionnaires taken by counselling patients at every counselling session to assess improvement in mental health, the PHQ9 which is used to monitor the severity of depression and response to treatment, and the GAD7 which measures the severity of anxiety. A combination of the two results works out an average score for "reliable improvement" which measures how much improvement has been made with regards to the patient's mental health. The annual target score for the LBWP service was 50%, we achieved a score of 68% for the DV contract and 63% for the MH contract.

Comic Relief

- Increased access to counselling for Pan London BME women
- Transcultural counselling in their spoken language (if applicable)
- Feedback examples given by clients demonstrate improvement in mental wellbeing:

"I went from fear of the unknown, anxiety, panic attacks, sadness to pure bliss and joy."

"I've never had counselling before but after my experience and seeing the benefits of how opening up to someone made me feel, I was happy I made the decision to talk to a counsellor."

"I was then introduced to a counsellor from my country as well, at first I was hesitant to speak with her because I thought all Africans supported abuse as they don't know they are being abused. But I was proved wrong after speaking with her, that no kind of abuse is tolerated no matter the background, even more she understood everything I was saying before I would explain."

Partnerships and activities:

Our relationship with our key partner, the ELFT, has positively developed over this year as with previous years. Our main counselling contract with them was extended for the 2022/23 financial year and renewed for 2023/24. In addition, they sought our expertise to deliver an additional counselling contract on their behalf.

We have maintained and frequently exceeded our monthly targets and always met/exceeded the annual targets set as part of our contract with them. We maintain consistent and frequent contact via quarterly meetings over the year, and through a dedicated NTT colleague who works with the LBWP Counselling Coordinator to foster the positive working relationship that enables our success within this contract.

Our relationship with Comic Relief was also a very positive relationship where we received exceptional support and advice. Our final results vastly exceeded our initial set targets and due to this and the positive working relationship between the two organisations, Comic Relief maintained contact with LBWP and kept us updated regarding further funding opportunities, both during and after the funding period.

Our positive relationship with our freelance counsellors continued to develop during the year. Most of the counsellors have stayed with us since the counselling service was re-introduced in early summer 2020.

Key challenges:

During the year, we found that we were receiving many more counselling referrals than we had originally anticipated under the Comic Relief project. Staff capacity impacted on our ability to meet demand and as a result the waiting times for counselling clients significantly increased. To mitigate this situation we were forced to close the waiting list for a period of time, and also recruited an additional member of staff who could help with the practical needs of clients and also with some of the administrative duties.

Counselling in partnership with LAWA and supported by MOPAC:

For the financial year 2022/23 Latin American Women's Aid (LAWA), as lead partner, submitted a bid to the GLA/MOPAC on behalf of the OYA Consortium, which includes LBWP. This successful bid included a specialist BME counselling service for the women and children living in our refuges to enable them to have access to culturally appropriate and trauma informed therapy.

The counselling service was part of a wraparound service available to refuge service users, where we were able to provide up to 16 weekly one to one sessions of therapy. We were also able to provide introduction to counselling group sessions for women, to allow them to understand the purpose of counselling and how it may help them. Some women who may have had

previous negative experiences of counselling, may have been exposed to therapy which is culturally loaded with Western values and could be considered a treatment developed by and tailored for those from European or White American backgrounds, as opposed to the transcultural therapy provided by LBWP counsellors.

The LBWP counsellor and Counselling Co-ordinator worked closely with the refuge case workers to promote the service to refuge clients, ensure that counsellors were appropriately matched with each woman and that a holistic approach was taken.

Legal Advice Service

The LBWP legal advice service in 2022/23, was funded by MOPAC as part of the LAWA-led holistic refuge services project. The support was focussed on women who were accessing our two refuges in Newham and Haringey. Two legal advisors were recruited to deliver support: a family law specialist and an immigration specialist. They worked closely with the refuge case workers to meet clients at an early stage to ascertain the support required, clarify all aspects of the case, identify an experienced pro bono solicitor and work with them and the women throughout the case.

Outputs and outcomes:
Family Law support
The family law adviser successfully provided information, advice and guidance to women who had experienced abuse, assisting them in pursuing applications for protection in family matters. Notably, two non-molestation orders were granted ex-parte due to the severity of the situations, securing immediate protection for the service user. Additionally, seven divorce applications were meticulously conducted, following the court-ordered phases. Out of these, one case reached the final order, resulting in the pronouncement of divorce.

Initial family law advice was provided to 28 women and successful applications made for 10 women, all of whom had external solicitor support for their cases.

Immigration Legal support
Immigration law advice was provided to 26 women and 22 received a positive decision. The remaining 4 were accepted with ILR/British Citizenship. 16 of the women received specialist solicitor support; the remaining were fully supported by our in-house legal advisor. All the women who received a positive outcome received ILR allowing them to access housing and welfare benefits.

In addition, all women were also seeking divorce and/or child arrangement re their children's matter. It is useful to know that women found counselling, in-house services such as – Family Law, Housing, Counselling so forth to be extremely helpful as it allowed the women to seek further assistance under one roof appose to visiting multiple professionals which can be overwhelming and difficult if women have children.

The legal team developed a number of partnerships locally, with key pan London organisations and attended a number of events to promote the service including:

- Newham College
- Domestic Violence Commissioner event
- Online webinars
- NRPF – Migrant Event – every 3 months (updated immigration legislation and advice sought)
- Hannah Solicitors – Head of Immigration and Family Law dept
- Baljinder Randhawa – Family Law Solicitor (Consultant)
- Christian Lavergne Solicitors – Family Law Firm
- Rights of Women

Key challenges:
During the year, the Family Law Advisor found that as expected, building trust with service users took time, as women experienced many emotions about their abuse and talking about it both to a key worker and legal adviser had to be managed sensitively. There was also fear and anxiety about taking action against their perpetrators or making any application related to their family issues.

Another challenge was identifying specialist family law solicitors who would provide pro bono support; they were indirectly declining taking up divorce cases by asking service users to pay about £800 to process their family matter. To resolve the issue, we completed DIY divorce documentation for our service users.

Both family and immigration legal advisors had to understand and unpick poor, or even incorrect advice, provided to women by solicitors they accessed prior to being referred to LBWP. To deal with the issue we had to secure very good immigration solicitors who specialised in asylum matters and were willing to accept complex cases where inappropriate applications had already been made to the Home Office.

Safe Haven Project

This project contract commenced at the very end of December 2021 to support and focus on the needs of BME and migrant women who have experienced sexual harassment and abuse. The overarching goals of the project is as follows:

1. Increase knowledge of sexual harassment among BME women (Years 1-3)
2. Increase BME women access to legal advice and/or casework support. (Year 2-3)
3. Develop service users with lived experience to be co-production experts (Year 3)

Recruitment Set-backs:
The commencement of the project from January 2022 was delayed by challenges in recruitment. The organisation was struck by 1. the ongoing impact of COVID19 and working from home, 2. BME (and other women), leaving the sector for better work-life balance competitive employers could offer better pay and working from home conditions. 3. Job- surfing, the organisation experienced situations where professionals accepted a role and then some weeks later, came back to say that they had gone to another interview and had been made an offer as above in point 2 or they stayed for some weeks, obtaining induction training, and then resigned to go elsewhere.

We did not recruit a legal and advice worker within the year but the team were able to sign-post/refer to partners and associates outside of LBWP.

Increasing Awareness:
The team worked with colleges and universities to plan and deliver workshop sessions. In addition, they reached out to and worked with a Somali group, the met police and also became involved in a local professional 'working group' for migrant women. This group was made up of several professionals within Newham to address joint ways of working, including sharing information on the representative organisation's overarching work and services on offer.

Finally, as new starters the team were able to work directly alongside colleagues about service users who disclosed sexual harassment/abuse or who strongly were suspected of being a victim, this was via our daytime helpline number, the refuge and move-on support. The project in the first year was not required to undertake casework but worked alongside colleagues, whilst they tried to develop the project in an everchanging UK and domestic abuse environment.

Inclusion through Language:
Language played a fundamental part in promoting inclusion as part of the service. The Participation and Inclusion worker speaks Somali and was able to reach out and interact with a local group as part of a developing relationship with HealTogether.

In addition, the Partnerships and Inclusion worker speaks 4 languages; Urdu, Punjabi, Hindi and French. This has provided the organisation with good support and saved on costs for translation services. Our professional partners also benefit through the fact that the organisation has staff with significant community languages and thus referring into our service saves them money.

Challenges:

- Whilst keeping our international funders informed, we were unable to secure staff until 5 months after the project commenced (May 2022). We were able to recruit two out of three: 1. Participation and Inclusion Worker and 2. Partnerships and Evaluation Worker. We did not secure the Legal and Advisor within the period of the audit.
- Building relationships with educational institutions was also challenging due to full-timetables.
- There were also challenges in the perceptions of a smaller BME organisations being able to deliver work around domestic abuse awareness in general and 'unconscious bias', towards utilising white and generic organisations as the preferred supplier. The team found this to be the case in terms of universities and Met Police.
- In some instances, appointments with institutions were not fruitful with professionals not turning up for the appointed time agreed.
- The team encountered general communication challenges during the period of COVID19, with professionals moving roles/organisations and the team not being informed. In most instances with the integration of hybrid working emails and calls were not responded to.
- Sexual Harassment, abuse and rape is a sensitive issue for BME women due to the legacies of slavery, colonising, gender-role stereotypes, sexuality, community and religious dialogues and controls. Within some community's women do not speak about their bodies, unless it is within the confines of men, marriage, power, ownership and privilege. To disclose the central topic as abusive is in direct conflict with a patriarchal system that defines the roles of women and what key purpose they serve on the planet. Within the HealTogether group, generational understanding and perceptions on rape was clearly demonstrated within discussions. Some women typically believed that there was no such thing as rape within marriage illustrating the point of cultural learning within the context of a male narrative. Speaking in Somali the team were able to at least provide an. alternative perspective to older women.

Outcomes and Outputs:

- **Newham College**: delivery of domestic abuse and sexual harassment workshop to a total of 45 students (x 3 sessions = 15 students each aged 16- 25), 60% girls and 40% boys.
- **Cambridge University**: The team initiated working in partnership with the Black Girls Society, to support increasing awareness on domestic abuse and violence and how it impacts on the BME community. In addition, to plan and prepare for the team to go into Cambridge and to deliver a workshop to BME students, in the following financial year.
- **Women in Travel:** This is a CIC and social enterprise organisation, works with getting women from vulnerable backgrounds into employment. The team takes a holistic approach to their work and established a successful relationship with the group and women living in the refuge (12). All women graduated having followed a learning programme in hospitality and administration. Support from the team for 10 weeks, outside of the course programme to promote graduation success. 3 women continued in their studies, whilst living in the refuge and secured internship in hospitality and paid reception work. In order to enable study and graduation, the team negotiated childcare in acknowledgment of barriers to employment.
- **New City College:** formulated a partnership arrangement to deliver workshops on sexual harassment for 2023.
- **Queen Mary University:** Negotiated discussions on 'consent and sexual harassment' within university. This topic looked at the challenging issue of abuse/exploitation by people in positions of power (teachers etc). This was delivered to 15 students.
- **Transport for London**: Conversations took place to explore two issues, 1. matters of sexual harassment on the Elizabeth Line and 2. The fact that BME women were being targeted and 3. The lack of promotion and representation of BME services on their website and within media. These discussions are ongoing, with plans for partnership in 2023.
- **Newham Migrant Women's Group**: The team joined this group in September 2022, to promote the services on offer by LBWP and provide a referral pathway for migrant women to access support. LBWP representation at these meetings has led to consideration of intersectionality for BME women and improving quality in practice for these groups who have been discrimination.
- **Metropolitan Police**: The team contacted the police in order to bring the organisations together for better working relationships. Women who have been victims of modern slavery and accessing LBWP services were unclear about their rights. The team asked the police to deliver training to staff on this topic and the police actions in place. 10 staff members were able to attend as part of increasing advice and support.
- **HealTogether** is an established group in Newham for Somali and Eritrean women. Many of them have experienced domestic and sexual abuse. 3 workshops were delivered to local women, through a partnership. The workshop focussed on Somali women's understanding of consent within marriage. The group commenced with approximately women with an age range from 30 – 65 years of age. Due to the success of this group some mothers requested that they bring their daughters to the following sessions. There were cross-generational debates in which the Participation and Inclusion worker facilitated for thinking within the women's own language.
- **Resources to support access** includes a Service Leaflet, PowerPoint on Sexual Harassment and Domestic Abuse, negotiation of Free Laptops for 6/12 of the women studying under the Women in Travel organisation. In addition, the staff e-translate resources within workshops to women who have other languages as described.
- **DA Strategy Event 25th November:** The DA Strategy for Newham was launched by the Council and the team presented their service to the wider public and professional partners. Approximately 100 people attended.
- **Newham Health and Wellbeing Event Dec 2022:** This event planned by Newham enabled the team to represent the service and to talk about their work and distribute leaflets to professionals and the public. The team supported 27 women from the refuge and move-on services to attend the event. 7 of them were migrant women. They received Free: clothes, Vouchers (£50), Gloves and Scarves for the winter, Personal Hygiene packs, Quit Smoking alternatives, Sexual Health and General Health screening, Free Haircuts, Beauty treatments and pampering. Approximately, 200 members of the public attended the event.

Feedback and Comments:

Service User Somali Women's Group (Shaaaha +Sheeko =- Tea and Talk)

'Workshop was very informative; I am going to bring all my daughter's next time.'

Harry Matthews (Student Coordinator – Newham College)

'Students found the workshops very informative and helpful."

The Role of ICT within LBWP

The role of Information and communication technology has reflected LBWP's evolution and efficiency through ICT support. Investments in information technology has driven principally by the desire to improve the way we work in support of our mission; increase the speed of decision making; to adhere to various laws, regulations, and policies; and to help the organization manage its risks

Digital Infrastructure:
By the end of 2023, we had completed the improvement of our ICT infrastructure. Staff and service users had access to laptops and up-to-date communication technology. Our upgrade to hotel quality WIFI connectivity is currently more stable and robust. Service users experience less connectivity issues as a result. This is fundamental because LBWP has been part of their transformational journey in becoming confident and skilled in using technology. Current practices and access to services are digitalized and on line. Whilst we feel that this can be biased towards certain groups, we have supported women in their transition to be more confident, in its use.

During the period the board have been immersed in the development of new technology, suggesting and reviewing content for meaningful improvement as well as signing off the re-designed website.

However, despite good progress the work around the development of our case management system is ongoing as well as the community kiosk due to the work capacity of the director, senior management team and front line staff.

Moving Forward

The increase in reliance on software, cloud-based systems, hybrid working and digital communication is exciting, but comes with both challenges and opportunities. In order to build on what we have accomplished the following areas will need to be developed further:

- Bring stakeholders together to develop a medium and long-term digital and cybersecurity strategy for LBWP.
- Develop clear IT usage and cybersecurity policies.
- Establish an IT sustainability model.
- Provide training for staff to make the most of the opportunities new technologies provide.
- Collaborate/co-create with service users to develop digital strategies, and possibly new technologies/applications to support and empower them on their journey.
- Identify the risks to increased ICT use and AI as now embedded into societal functioning as part of the modern way of living.

In addition, the sector needs to be more aware of the constantly changing uses of technology to harm survivors. In addition, to the risks this possesses to the safety of women. One of the ongoing tasks within the refuges for our IT consultant and staff is to ensure that on entering the refuge, devices that women and children are using are secure and non-trackable and that they understand how to continue to keep their technology secure. We have seen an increase in perpetrators having tracking software on mobile phones and tablets, having their sole name on technology contracts and numerous ways to keep track of women. Sector-wide innovative solutions need to be found with government, technology and mobile phone providers.

ANALYSIS OF RESTRICTED FUNDS

The restricted funds income enabled the organisation to develop, sustain and reconfigure services to women and support other infrastructure areas of the organisation (Director, finance worker, improvement in ICT functionality). The explanations of these funding streams and their purpose can be found in note 20.2.

1. Asian Women's Resource Centre
2. Big Lottery Fund – Equine Project
3. Big Lottery Fund – Vision of Me
4. City Bridge Trust
5. Clifford Chance LLP
6. Comic Relief – Counselling Services
7. Comic Relief/MOJ – ICT Digital Infrastructure
8. DLUHC – Covid-19
9. DLUHC (LB Newham)
10. DLUHC – OYA Project
11. IRISi
12. Kering Foundation
13. London Community Fund
14. London Community Fund - Wave 2
15. MOJ and MOPAC
16. MOPAC and OYA
17. MOPAC Service 1
18. MOPAC Service 2
19. National Lottery Community Fund (Covid-19)
20. Rosa fund

THANK YOU TO OUR SUPPORTERS

We would like to thank our funders, organisations and individuals that have supported us during the year, in particular:

- Asian Women's Resource Centre
- Comic Relief
- Kering Foundation
- Latin American Women's Aid
- London & Quadrant Housing Association
- London Borough of Haringey
- London Borough of Newham
- Ministry of Housing Communities and Local Government
- NHS East London Foundation Trust
- HSBC Plc
- IRISi
- MOPAC
- Public donations received via Virgin Money Giving

FINANCIAL REVIEW

There was an increase in the activities of the charity in 2022/23. Incoming resources increased by 9.91% (2021/22: 2.4%) from £1,440,363 to £1,583,130, whilst expenditure increased by 16.05% (2021/22: 7.84%) from £1,289,082 to £1,496,010. The surplus for the year has decreased from £151,281 to £87,120.

The total funds held by the charity increased from £406,079 to £493,199 during the year. These funds are divided for accounting purposes into restricted funds, which represent the unexpended balances of donations and grants held on trust for specific purposes, and unrestricted funds that are available for the general purposes of the charity. During the year, there was an increase in the total value of the restricted funds from £137,226 to £239,682 and a decrease in unrestricted funds from £268,853 to £253,517.

The principal financial policies adopted during the year are (i) the accounts are prepared under the historical cost convention; (ii) incoming resources relating to grants and material donations are recognised in the period to which they are receivable and (iii) resources expended are recognised on the accruals basis and on the basis that consideration has been received for the expenditure. Full details of the accounting policies adopted during the year are shown in note 1 to the Accounts.

Reserves policy

The policy of the charity in respect of reserves and major risks is to increase the General Fund for unrestricted funds held by the organisation, which can be used as a contingency against emergency or unplanned expenditure. The committee are reviewing the need to create designated funds as part of unrestricted funds where the organisation has been able to identify a timescale for expenditure on specific projects/items. The Committee believes that by designating funds in this way, they can ensure that the long-term plans of the organisation can be realised, and the organisation will be able to fulfil its contractual responsibilities to its staff, funders, users and the wider community.

The management committee has established a policy whereby the unrestricted funds not committed or invested in tangible fixed assets ("the free reserves") held by the charity should be a minimum three months of the resources expended, which for the financial year ended March 2023, would equal £374,002 in general funds. Any further free reserves should be allocated to a designated fund for the provision of employment and staff costs, and for the capital expenditure on a new resource centre. At this level the management committee feels that they would be able to continue the current activities of the charity in the event of a significant drop in funding. At present, the free reserves which amount to £249,607 have fallen short of the target level. Restricted funds are set aside in accordance with the terms and conditions laid down by the funder in question.

Principal funding sources

The principal funding sources of the charity are from grants from a range of statutory bodies and major trusts. These grants are primarily subject to conditions by donors on how they may be used. The expenditure has been made in accordance with the organisation's objectives and funding agreements.

Fundraising standards

LBWP has received £32,906 (2021/22: £18,085) in public donations during the financial year. These were unsolicited donations, and LBWP does not currently employ the services of a professional fundraiser.

LBWP has received no complaints regarding its fundraising activities, and is developing a policy on fundraising to ensure that any further activities in this regard do not:

- unreasonably intrude on a person's privacy.
- use unreasonably persistent approaches for the purpose of soliciting or otherwise procuring money or other property on behalf of the charity.
- place undue pressure on a person to give money or other property.

Pay policy

The Trustees set the renumeration of the key management personnel by comparing job descriptions with similar roles in comparable organisations and other external data of its comparators.

How expenditure in the year has supported the key objectives of the charity

Funding for the year ended March 2023, has supported LBWP to deliver on all aspects of its programme objectives including supported housing bedspaces, counselling for women and girls in the wider based community. The provision of legal and other advisory services.

Risk review

The management committee has conducted its own review of the major risks to which LBWP is exposed and systems have been established to mitigate those risks. Significant external risks to funding have led to the development of a strategic vision which has allowed, and will continue to allow, for the diversification of funding and activities. Internal risks are minimised by the implementation of procedures for authorisation of all transactions and projects and to ensure consistent quality of delivery for all operational aspects of the company. These procedures will be periodically reviewed to ensure that they continue to meet the needs of LBWP.

PLANS FOR FUTURE PERIODS

The board agrees that it must benefit from the work of the new director to continue to;

- Grow membership of the board with HR, ICT, Housing Specialist and Entrepreneurship skills. Targeting young people, those with disabilities, young women and black minoritised women with lived experiences onto the board.
- Review and improve the induction resources for board members, using good practice information from the charity commission and others relevant to governance.
- Revise the business plan, with the board and a consultant for 2023 – 2025.
- Secure targeted funding in order to grow and futureproof the SMT leadership team skills and knowledge as part of the growth and development of LBWP and succession planning.
- Maintain focus and drive to deliver and focus on sustainable services for black minoritised women and girls.
- Continue to build relationships within Newham and Haringey. We acknowledge that the campaign against the loss of the tender in 2018, damaged relationships between the organisation and local authority. With a new director in place and with an attitude of a fresh start this is beginning to happen.
- Prepare for future commissioning in Haringey.
- Create and maintain partnerships with key organisations locally to embed the work of LBWP, demonstrating added value and benefit to the organisation as well as the service users. Specifically targeting young people services, older age services, lesbian and bi- sexual women's services and those who fit into the categories of being neurodivergent/disabled.
- Campaign and petition for sustainable funding for the black minoritised sector of 3+ more years, in partnership with other women's sector services.
- Campaign and petition for the most vulnerable groups of women subject to immigration control. A 'No equality without Inclusion' Campaign.
- Improve whole organisation skills in data analysis and impact measurement for annual reports and audit reports.
- Continue to develop and improve on bespoke and racialised services for young people and families, based on internal from intelligence data gathered and internal analysis of impact.
- Continue to be alert, utilise historical practices and maintain local/national contact with NHS health services to combat COVID19 variants that may emerge to keep service users and staff safe.
- Review and revise the Financial Regulations and other key documents relevant to LBWP operations.
- Make savings where possible to lessen the impact of the UK Financial Crisis and impact of Cost of Living on LBWP finances.

- Look for creative ways to lessen the impact on staff salaries, as part of the Financial Crisis and Cost of Living. Where possible review staff salaries.
- Take advantage of opportunities to secure mixed funding through partnership. Additionally, consider internal strengths of service delivery to initiate Charity Entrepreneurship, to generate free income to buffer the impact of further impact of cost of living upon the resources of LBWP, ensuring the senior management team engage in training, if and where possible as part of collaborative approach at SMT level.

REFERENCE AND ADMINISTRATIVE INFORMATION

Charity Name	London Black Women's Project
Company number	02393931
Charity number	1001834
Registered office and Operational address	661 Barking Road Plaistow London E13 9EX

Directors and Trustees

The Board of Trustees constitutes directors of the company for the purpose of company law and trustees for the purpose of charity law. The trustees serving during the year and since the year end were as follows:

Ms Anjum Mouj	Co Chair	
Ms Donna M E Carty	Co Chair	
Ms Surriya Ahmad	Deputy Chair	
Ms Saika Alam	Secretary	
Ms Rena Pathak		
Ms Palvinder Kudhail		
Ms Edem B Ntumy		resigned 6 June 2023
Ms Chardine T Stone		resigned 7 March 2023

The trustees are elected at the Annual General Meeting. No trustee received any remuneration for services during the year (2022 – none), nor have any beneficial interest in any contract with the charity.

Senior Management Team

Ms Meril Eshun-Parker	Director
Manna Ahmed	Senior Manager
Ekaete Dorcas	Senior Manager
Shabana Hariff	Counselling Coordinator

The day-to-day management of the charity is delegated to the Director.

Bankers	HSBC Bank plc 118 High Street North East Ham London E6 2HX
Statutory Auditors	Barcant Beardon Limited Chartered Accountants & Statutory Auditors 8 Blackstock Mews London N4 2BT

Statement of Trustees Responsibilities

The Trustees, who are also the directors of London Black Women's Project for the purpose of company law, are responsible for preparing the Trustees' report and the accounts in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year that give a true and fair view of the state of the affairs of the charity as at the balance sheet date, and to record its incoming resources and the application of resources, including income and expenditure, for that year. In preparing those financial statements, Trustees are required to

- select suitable accounting policies and apply them consistently
- make judgements and estimates that are reasonable and prudent
- state whether applicable accounting standards have been followed subject to any material departures disclosed and explained in the financial statements, and
- prepare the financial statements on a going concern basis unless it is inappropriate to assume that the charity will continue on that basis.

The Trustees are responsible for maintaining adequate accounting records which disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Companies Act 2006. The Trustees are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website in accordance with legislation in the United Kingdom governing the preparation and dissemination of financial statements.

In accordance with company law, as the company's directors, we certify that, in so far as we are aware, there is no relevant audit information of which the company's auditors are unaware; and as the directors of the company we have taken all the steps that we ought to have taken in order to make ourselves aware of any relevant audit information and to establish that the charity's auditors are aware of that information.

Public Benefit Statement

The trustees confirm that they have complied with the duty in section 4 of the Charities Act 2011 to have due regard to the Charity Commission's general guidance on public benefit, "Charities and public benefit".

These financial statements have been prepared in accordance with the Charities Statement of Recommended Practice (FRS102) and in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small entities.

This Report was approved by the Trustees on and signed on its behalf by:

Rena Pathak.

Rena Pathak
Trustee of London Black Women's Project

Donna Carty
Co-chair of London Black Women's Project

INDEPENDENT AUDITOR'S REPORT

TO THE MEMBERS OF

LONDON BLACK WOMEN'S PROJECT

Opinion

We have audited the financial statements of London Black Women's Project for the year ended 31 March 2023 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2023 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been properly prepared in accordance with the requirement of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the trustees' annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the trustees' report (incorporating the directors' report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of our knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or

- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies' regime and take advantage of the small companies' exemptions in preparing the directors' report and from the requirement to prepare a strategic report.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on page 18, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

- the engagement partner ensured that the audit team had the appropriate competence, capability and skill to identify and recognise any non-compliance with applicable laws and regulations;
- we identified such laws and regulations applicable from our discussions with trustees and other management and from our knowledge and experience of the sector;
- we focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the charitable company, including the Companies Act 2006, the Charities Act 2011 and the Charity SORP (FRS 102);
- we considered the provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which might be fundamental to the charitable company's ability to operate or to avoid a material penalty, including the General Data Protection Regulation (GDPR), Anti-fraud, bribery and corruption legislation, Taxation legislation and Employment legislation;
- we assessed the extent of compliance with laws and regulations identified above through making enquiries of management and inspecting legal correspondence; and
- identified laws and regulations were communicated within the audit team and the team remained alert to instances of non-compliance throughout the audit.

We assessed the susceptibility of the charitable company's financial statements to material misstatement, including obtaining an understanding of how fraud might occur by:

- making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud; and
- considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations.

To address the risk of fraud through management bias and override of controls, we:

- performed analytical procedures to identify any unusual or unexpected relationships;
- tested journal entries to identify unusual transactions;
- assessed whether judgements and assumptions made in determining the accounting estimates were indicative of potential bias; and
- investigated the rationale behind significant or unusual transactions.

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- agreeing financial statement disclosures to underlying supporting documents

- reading the minutes of meetings of those charged with governance; and
- enquiring of management as to actual and potential litigation and claims.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities is available on the FRC's website at: https://www.frc.org.uk/auditors/audit-assurance/auditor-s-responsibilities-for-the-audit-of-the-fi/description-of-the-auditor%E2%80%99s-responsibilities-for. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

21st March 2024

Mukesh Khatri
Senior Statutory Auditor

For and on behalf of
BARCANT BEARDON LIMITED
Chartered Accountants
and
Statutory Auditors

8 Blackstock Mews
Islington
London N4 2BT

LONDON BLACK WOMEN'S PROJECT

STATEMENT OF FINANCIAL ACTIVITIES (INCLUDING INCOME AND EXPENDITURE ACCOUNT)

FOR THE YEAR ENDED 31 MARCH 2023

Income and Expenditure Summary

	Notes	Restricted Funds 2023 £	Unrestricted Funds 2023 £	Total Funds 2023 £	Total Funds 2022 £
Income and endowments from:					
Donations and legacies	3	142,759	34,856	177,615	348,701
Charitable activities	4	530,398	873,097	1,403,495	1,091,613
Investments	5	-	2,020	2,020	49
Total income and endowments		673,157	909,973	1,583,130	1,440,363
Expenditure on:					
Costs of raising funds	6	-	1,732	1,732	54
Charitable activities	7	570,701	923,577	1,494,278	1,289,028
Total expenditure		570,701	925,309	1,496,010	1,289,082
Net income/(expenditure)	9	102,456	(15,336)	87,120	151,281
Transfers between funds	19	-	-	-	-
Net movement in funds for the year		102,456	(15,336)	87,120	151,281
Reconciliation of funds					
Total funds brought forward		137,226	268,853	406,079	254,798
Total funds carried forward		239,682	253,517	493,199	406,079

The statement of financial activities includes all gains and losses recognised during the year.

All income and expenditure derive from continuing activities.

LONDON BLACK WOMEN'S PROJECT

BALANCE SHEET

FOR THE YEAR ENDED 31 MARCH 2023

	Notes	2023 £	2022 £
Tangible Fixed Assets	14	3,910	5,688
Current Assets			
Debtors	16	137,614	105,512
Cash at bank and in hand		541,305	528,029
		678,919	633,541
Creditors: Amounts falling due within one year	17	(189,630)	(233,150)
Net Current Assets		489,289	400,391
Net Assets		493,199	406,079
Funds			
Restricted funds	20	239,682	137,226
Unrestricted funds			
- General funds	20	253,517	268,853
Total funds		493,199	406,079

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

Signed on behalf of the board of trustees:

Rena Pathak
Trustee

Donna Carty
Co-Chair

Date: 20/03/2024.

The notes on pages 25 - 39 form part of these financial statements.
Company Registration No. 02393931

LONDON BLACK WOMEN'S PROJECT

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2023

	Notes	2023 £	2022 £
Cash flow from operating activities			
Net cash provided by operating activities	22	12,856	112,560
Cash flow from investing activities			
Interest income		2,020	49
Purchase of tangible fixed assets		(1,600)	(8,531)
Net cash (used in)/provided by investing activities		420	(8,482)
Net increase in cash and cash equivalents in the year		13,276	104,078
Cash and cash equivalents at the beginning of the year		528,029	423,951
Cash and cash equivalents at the end of the year		541,305	528,029
Analysis of cash and cash equivalents			
Cash in bank and in hand		541,305	528,029
Cash and cash equivalents at the end of the year	22.1	541,305	528,029

1 Accounting Policies

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

1.1 General information and basis of preparation

London Black Women's Project is a private charitable company limited by guarantee incorporated in England and Wales and has no share capital. In the event of the charitable company being wound up the liability in respect of the guarantee is limited to £1 per member of the charity. The registered office address is 661 Barking Road, Plaistow, London E13 9EZ.

The charity constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland issued in October 2019, the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), the Charities Act 2011, the Companies Act 2006 and UK Generally Accepted Practice.

The financial statements are prepared on a going concern basis under the historic cost convention. The financial statements are prepared in sterling, which is the functional currency of the company. Monetary amounts in these financial statements are rounded to the nearest £.

1.2 Going Concern

The financial statements have been prepared on a going concern basis as the trustees believe that no material uncertainties exist. The trustees have considered the level of funds held and the expected level of income and expenditure for 12 months from authorising these financial statements. The budgeted income and expenditure is sufficient with the level of reserves for the charitable company to be able to continue as a going concern.

1.3 Charitable Funds

Unrestricted funds are available for use at the discretion of the members of management committee in furtherance of their charitable objectives unless the funds have been designated for other purposes. Designated funds have been set aside for specific purposes by the trustees. Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the accounts.

1.4 Incoming Resources

Items of income are recognised in the financial statements when all the following criteria are met:

- the charity has entitlement to the funds;
- any performance conditions have been met or are fully within the control of the charity;
- there is sufficient certainty that receipt of the income is considered probable; and
- the amount can be measured reliably.

Grant income is recognised when it is receivable. Fee income is recognised as it is earned. Donations are accounted for when receivable. Rental income is recognised when receivable and is net of voids.

Gifts in kind represent assets or services donated for distribution or use by the charity. Assets given for distribution are recognised as incoming resources only when distributed. Assets given for use by the charity are recognised when receivable. Gifts in kind are valued at the amount actually realised from the disposal of the assets or at the price the charity would otherwise have paid for the assets.

Grants for the purchase of fixed assets are recognised in full is the statement of financial activities in the period in which they are receivable.

1.5 Resources Expended

Expenditure is accounted for on an accruals basis and is inclusive of the irrecoverable VAT attributable to that expense.

Governance costs include the management of the charitable company's assets, organisation management and compliance with constitutional and statutory requirements. Costs of raising funds relates to the costs incurred by the charitable company in raising funds for the charitable work.

Staff costs and expenditure which are directly attributable to activities have been charged to them in full. Other costs and overhead expenses are allocated to activities based on the total income for each scheme.

1.6 Tangible Fixed Assets

Fixed assets are for use by the charitable company in fulfilling its main charitable objects. Items are capitalised when the purchase price exceeds £500. Depreciation is provided on all fixed assets are rates calculated to write off the cost of each asset over its estimated useful life. The depreciation rates in use are as follows:

Office equipment	3 years straight line (33%)
Computer equipment	3 years straight line (33%)
Hostel furniture and equipment	3 years straight line (33%)

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset and is recognised in net income/(expenditure) for the period.

1.7 Impairment of Fixed Assets

At each reporting end date, the charitable company reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1.8 Cash and Cash Equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.9 Financial Instruments

The charitable company has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

1.10 Debtors

Debtors are recognised by the charitable company when invoices issued for work that have been completed, as well as upon the signing of a grant agreement, or for an amount that has been paid in advance for goods or services. Debtors also include amount receivable on grant funding on which the charitable company is entitled.

1.11 Creditors

Creditors are recognised by the charitable company when invoices issued by a supplier, for work that has been completed, as well as upon the signing of a contractual agreement. Creditors also include amounts payable on authorised work or services to which the charitable company is committed.

1.12 Leases

All leases of equipment are operating leases. Rentals payable under operating leases are charged to the Statement of Financial Activities on a straight-line basis over the period of the lease. No assets are held under hire purchase agreements.

1.13 Employee Benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received. Employees are not usually able to carry forward any unused holiday past the year end.

Termination benefits are recognised immediately as an expense when the charitable company is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.14 Retirement Benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

2 *Critical Accounting Estimates and Judgements*

In the application of the charity's accounting policies, the members of the management committee are required to make judgments, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are listed below:

Cost allocation
Staff costs are allocated in accordance with staff time. The costs of premises and specified project costs are allocated directly, based on usage. All other overhead costs are allocated based on income.

Doubtful debt provision
The provision for doubtful debts is at 50% for debts arising in the current reporting period and 100% for earlier debts arising prior to the current reporting period. The rent overpayments are written back in light of communication with the relevant local borough councils.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods when the revision affects both current and future periods.

3 *Income from Donations and Legacies*

	Restricted Funds 2023 £	Unrestricted Funds 2023 £	Total Funds 2023 £	Total Funds 2022 £
Public donations	-	32,906	32,906	18,085
Subsistence receipts	-	1,660	1,660	2,850
Other income	-	290	290	-
General Grants				
Big Lottery Fund - Vision of Me	-	-	-	40,000
Asian Women's Resource Centre	69,320	-	69,320	-
Kering Foundation	69,473	-	69,473	17,071
Clifford Chance LLP	-	-	-	15,000
Comic Relief - Counselling Services	3,966	-	3,966	94,335
Comic Relief /MOJ IT Infrastructure	-	-	-	112,960
City Bridge Trust	-	-	-	48,400
	142,759	34,856	177,615	348,701

3.1 Income from donations & legacies was £177,615 (2022 - £348,701) of which £142,759 (2022 - £327,766) was attributable to restricted funds and £34,856 (2022 – £20,935) was attributable to unrestricted funds - general.

4 *Income from Charitable Activities*

	Restricted Funds 2023 £	Unrestricted Funds 2023 £	Total Funds 2023 £	Total Funds 2022 £
Performance Related Grants				
Big Lottery Fund - Reaching Communities	-	-	-	75,284
Big Lottery Fund - Equine Project	-	-	-	9,400
DLUHC (formerly M.H.C.L.G.) – LB of Newham	100,000	-	100,000	100,000
MOPAC - OYA Project	62,181	-	62,181	62,208
NHS East London Foundation Trust	-	86,535	86,535	27,000
London Borough of Newham - Supporting People	-	198,000	198,000	197,928
London Borough of Haringey - Revenue Grant	-	35,000	35,000	37,500
IRISi	57,250	-	57,250	-
MOPAC Service 1	210,347	-	210,347	-
MOPAC Service 2	100,620	-	100,620	-
Rent & Service Charges Receivable	-	553,562	553,562	582,293
	530,398	873,097	1,403,495	1,091,613

4.1 Income from charitable activities was £1,403,495 (2022 - £1,091,613) of which £530,398 (2022 - £246,892) was attributable to restricted funds and £873,097 (2022 – £844,721) was attributable to unrestricted funds - general.

5 *Income from Investments*

	Unrestricted Funds 2023 £	Unrestricted Funds 2022 £
Bank interest receivable	2,020	49

5.1 Income from investments was £2,020 (2022 - £49) of which £nil (2022 - £nil) was attributable to restricted funds and £2,020 (2022 – £49) was attributable to unrestricted funds - general.

6 *Expenditure on Raising Funds*

	2023 £	2022 £
Fundraising and publicity	1,732	54

6.1 Of the £1,732 expenditure in 2023 (2022 - £54), £nil (2022 - £nil) was attributable to restricted funds and £1,732 (2022 - £54) was attributable to unrestricted funds - general.

7 *Analysis of Expenditure on Charitable Activities*

Charitable Activities – 2023

	Restricted Funds £	Unrestricted Funds £	Total 2023 £	Total 2022 £
Staff costs	358,018	214,361	572,379	435,820
Premises costs	16,120	197,630	213,750	190,726
External staff related costs	109,973	88,750	198,723	152,666
Communications	442	1,946	2,388	2,742
Printing, postage & stationery	1,544	4,890	6,434	3,057
Training, travel and recruitment	49,800	13,051	62,851	10,532
Depreciation	-	3,378	3,378	3,226
Servicing of equipment	773	7,718	8,491	7,225
IT hardware	8,756	3,585	12,341	99,624
IT software & maintenance	13,848	60,301	74,149	48,335
Housing association management charge	-	202,844	202,844	211,269
Audit and accountancy	3,564	20,256	23,820	22,660
Other professional fees	2,124	10,274	12,398	12,148
Other costs	4,781	25,311	30,092	20,694
Beneficiary costs	94	504	598	1,888
Maintenance charge	864	23,955	24,819	6,963
Bad debts provision	-	44,823	44,823	59,453
	570,701	923,577	1,494,278	1,289,028

7.1 Charitable Activities – 2022

	Restricted Funds £	Unrestricted Funds £	Total 2022 £	Total 2021 £
Staff costs	222,167	213,653	435,820	449,749
Premises costs	14,267	176,459	190,726	155,352
External staff related costs	110,349	42,317	152,666	146,345
Communications	748	1,994	2,742	5,220
Printing, postage & stationery	2,469	588	3,057	1,006
Training, travel and recruitment	7,214	3,318	10,532	12,267
Capital expenditure	-	-	-	21,714
Depreciation	1,432	1,794	3,226	1,713
Servicing of equipment	863	6,362	7,225	12,015
IT hardware	99,624	-	99,624	-
IT software & maintenance	16,270	32,065	48,335	41,321
Housing association management charge	-	211,269	211,269	176,191
Audit and accountancy	1,517	21,143	22,660	14,100
Other professional fees	2,948	9,200	12,148	26,705
Other costs	3,344	17,350	20,694	5,221
Beneficiary costs	1,185	703	1,888	769
Maintenance charge	1,586	5,377	6,963	28,718
Bad debts provision	8,500	50,953	59,453	96,607
	494,483	794,545	1,289,028	1,195,013

8 *Analysis of Support and Governance Costs*

	Support costs £	Governance costs £	Total 2023 £	Total 2022 £
Communications	-	156	156	16
External staff related costs	-	4,025	4,025	-
Audit & accountancy	-	9,528	1,986	1,986
Other professional fees	-	4,833	4,833	-
Sundry costs	-	1,303	1,303	1,284
	-	19,845	19,845	3,286

9 *Net Income/(Expenditure) for the Year*

	2023 £	2022 £
This is stated after charging:		
Depreciation	3,378	3,226
Auditor's remuneration	10,560	10,560

10 *Trustee Remuneration and Expenses*

The trustees were not paid any remuneration nor received any other benefits during the year (2022 – nil). Travel expenses of £nil (2022 - £21) were paid on behalf of no trustee (2022 – one trustee).

11 *Analysis of Staff Costs*

	2023 £	2022 £
Wages and salaries	534,905	397,224
Social security costs	30,800	32,420
Employers pension costs	6,674	6,176
	572,379	435,820

11.1 There were no employees who received total employee benefits (excluding employers' pension contributions) of more than £60,000 (2022 - none).

11.2 During the year the company paid £198,724 (2022 - £159,882) to independent third parties for the provision of staff.

11.3 The total amount of employee benefits received by key management personnel is £131,888 (2022 - £126,947). The charitable company considers its key personnel to comprise its Senior Management Team.

12 *Staff Numbers*

The average monthly head count was 17 staff (2022 - 14 staff) and the average monthly number of full-time equivalent employees (including casual and part time staff) during the year was as follows:

	2023 Number	2022 Number
Management	1.8	1.0
Project workers	12.1	10.1
Administration	1.0	1.0
	14.9	12.1

13 *Taxation*

London Black Women's Project is considered to pass the tests set out in Paragraph 1, Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3, Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

14 *Fixed Assets*

	Office Equipment & Computers £	Hostel Furniture & Equipment £	Total £
Cost			
At 1 April 2022	183,704	56,183	239,887
Additions	1,600	-	1,600
At 31 March 2023	185,304	56,183	241,487
Depreciation:			
At 1 April 2022	180,897	53,302	234,199
Charge for the year	1,937	1,441	3,378
At 31 March 2023	182,834	54,743	237,577
Net Book Value:			
At 31 March 2023	2,470	1,440	3,910
At 1 April 2022	2,807	2,881	5,688

15 *Financial Instruments*

	2023 £	2022 £
Carrying amount of financial assets		
Debt instruments at amortised cost	583,171	584,122
Carrying amount of financial liabilities		
Measured at amortised cost	189,630	233,150

16 *Debtors*

	2023 £	2022 £
Operating debtors	322,016	286,708
Less: Provision for doubtful debts	(287,544)	(242,721)
	34,472	43,987
Other debtors	7,394	12,102
Prepayments and accrued income	95,748	49,423
	137,614	105,512

17 *Creditors: Amounts falling due within one year*

	2023	2022
	£	£
Operating creditors	67,118	71,311
Taxation and social security	11,058	7,026
Other creditors	41,360	88,089
Accruals	65,661	51,064
Deferred Income	4,433	15,660
	189,630	233,150

18 *Deferred Income*

Deferred income comprises of grants received in advance for work taking place after the year end.

	Total
	£
Balance as at 1 April 2022	15,660
Amount released to income earned from charitable activities	(15,660)
Amount deferred in year	4,433
Balance as at 31 March 2023	4,433

During the course of the year, £4,433 (2022 - £15,660) relating to one grant (2022 – one grant) was deferred. This is expected to be released in the next accounting period.

19 *Pensions*

The charitable company offers a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the charity in an independently administered fund. The Royal London operates the pension scheme on the charitable company's behalf.

The charge to the income and expenditure account in respect of the defined contribution scheme was £6,674 (2022 - £6,176).

20 *Analysis of Charitable Funds*

20.1 *Unrestricted Funds – Current Year*

	Balance 1 Apr 2022	Incoming Resources	Outgoing Resources	Transfers	Balance 31 Mar 2023
	£	£	£	£	£
General funds	268,853	909,973	(925,309)	-	253,517

Unrestricted Funds – Previous Year

	Balance 1 Apr 2021	Incoming Resources	Outgoing Resources	Transfers	Balance 31 Mar 2022
	£	£	£	£	£
General funds	199,484	865,705	(794,599)	(1,737)	268,853

Name of unrestricted fund	***Description, nature and purposes of the fund***
General funds	The "free reserves" after allowing for any designated funds.

20.2 *Restricted Funds – Current Year*

	Balance 1 Apr 2022 £	Incoming Resources £	Outgoing Resources £	Transfers £	Balance 31 Mar 2023 £
Asian Women's Resource Centre	1,115	69,320	(84)	-	70,351
Clifford Chance LLP	15,167	-	-	-	15,167
Comic Relief – Counselling Services	57,675	3,966	(55,347)	-	6,294
Comic Relief – MOJ/ IT Infrastructure	784	-	-	-	784
City Bridge Trust	1,308	-	-	-	1,308
Kering Foundation	17,071	69,473	(61,922)	-	24,622
DLUHC (formerly M.H.C.L.G.) – Covid-19	23	-	-	-	23
DLUHC (formerly M.H.C.L.G.) – LB of Newham	-	100,000	(99,226)	-	774
DLUHC (formerly M.H.C.L.G.) – OYA Project	120	-	-	-	120
MOJ – MOPAC	72	-	-	-	72
MOPAC - OYA Project	1,926	62,181	(64,023)	-	84
MOPAC – Service 1	-	210,347	(170,966)	-	39,381
MOPAC – Service 2	-	100,620	(94,776)	-	5,844
IRISi	-	57,250	(24,357)	-	32,893
Rosa Fund	49	-	-	-	49
London Community Fund	2,530	-	-	-	2,530
London Community Fund (Wave 2)	1,195	-	-	-	1,195
HM Government in Partnership with National Lottery Community Fund	67	-	-	-	67
Big Lottery Fund - Equine Project	5,229	-	-	-	5,229
Big Lottery Fund – Vision of Me	32,895	-	-	-	32,895
Total	137,226	673,157	(570,701)	-	239,682

Restricted Funds – Previous Year

	Balance 1 Apr 2021 £	Incoming Resources £	Outgoing Resources £	Transfers £	Balance 31 Mar 2022 £
Asian Women's Resource Centre	1,115	-	-	-	1,115
Clifford Chance LLP	167	15,000	-	-	15,167
Comic Relief – Counselling Services	-	94,335	(36,660)	-	57,675
Comic Relief – MOJ/ IT Infrastructure	-	112,960	(112,176)	-	784
City Bridge Trust	-	48,400	(47,092)	-	1,308
Imkaan	27,000	-	(27,130)	130	-
Kering Foundation	-	17,071	-	-	17,071
M.H.C.L.G. – Covid-19	23	-	-	-	23
M.H.C.L.G. – LB of Newham	139	100,000	(101,213)	1,074	-
M.H.C.L.G. – OYA Project	120	-	-	-	120
MOJ – MOPAC	72	-	-	-	72
MOPAC - OYA Project	-	62,208	(60,282)	-	1,926
Rosa Fund	49	-	-	-	49
London Community Fund	2,530	-	-	-	2,530
London Community Fund (Wave 2)	1,195	-	-	-	1,195
HM Government in Partnership with National Lottery Community Fund	67	-	-	-	67
Big Lottery Fund - Equine Project	-	9,400	(4,171)	-	5,229
Big Lottery Fund – Vision of Me	22,703	40,000	(29,808)	-	32,895
Big Lottery Fund – Reaching Communities	134	75,284	(75,951)	533	-
Total	55,314	574,658	(494,483)	1,737	137,226

Name of restricted fund	*Description, nature and purposes of the fund*
Asian Women's Resource Centre	The Ascent Ending Harmful Practices Lead Partner is the AWRC. This funding from London Councils was to provide support services to women who have no recourse to public funds.
Clifford Chance LLP	LBWP has a long-established relationship with this solicitors' firm. During 2022/23 the organisation worked with the charity to deliver training to women on financial independence.
Comic Relief - Counselling	Short term funding (15 months) to provide Therapeutic Counselling Services for BME Service Users. This project was part of LBWP's commitment to provide a service to BME women that acknowledges their diversity in language. Intelligence data and narratives from women showed that BME women cannot truly benefit from counselling in an equal way, if they cannot speak in their language of strength, thereby disabling them from fully narrating their experiences, their feelings and impact. The funding brought true equality and inclusion back into counselling. In addition, validating women's identity, self -esteem and worth, an additional benefit of this service as well as a matched BME Counsellor. • 75 women accessed the service with 45 women currently receiving counselling (exceeding target) • Intersectional and Transcultural counselling provided to clients in their own languages (e.g., recruitment of a Sylheti speaking counsellor) • Referral agents have diversified (e.g., NHS Clinicians, Adult and Children's Social Care)
Comic Relief - Improving Lives through Technology	Short term funding for six months to March 2022, to develop the ICT infrastructure within LBWP for the benefit of service users, staff and attending to the needs of Black and Minoritised Women via community hubs.
City Bridge Trust	The purpose of this grant is to fund core costs, towards a Director (21 hpw) Finance Administrator (14 hpw) and Fundraiser (21 hours per month), over a period of 12 months, so that LBWP could carry on providing support to BME women living in London. In addition, to reinforce financial awareness training, initiated through Clifford Chance donations and ensure that LBWP can maximize accessing commissioning opportunities because of the Domestic Abuse Act and funding made available for Domestic Abuse and Violence Against Women and Girls work.
Imkaan	Employ a Training Course Developer, to develop a learning /training product for use by professionals, based upon internal intelligence gathered.Service users were to be part of the development, publicity design, marketing and training (where they choose/it is safe to do so). As an (ultimately) income generating product, it will help to support services for groups excluded through immigration rules (such as NRPF) as well as work with migrant women.BME women would also benefit from an in-house learning programme through the employment of part-time Lecturers/Teachers and volunteers. They will deliver key functional skills in ESOL, English, Maths and Vocational studies, to promote employability and reduce the pverty trap. However due to COVID19, this project could not continue because on the ongoing increase in infections, social distancing and lockdown restrictions. However, we were able to re- present our proposal for more practical measures for incurred costs related to supporting NRPF women in terms of rent and subsistence, where immigration factors impacted the most vulnerable groups of women accessing our services.

Kering Foundation	The Kering Foundation has provided three years funding of 242,980 Euros as part of their social investment to improve the lives of women and girls internationally, from abuse and sexual exploitation. Sexual Harassment sits within the wider social contexts of domestic and gendered violence against women and girls. Until October 2020, London Black Women's Project delivered legal advice and casework to BME and migrant women and girls, as victims of sexual harassment, through the project 'My Body, My Rules '. Learning revealed that: 1) professionals were not addressing sexual harassment as a specific issue and there was little professional awareness and remedy of how to respond to need. 2) BME and migrant women experienced racialized sexual harassment, linked to immigration and low-paid work status. 3) Legal options to protect women were restricted due to sexual harassment not being a crime. LBWP were provided with an opportunity to extend the work, initiated from Rosa funding, in previous years. The 'Safe Haven' project has 3 key objectives: 1. Increase knowledge of how sexual harassment impacts racialized women to promote wider good practice. 2. Increase BME and migrant women access to legal advice and/or casework support. 3. Develop service users with lived experiences to become Co-production experts.
DLUHC (formerly M.H.C.L.G.) – Covid-19	The funding was extended to support the provision of PPE equipment as a result of COVID19 still being around, staff cover and deep cleaning. No women were infected with COVID19 during this period. All women were encouraged to take up preventative vaccines during the period, through local partnerships.
DLUHC (formerly M.H.C.L.G.) – L.B of Newham	A project supported by the LB Newham to provide additional emergency crisis bedspaces to enable women and children to escape from domestic violence at home, during the height of the pandemic. Many women became trapped at home due to government restrictions and the spread of COVID19 virus and mutations. The funding provided emergency crisis accommodation solutions to enable women and their children to escape. The service provided an access route to refuge accommodation through telephone help and guidance. It also paid for salaried roles: Refuge Caseworker, Children's Worker, and Counsellor. Women were able to receive practical support and advice around their legal rights (immigration/criminal/civil)/ housing advice) and access to transcultural counselling (in their language of strength) to address the mental and emotional impact of violence, on them and their relationship with their children. Children received 'play for play's sake sessions, enabling them to overcome trauma by replacing negative thoughts about violence at home, with positive play and outing experiences. Parents were supported to rebuild relationships with their children through play, trips out and advice and support around understanding and managing children's behaviour following traumatic events. The children's worker also supported parents to be proactive in getting children into nursery/school/college, registering with GPs and health services and dealing with (not avoiding) any social care concerns and/or issues. On some occasions parents receive support to challenge biased assumptions and victim blaming.
DLUHC (formerly M.H.C.L.G.) – OYA Project	A key focus of this funding was to safeguard the health and welfare of service users in multiple occupancy refuges. Funding supported the acquisition of cleaning materials and resources to maintain a high standard of hygiene to prevent the spread of infection, within 7 of our Newham and Haringey refuges and central offices. This included the shared and single use accommodations spaces, used by women and/or any children. Deep

	cleans took place on a weekly basis and we were able to supply PPE equipment was also supplied to cleaners, staff and residents (we had enough supplies through periods of shortage). Handwashing and the use of hand gel (all funded) was a regular occurrence. COVID19 testing kits were part of our regime as a preventative measure. This funding stream recognised that the spread of the COVID19 virus could impact staffing levels (as part of contracting covid19 themselves). This would have detrimental effects on service delivery, therefore it enabled the payment for additional staff cover, that would not have been accounted for in original budgets or contracts. Finally, transitioning from Face-to- Face work to remote working became the new normal during lockdown and this funding supported LBWP's infrastructure change for remote working, when compelled by the government at various points of time.
MOJ - MOPAC	A fundraiser (20 days) was employed through this stream of funding to support the financial sustainability of the organisation. Matched funding was also required for the following roles: project coordinator (2 days) and facilities manager (80 hours). Matched funding was also required for the ongoing supply of COVID19 compliant deep cleaning, PPE resources, travel costs for service users and X8 staff in relation to attending 30 emergency face to face appointments. 50 BME women were able to benefit from 14 sessions of counselling, witch took into account their intersectional and equality needs (i.e. language), following trauma. Counsellors benefitted from group clinical supervision for a period of 6 months.
MOPAC - OYA Project	The OYA consortium has been granted temporary funding for six months in 2021-22 by the GLA in the context of the covid19 emergency response for the maintenance of increased support and capacity in by and for specialist refuge provision. This is an extension of that grant that aims to maintain the increased refuge bedspaces available to BME women and provide further support. The Mayor's Needs Assessment presentation recognized the needs of BME women accessing refuge spaces and spaces where intersectionality, race and social status were integrated, because of women's narratives and journeys to safe accommodation taking longer and encountering racism and discrimination from many bodies along the way.
MOPAC – Service 1	Safe Accommodation services employs the following roles to add wrap around support and improve quality services to women living in refuges; Complex Case Worker, Specialist Housing Advisor, Immigration Advisor, Family Law Advisor. Women who are resettled/move on.
MOPAC – Service 2	Safe Accommodation services employs the following roles to add wrap around support and improve quality services to women living in refuges; Children's and Family Therapist, Counselling Coordinator and Counsellor. Women who are resettled/move on also have access to the services.
IRISi	LBWP was commissioned to deliver specific training to GP Practices, health professionals and reception staff to work together to ask the question about domestic abuse and then to respond by referring to an Advocate Educator employed by LBWP. In addition, two Clinical Lead -GP practitioners with safeguarding training an expertise, would support GP and practice staff to identify survivors and ensure that they refer into the service. The AE and the CL's deliver three sets of training programmes identified as CL1, CL2 and Reception and Admin.
Rosa Fund	My Body, My Rules: Specialist legal advice project focusing on the experiences of sexual harassment and abuse of BME and migrant women in the north-south BME and migrant women's concentrations. The Rosa Fund and LBWP worked together to understand the needs and complexities of Sexual Harassment within the context of Violence Against Women and girls. 3 x Advice workers were employed to support the development of the

	work and to support women to utilise rights based services to change their situations.
London Community Fund	Matched funding for vulnerable women, so that they can travel to key appointments in a safety. Taxi costs were covered to prevent women from being spotted. This funding cannot be under-estimated because, it also prevented women from using public transport at periods of time during the pandemic where not every member of the public were wearing masks. Using this form of transport when women lived in multiple occupancy accommodation was not viable.
London Community Fund (Wave 2)	Funding was used to support additional hours required to maintain the strategic leadership of the director (increase of 4 to 5 days), in being able to steer the organisation through COVID19 and to establish key partnerships to share good practice and knowledge, to protect staff and users. In addition, the arrival of COVID19, muted discussions about BREXIT and delayed responses from government to safeguard the welfare of women and children meant that women presented with more intense needs. LBWP was concerned to mitigate against vicarious trauma and therefore clinical supervision for staff was imperative. To manage the distances between sites within Newham and Haringey, financial support enabled improved coordination of PPE, additional health and safety measures, organizing floor and wall signage/posters prosocial distancing through a Facilities management. Children also received 10 tablets to help with homework when there were school closures as mums could not afford laptops to access online learning. Deep cleaning requirements were persistently needed across all sites.
HM Government in Partnership with National Lottery Community Fund	Six month grant to expand our current specialist counselling service to reach more BAME young women and girls, BAME refugees and asylum seekers and children who are experiencing mental and emotional issues as a result of domestic and other forms of gendered violence, due to an increase in demand for counselling during the Covid-19 crisis.
BLF - Equine Project	Big Lottery Funding of a summer program to improve health and wellbeing. LBWP believes that therapy and healing so be diverse and interactive for all services users. We conceived the idea of alternative therapy and the Equine project. LBWP looked at the impact of COVID19 on its residents and decided to provide an alternative experience of going into the countryside and experiencing an alternative environment from an urban city. We considered that BME on benefits or who were working but had a tight budget would not be able to afford this type of opportunity, so we felt being given this opportunity to experience a different way of being and living was important. The purpose is 3-fold 1. To help BME women and children to improve their mental health and well-being through learning about horses and experiencing nature, providing tools to promote wellness and reflection when returning to an urban environment. 2. To provide an unconventional space for women to talk and create ideas that will contribute to future projects at LBWP. 3. Provide fun activities for children in a space where they can run, play, explore through close interaction with horses and the environment. The project happened during August/September 2021; 5 x 4-hour sessions twice a week for 5 weeks; 5 women and 3 children per session. Total: 25 women and 15 children.
BLF - Vision of Me	The BLF Women and Girls Initiative funds a project called Vision of Me. The project focuses on women and girl's creative agency in the process of recovery and healing. Workers deliver support in diverse ways guided by women and

	girls including the use of art in the support process. The project helps to shift power dynamics from providers to users of services by strengthening their voice in the process of support.
BLF - Reaching Communities	The Community Rights Project under this strand of funding was received and used to provide access to Legal and Advice services and support. Women were able to access the service because of a wide range of abuses and exploitations including challenging police conduct, wrongful practice with regards to child contact and judgements on safeguarding cases, threats to women by perpetrators in relation to their immigration status, being trafficked and economic abuses and exploitation. Women were able to access Family Law, Immigration Advice through a partnership arrangement with Westminster University. Socially excluded migrant women were provided with legal advice to exercise their rights through collaboration with the Magpie project. Advocacy support was fundamental to the work with women as well as empowerment through co-production and training women to become volunteer advocates, in the future. Community Advocates were trained and operated out of East London University and supported women accessing services through their support.

20.3 Transfers from general funds to restricted funds represent a shortfall in restricted funding on those projects made up by general funds.

21 Analysis of Net Assets between Funds – Current Year

	Restricted Funds 2023 £	Unrestricted Funds 2023 £	Total 2023 £
Tangible fixed assets	-	3,910	3,910
Cash at bank and in hand	239,682	301,623	541,305
Other net current assets/(liabilities)	-	(52,016)	(52,016)
	239,682	253,517	493,199

Analysis of Net Assets between Funds – Previous Year

	Restricted Funds 2022 £	Unrestricted Funds 2022 £	Total 2022 £
Tangible fixed assets	-	5,688	5,688
Cash at bank and in hand	137,226	390,803	528,029
Other net current assets/(liabilities)	-	(127,638)	(127,638)
	137,226	268,853	406,079

22 Reconciliation of Net Income to Net Cash Flow from Operating Activities

	2023 £	2022 £
Net income for the year	87,120	151,281
Adjustments for:		
Interest income	(2,020)	(49)
Depreciation	3,378	3,226
(Increase)/decrease in debtors	(32,102)	(44,913)
Increase/(decrease) in creditors	(43,520)	3,015
	12,856	112,560

22.1 ***Analysis of Changes in Net Debt***

	At 1 April 2022 £	Cash-flows £	At 31 March 2023 £
Cash in bank and in hand	528,029	13,276	541,305

23 ***Related Party Transactions***

One trustee's family member was employed as a subcontractor during the year (2022 - one). She was paid £4,025 (2022 - £1,200) for her services. There were no outstanding balances at the year end date in relation to related parties (2022 – none).

LONDON BLACK WOMEN'S PROJECT

England & Wales - Charity number 1001834

Accounts

COMPANY NUMBER: 02393931
REGISTERED CHARITY NUMBER: 1001834

LONDON BLACK WOMEN'S PROJECT
(Company Limited by Guarantee without Share Capital)

REPORT & FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2022

LONDON BLACK WOMEN'S PROJECT

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FOR THE YEAR ENDED 31 MARCH 2022

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The Trustees present their report and financial statements for the year ended 31 March 2022, which are also prepared to meet the requirements for a directors' report and accounts for Companies Act purposes. This report has been prepared in accordance with the Statement of Recommended Practice – Accounting and Reporting by Charities (FRS 102) and in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to smaller entities.

The financial statements have been prepared in accordance with the accounting policies set out in notes to the accounts and comply with the Memorandum and Articles of Association, the Charities Act 2011, the Companies Act 2006 and 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 published in October 2019.

STRUCTURE, GOVERNANCE AND MANAGEMENT

The organisation is a charitable company limited by guarantee, incorporated on 9 June 1989 and registered as a charity on 11 February 1991. The company was established under a Memorandum of Association, which established the objects and powers of the charitable company and it is governed by Articles of Association. In the event of the company being wound up members are required to contribute an amount not exceeding £1.

During 2021/22, there were eight Management Committee members. The Management Committee has set up a Finance sub-committee and an HR sub-committee, each of which meets quarterly and reports into full Board meetings, which are also quarterly.

The two Co-Chairs directly line manage the Director, and one Co-Chair attends the finance sub-committee to ensure support of the Finance Manager.

Recruitment and appointment of the Trustees

The directors of the company are also charity trustees for the purposes of charity law and under the company's articles are known as members of the Management Committee. Under the requirements of the Memorandum and Articles of Association the members of the Management Committee are elected to serve for a period of three years after which they must be re-elected at the next Annual General Meeting.

LBWP advertises for new trustees in the local and national press and through networking. We have a high retention rate for new trustees once recruited which allows LBWP to maintain a balance between existing expertise needed to grow and develop the organisation and new knowledge and experience.

In January 2021, three new Directors joined the board. Their professional experiences, qualifications and knowledge includes, activism and campaigning on women's health, systems discrimination for women subject to immigration control, LGBTQ inequalities, highlighting discriminatory legislation and policy, advocating BME women's right in relation to access to appropriate services, publicising gender-based and violence against women and girls issues using traditional and social media.

Any benefits received by the trustees are incidental. For example, trustees can cover their travel expenses to and from board meetings.

Trustee induction and training

LBWP has a formal Induction Programme for new trustees provided by one of the Co-Chairs, the Treasurer, Director and Finance Manager.

It details the main tasks and responsibilities of the trustee, including the Board's legal responsibilities with regards to the Charity Commission and Companies House, financial procedures, a historical overview, external landscape and key stakeholders, strategic, fundraising and delivery plans, the key policies of the organisation, the structure, decision making and an overview of the service areas and key priorities.

A priority for the Board in 2022/23 will be to review its current membership, consider recruitment of additional Trustees and the induction process.

Organisational structure and decision making

The organisational structure (Page 3) shows how the organisation devolves decision making to its Director, Senior Management Team and frontline staff. During 2021/22, the priority was to maintain existing services to support clients during the continued impact of Covid-19. Additional funding was received to support counselling and this delivered through an increase of freelance counsellors and increased hours for the freelance clinical supervisors.

In terms of decision making, day-to-day operational decisions are made by the Director and staff team; strategic decisions by the Management Committee with advice from the Director and Finance Manager.

The role of the Management Committee is to ensure that the organisation's business is properly conducted and that the affairs are directed in accordance with its objects and rules and that strategic decisions are discussed and agreed, by:

- Producing a three year business plan, strategy and implementation plans and reviewing them on a regular basis to make decisions about key changes and ensuring funding contract requirements are being met.
- Agreeing the annual budget and reviewing it quarterly through the finance subcommittee; especially ensuring that all expenditure levels are set and adhered to as laid out in the Financial Procedures.
- Deciding on all matters that create significant financial and operational risk to the organisation or which affect material issues of principle, including staff structure changes, pay and renumeration.
- Establishing and overseeing a framework of delegation and systems of control.
- Defining and ensuring compliance with the values and objectives of the organisation.
- Agreeing all new policies and procedures and any revisions.
- Making any necessary returns in respect of the organisation.

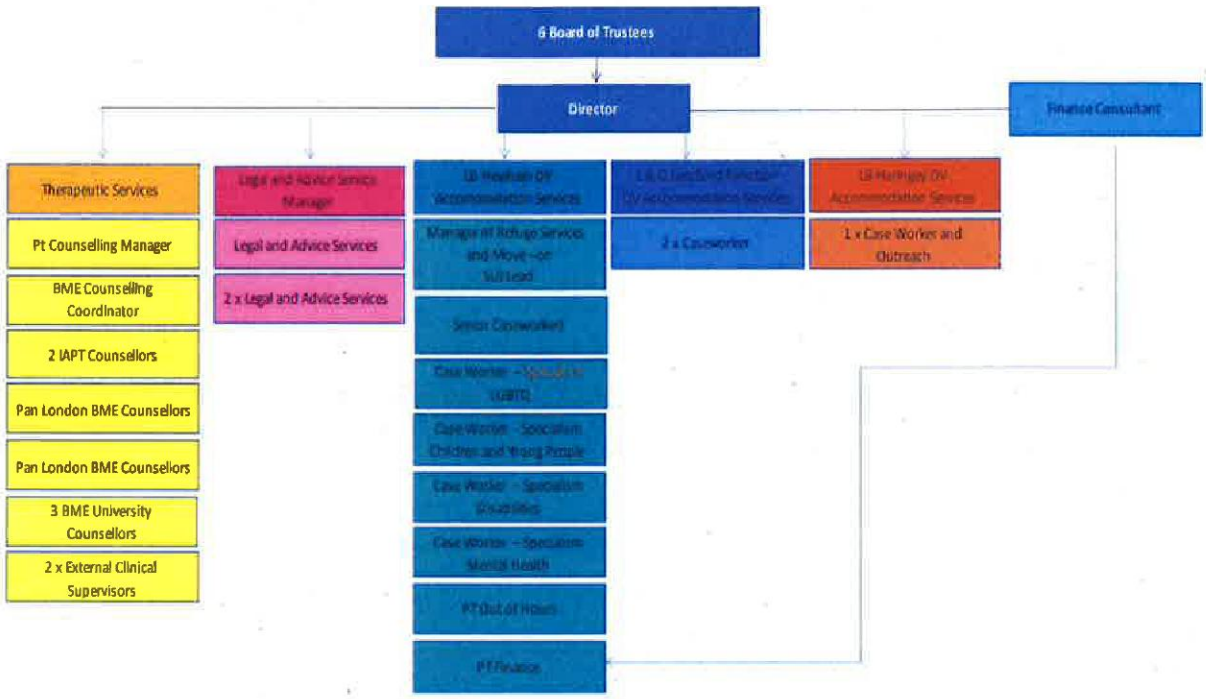
The agendas for the quarterly board and sub-committee meetings are produced in consultation with the Co - Chairs of the Management Committee and the Director. Minutes are distributed to the Management Committee in advance of each meeting.

The Director makes decisions about all operational aspects of delivering the business and fundraising plan, including recruitment of staff, performance management, fundraising, spend and service deliver. She works with the senior management team and delegates frontline operational decisions to them with regards to service delivery. The frontline staff make day-today decisions with regards to the clients they support, with reference to all the key policies and procedures, referring any issues or concerns to their line manager and up through the structure.

The staff meeting structure which supports discussion and decision making is:

- Director with her SMT every two weeks to discuss strategic and operational meetings
- Director with the Finance Manager every month to review the management accounts
- Director with Co-Chair line manager every six weeks to review delivery plan and make decisions
- Managers with frontline staff hold team meetings every two weeks to discuss and decide service delivery issues
- Full team meetings once every six weeks

In addition, the performance management process of weekly client case reviews, six-weekly formal supervision and annual appraisals are implemented for all staff.



Risk management

Risk management is ongoing and embedded in the governance and operational procedures of the organisation.

Annual risk register

The Board of Trustees reviews and revises the risk register on an annual basis, it covers strategic, financial, HR and operational risks. During 2021/22, due to the ongoing Covid-19 pandemic, the risk register was reviewed by the Director as key changes occurred. The operational risks were reflected in service delivery plans and policies.

Business continuity plan

A Business Continuity Plan is in place and revised on an annual basis, it identifies the critical business processes and major risks to those, identifies responsibilities for managing the risks and timescales for review by the Director and SMT.

Annual audited accounts

The financial statements of the organisation are audited annually by and external, qualified financial management organisation, to ensure appropriate accounting procedures are in place, that financial statements are free from material misstatement or fraudulent activity.

The renumeration of the charity's staff and freelance consultants is set by the Board of Trustees, taking into account the charity's financial position and comparable roles in similar charities.

Wider networks

LBWP co-operates with a wide range of charities and organisations to deliver its objectives; two key umbrella groups are Imkaan and Oya.

Imkaan is the only national umbrella women's organisation dedicated to addressing violence against Black and minoritised women and girls. LBWP is a member of the organisation and works closely with other members and the Imkaan team to influence policy, identify common areas of interest and raise funds for the sector.

Oya is a five-charity collaboration of BME women's organisations that primarily run refuges for women and children. Key to the partnership is identifying joint strategic goals and fundraising for joint projects. In 2021/22 the partnership applied to MOPAC for funds to support 'holistic' services for women and children in refuges. The partnership was successful and implemented this innovative programme.

Asian Women's Resource Centre (AWRC) is the lead partner for a consortium group of 9 women's sector organisations across London. The work recognises the increased vulnerability of migrant women with insecure immigration status, who were left unprotected by the DA Act 2021.

Women's Aid membership enables us to table key strategic or operational issues for the sector. Membership of this group is that we can influence a broad range of national and local government plans, policies and strategies. We can directly talk to and meet with high level/decision making government appointed officials and representatives. We can then represent the narratives of survivors for change and demonstrate the impact of policies on the lives of women and girls impacted by domestic abuse and violence against women and girls.

NHS East London Foundation Trust demonstrates LBWP's commitment to improving mental health inequalities., by working in harmony with statutory health services. We are a referral pathway for the NHS in the delivery of talking therapies (counselling). This partnership promotes equity amongst black minoritised women, to access free primary care psychological interventions to improve their mental health and overall wellbeing.

LB Newham/Haringey Domestic Homicide Reviews enables the local authority to take a reflective view of fatalities that have occurred because of domestic abuse. Our contribution is to provide cultural and racial insight to the cases prevented for further learning and to identify support and other needs, for families after the event.

LB Newham/ Haringey Multi-Agency Risk Assessment Conferences are essential for the identification and prevention of further violence that could lead to serious injury or fatal injury/murder of a victim/survivor. As an agency we undertake SafeLives risk assessments and where a service user scores high, they are referred to a group of multi-agency professionals (the MARAC group) who review the case and agree a variety of support and services to prevent or mitigate against personal risks.

OBJECTIVES, ACTIVITIES, ACHIEVEMENTS AND PERFORMANCE

Objects and Public Benefit

LBWP was "established for the relief of poverty and the relief of mental or physical distress among black minority ethnic and refugee women who have been maltreated by their husbands or male members of their family and among the children of such women".

London Black Women's Project systematically seeks views from its beneficiaries with regard to the quality of services delivered. The views obtained from its beneficiaries inform the future development of services. The organisation also reviews its services on an annual basis to ensure that services and activities are developed in line with the aims and objectives.

The management committee confirms that the Charity Commission Guidance on Public Benefit has been reviewed and we are clear what the benefits are, how the benefits relate to the aims and we are clear that the benefits are balanced against detriment and harm.

Aims and objectives

Aim

The aim of the London Black Women's Project is to deliver the highest level of quality services towards protecting, promoting and developing the rights and resources of women, children and families from BMER communities.

Objectives

The objectives of the London Black Women's Project are:

- To work towards the **eradication of gender-based violence** perpetrated against BMER women and violence against children.
- To **protect and support women and children** experiencing domestic violence by providing safe refuges, advice, guidance, counselling, access to essential services, learning, employability and sustainability.
- To **influence and affect change in government policy and strategy and in legislation** to counter gender-based violence and the causes of violence against women and children.
- To **provide a safe environment**, conducive to learning, in which women can feel safe, empowered, supported and welcome.

During 2021/22, the specific objectives were:

- To consolidate and deliver high quality services that meet our outcomes and our business plan targets.
- To develop strong partnerships locally and regionally with a wide range of organisations and individuals to influence policy, strategy and cohesive service delivery that improves outcomes for Black and minoritised women and girls.
- To diversify our income and raise funds to support our current work and ongoing Sustainability.
- To ensure all internal systems, procedures and processes are robust and effective to support our staff team to deliver their objectives and our Trustees to govern effectively. Improve the IT infrastructure in the main office and the refuges.

Strategic overview of 2021/22

LBWP takes a black feminist perspective to our work, operating within the specialist 'by and for' women's sector. During 2021/22, the second year of Covid-19 continued to impact disproportionally on Black and minoritised women, especially women with insecure immigration status and/or no recourse to public funds, in terms of accessing services such as refuges, counselling, and legal advice.

External challenges

During lockdown LBWP and other VAWG services moved to an online environment and staff began working from home however office rent, utilities, insurance, audit and professional fees and all other costs associated with running offices still had to be paid. During 2021/22, refuge staff returned to working within the refuges, counselling and legal services adopted a hybrid model.

The costs of delivering services in the Black and minoritised sector have risen in the last financial year by 33% due to an increase in demand for intensive wrap around support and mental health services. This need has more than doubled alongside service user's economic instability (food scarcity, homelessness, and unemployment) and a sector staffing shortage.

The 2021/22 Covid-19, government policies and economic crisis have significantly impacted on women with insecure immigration status and no recourse to public funds who experience domestic abuse. They have faced significant barriers in accessing vital support services. Restrictive immigration policies and the 'hostile environment' approach contribute to the vulnerability and marginalisation of women as it limits their access to safe accommodation, financial assistance, and other support services, exacerbating their situation and increases the risk of further harm.

Partnerships

Going into the 2021-2023 business plan cycle, the main focus for the Director was to build positive relationships within Newham Council, locally and with other organisations to support its bid for the council's refuge funding, as well as exploring ways to further diversify the organisation's income. In 2021, the charity successfully bid for the Council's Supporting People fund which provides income for four of the six refuges in Newham.

As can be seen through the various parts of the trustee's report, LBWP made good progress to work alongside a wide range of services, both on a strategic, operational and service delivery level. Our work has complimented the Mayors Needs Assessment report in 2021, compliments the DA Act 2021 and duties of the local authority to commission diverse services that meet local needs.
LB Newham and Haringey both have large populations of black and minoritised women, children and families. Commissioning contracts with LBWP supports the local plans, strategies and objectives of local authorities to meet the duty set out in the DA Act 2021. Black and minoritised women need to have more than one option for domestic abuse support and as a specialist service they choose the option of using our services because of the cultural, racial and intersectional understanding and approach we take.

Activities, achievements and performance

Overview

During 2021/22, the main focus was to consolidate the delivery of our existing services, expand their reach and explore opportunities for strategic partnership projects.

Key services delivered during 2021/22 were:

- ***Refuge Service***

We operate a total of seven refuges, six in the London Borough of Newham and one in the London Borough of Haringey. During the year 2021-2022, LBWP provided safe Refuge accommodation and support services for 89 women and 29 children across the two boroughs.

By providing weekly keywork sessions and other forms of intensive casework and casework management, we enabled women to feel safe, understand their rights, gain access to housing and understand the importance of self-care and ways to support their children. We worked with women to build a community environment within the refuges to provide a sense of belonging. We were able to deliver inhouse counselling for women in their first language which was essential to enable them to access a much more trauma informed support.

During 2021, LBWP successfully tendered for the LB Newham (LBWN) Supporting People fund and in November 2021, we received fantastic news that we had received the funding to maintain four refuges. . We scored 93% on quality and were very proud of this achievement. The success of winning the 5-year contract with LBN meant that we could set plans and actions for our longer-term projects that would not have been possible if the contract been for a short period.

In Haringey, we supported 10 women in the refuge and 5 women in the community under our floating support service. Following the success of the bid to LB Haringey, we recruited a refuge/floating support worker to deliver the service during that period. Since the service was at its earliest stage of development, establishing partners with local agencies was significant to meet delivery outcomes. A Partnership with Hearthstone proved particularly useful as we were able to was to promote the service through their network agencies, develop a referral pathway and access their facilities to have face to face keywork sessions with the women. The women in the refuge and community with standard to medium level risk benefitted from regular keywork sessions, resettlement and casework support. We worked with national and local services to improve access to health, financial assistance, education and development.

It was a challenge to run a refuge service during the Covid-19 pandemic. By early March 2021, the Government announced that restrictions for the third lockdown were set to be relaxed. We had to make robust changes in our organisation, particularly in the refuge service to continue to ensure that national guidelines were being met whilst also maximising the safety of our clients and staff.

We employed a hybrid working model that meant staff worked from the refuge locations but also continued to work from home to minimise travel. We had to regularly carried out robust risk assessments for our refuges, to ensure that as the situation changes, so did our support for women.

We recognised that our beneficiaries needed the face-to-face interaction and support especially with those who were already isolated. We provided all of our beneficiaries and staff with Personal Protective Equipment (PPE) and provided deep cleaning twice a week to make certain that we kept any risks of transmission to a minimal or null.

We updated our Business Continuity Plan to e detail how we would continue working with the women and children that meant redesigning the offices to allow staff to continue to conduct face to face appointments but in a safe and controlled space.

We have continued to build and develop an excellent partnership between London and Quadrant Housing, the London Borough of Newham and London Borough of Haringey and been funded through MHCLG (now DCLHUC), Roehampton University, Clifford Chance and City Bridge Trust.

The combination of funding streams enabled the provision of safe accommodation and move-on support but also addressed the emotional and personal development of women accessing this support. We worked with Clifford Chance who generously supported us to furnish the new refuges and also provided everyday essentials for women who moved in.

One of our greatest outcomes was that we were able to obtain funding to develop our ICT services to enable staff to work remotely. and more importantly for our clients in the refuges. We ensured that we had WIFI in the refuges and also provided service users with laptops and those children of school age with iPads. This aided the women to keep in contact with family and friends during lockdown and enabled access to education and other support.

Furthermore, it also helped mothers and children to keep abreast of schoolwork. We recognised that not all of the women had ICT skills, so we provided them with training to ensure that they could use the devices for their own learning and for the children's learning.

The impact of COVID and being subjected to lockdowns hindered our service delivery in some areas, specifically our work with children. We recognised the decline in mental health within families and the need for support with children and young people. Our aim was to develop a trauma informed work programme with the children and young people. We had to postpone our plans in order to follow the government guidelines to keep both our beneficiaries and staff safe from any infection. However, as we were gradually phasing out of the third lockdown, we were able to provide children and young people with other activities that supported mental health and wellbeing.

Funding provided by the City Bridge Trust enabled an opportunity for Equine therapy. 15 children and 25 women attended this therapy through horses in the countryside. This was a great experience for our Black, Asian and minorities services users, many of whom have never had opportunities outside of London and had never had interactions with horses.

In addition to this, we organised various activities for the children for the summer holidays. Our family support worker planned and organised trips that families had requested. . They ranged from picnics in the park and boating to visiting science and history museums. They also organised trips to the cinema and reading clubs in the local library. The feedback from service users was very positive, mothers were able to receive brief respite and the children and young people benefitted from new and exciting experiences outside of the refuge.

We conducted a survey in the summer of 2021 in which some of the women reflected on the support they received during this period. 68.64% of our service users felt as though their needs were met whilst 86.84% said they would recommend LBWP to friends and family (Figure 1 and 2).

The new Domestic Abuse Act was a significant step forward for our services as it raised awareness and understanding about the devastating impact of domestic abuse on victims and their families. However, the legislation has not yet had a demonstrable impact on the refuge service and the issues women face. Move on accommodation from the refuge still remains a challenging area of refuge support as there are not enough housing options available for single women and families.

- ***Counselling Service***

LBWP has provided a dedicated and specialist service offering counselling to Black, Asian and minoritized adult women and young women and girls (14 – 17 year olds), who have experienced any type of domestic or sexual violence/abuse, or gender based violence. This provision has been vital for black minoritised women needing a transcultural approach to their personalised experiences of domestic and sexual violence.

The level of service that we can provide has depended on funding and the support has increased and decreased over the years mirroring the funding achieved. We provide counselling for women who use our other services (refuge and legal advice) as well as taking referrals from across Newham and east London.

East London NHS Foundation Trust (ELFT) (two contracts)

Domestic Violence Contract: We have a strategic partnership with the ELFT, whereby we support them to deliver their Newham Talking Therapies counselling service to residents of Newham. This is our foundation counselling service where we provide counselling to Black, Asian and minoritized women who have experienced and been affected by the emotional, physical and psychological effects of domestic violence and abuse.

For this financial year we provided 153 women with 8 – 12 sessions of counselling support.

Our counselling service under this contract, contributes to the local government and local authority requirements to increase the range of culturally appropriate therapy options available to meet the needs of vulnerable women in the local community, in languages spoken by the local east London population.

Mental Health Contract: In October 2021, ELFT approached LBWP to propose a Talking Therapies service for Black, Asian and minoritised women with low-medium generic mental health needs. LBWP agreed and we began facilitating this service in January 2022.

Our service under this contract has increased the access to psychological therapies to a Black, Asian and minoritized population, where national research shows health inequalities, linked to race, gender and poverty. Newham as a borough has many wards of socio-economic deprivation. 75% of the population are Black, Asian and minoritized.

As the service had only just begun for this financial year, 26 women accessed 8 – 12 sessions of counselling support.

Ministry of Housing, Communities & Local Government (MHCLG) / London Borough of Newham

Refuge and Community Support: We opened two new refuges to provide additional bedspaces to women in Newham in 2020. Funding was received to support transcultural counselling and therapeutic support to Black, Asian and minoritised women and children within our refuges, and the Newham community, who had experienced domestic violence.

We were able to support 166 women and children with up to 16 sessions of counselling, and therapeutic support in the form of equine therapy.

Feedback from one counselling client:

> *"I've just finished my therapy session with my counsellor and would like to give some feedback.*
>
> *When I first started therapy with my counsellor I didn't think there was much she could do to help me at with where I was in life and what I was dealing with. However having completed the sessions I feel more equipped with the necessary tools to help managed my anxiety and PTSD from years of emotional abuse, which is still ongoing via court proceedings.*
>
> *It's refreshing to be able to reach out to an organisation and know you will be partnered up a therapist who is of a similar or same cultural background as you without having to request a 'black therapist' and be judged for wanting someone who will understand your culture as well as the abuse experienced.*
>
> *My counsellor was understanding and helped me to take a step back and put things into perspective. She was reassuring and brought out my emotions which I have been bottling up inside to be able to deal with the ongoing indirect abuse. My sessions with her allowed me to express myself freely without judgement and work through the pain, injustice and emotional battery I feel. Allowing me to free up more headspace and focus more on the positive things in my life, and not be dragged back down into the spiralling cycle of abuse the abuse is trying to achieve.*
>
> *I am very glad I found the London Black Woman's Project, it's much needed within our community."*

Big Lottery Fund: Women & Girls Initiative - Vision of Me

This counselling project began in April 2020 and continued until March 2022. Up to twenty sessions of counselling were available to Black, Asian and minoritized adults and young women and girls (14 – 17 year olds) residing in the London boroughs of Newham, Tower Hamlets, Haringey and Redbridge.

The target for adult women within the counselling service was 20; 21 women received counselling and provided feedback including:

- 76% of women stated that although the counselling had positively impacted them, they would like the number of sessions to be increased so that they could gain further support for their mental health and learn techniques to support them when the counselling had finished.

  "Counselling was very much needed and my first counsellor assessed me and my situation accurately and referred me to another LBWP counsellor for CBT which has been really helpful. The skills she taught me are really helping me now".

- 72% were appreciative of having a counsellor who was from a BME background and felt this was very important to the service as there was an understanding of cultural issues.

  "My counsellor understood straight away as from same background, really helped. Would have helped even more if I had French speaking counsellor too so language also important. Lots of practice tools – very helpful in general".

- During this period, the majority of counselling was still being delivered via zoom or WhatsApp, however, 62% of women said that they would prefer face-to-face counselling.

Big Lottery Fund: Legal and advice service

Sadly community rights work closed at the end of January 2022.

During the year of this report the Community Rights Project completed its third and final year of delivery for both the legal advice and advocacy strand as well as the Community Advocates (CAP), strand.

From February 2021 onwards, the service slowly transitioned into a blended way of working with full return to the offices being introduced in line with the easing of Covid-19 restrictions in July 2021. Many service users, particularly those without recourse to public funds (NRPF), still preferred being supported remotely due to financial and other constraints which prohibitted them from traveling freely to LBWP's main office. However, the legal and advice team remained flexible to meet the needs of service users who were highly vulnerable, at the time.

Referrals into the service remained consistent (following a spike in referrals during the lockdowns), with several new partners consistently referring into the project as a result of the introduction of LBWP new Criminal Justice Clinic. The spike in demand and consistent referrals into the project thereafter continued to reflect the need for multi-lingual, specialist, holistic, trauma focussed and culturally competent VAWG services. Women were choosing to come to LBWP because of the action orientated, intersectional experience of LBWP to deliver services that met their needs. The interconnectedness of race and historical discrimination with regards to Journey into LBWP BAME services have been narrated on numerous occasions. One service user explained simply.

'I do not feel I have to justify my existence within LBWP. Staff just get it, they get me and that feels good, I feel I belong, I feel I have a right to get justice for the abuse, I suffered.'

Another stated:

'When I got to other service, I feel invisible, you know..you can tell, they don't want to help you. I feel I am problem everywhere because I don't have right to be in this country, so everyone washes their hands of me.'

Our Criminal Justice Clinic, in partnership with the University of Westminster, has since been able to provide 3 clinics (running every 6 weeks) and has so far supported around 20 women with complex criminal justice matters including Victim's Right to Review and Criminal Injuries Compensation applications.

The service continues to challenge privatised legal processes by informing women of their rights and entitlements in English law and ensuring they have access to quality legal advice and representation. This work is done via our Community

Advocates Programme (CAP), but also via our drop-in legal clinics where women can seek advice around family law matters (divorce, child contact, protective injunctions and financial proceedings) and our immigration clinics which support women with complex immigration matters. Referrals of NRPF women into the service remains consistent and significant with many of our referrals composing of a NRPF element.

Key Activities during the period

1. Run intensive rights-based advice casework on child custody/contact, civil divorce, economic abuse/welfare rights and PLPs by delivering weekly advice surgeries in Family Law. Support women with NRPF via monthly immigration clinics and specialist NRPF casework to support women with Exceptional Case Funding (ECF) applications, s.17 referrals and s.95 applications for asylum support (accommodation and subsistence).
2. Set up the community resource network framework as a co-production vehicle with 8 women monthly using the network.
3. Run quarterly women's forums as a co-production vehicle with 12 women accessing each panel.
4. Run weekly sexual harassment advice clinics and the accompanying monitoring element with 8 women monthly accessing the project for support on sexual harassment.

Key Data 2021 - 2022

1. 101women approached other services prior to accessing LBWP previous year was higher at 112
2. 256 women accessed the service, slight drop from previous year of 281
3. 132 women who accessed the service had No Recourse to Public Funds status
4. 98 women accessed the service as a result of word of mouth compared to 110 in the previous year- there is a trust in our services amongst women who have used it. This also presents the highest figure in referrals
5. 256 safety plans were developed with women compared to 281 in the previous year
6. Emotional abuse (102) represented the highest figure for referral into the service. This was followed by So called honor based violence (90), verbal abuse (83) and physical abuse (83(Coercive control (81),
7. 41 women recruited as community advocate volunteers, however the impact of COVID19 resulted on only 4 being actually trained due to the UK wide restrictions
8. 41 women were empowered to become community advocates
9. 123 women felt confident to report sexual harassment

Legal and Advice casework continued to be increasingly complex with clients presenting with multiple issues and disadvantages including but not limited to; insecure immigration status, NRPF, homelessness, family law issues (requiring emergency injunctions, advice around child contact and/or divorce and financial proceedings).

We noticed increasing number of women are approaching our service at points of crisis when their issues have already spiralled out of control. To prevent case escalation in this way, we have resumed outreach work to reach women immediately with rights-based information, so issues could be dealt with as they arise before they snowballed out of control. The failure and rejection of many different types of services with negative attitudes that includes, misogyny, racism, sexism, homophobia to name a few and correlating socio-political issues including hostile immigration policy, has impacted negatively BME women's ability to be tenacious, reducing their help seeking resilient behaviour. We are starting to see the signs of this in delayed reactions to problems, impoverished mental health and well-being. We anticipate that over the next few years the impact on BME women (and their children) will emerge.

Comic Relief

This funding awarded to LBWP in September 2021 allowed us to improve access to high quality counselling for Black, Asian and minoritised women living pan London, who were experiencing mental and emotional issues as a result of domestic and other forms of gendered violence.

We were able to support 61 women with counselling in this financial year, in a number of community languages.

We received the following feedback from counselling clients showing the impact of our work.

"My counsellor helped me to find the courage to face each day and supported me in finding the strength to rebuild my life"

"Although it is still difficult, I know that I have a space that I feel heard and believed when I was at my lowest"

"I have always wanted to work with a black female counsellor because I have wanted to feel comfortable enough to share my experiences with someone that I feel would understand"

The Role of ICT within LBWP

The role of Information and communication technology is to support our mission as defined by our management committee and funders. Investments in information technology are driven principally by the desire to improve the way we work in support of our mission; to improve decision making; to adhere to various laws, regulations, and policies; and to help the organization manage its risks.

Digital Infrastructure and COVID-19

In March 2020, the onset of COVID-19, its variants and lockdown, quickly exposed the organisation to the limitations and risks of its service provision. We successfully embedded measures to improve our digital capacity. We rapidly purchased refurbished staff laptops and installed Wi-Fi into all of our refuges for service users to maintain their support and children's online learning.

While the UK government put in place plans to support most businesses, it had not considered the social, financial, emotional impacts on those living through domestic abuse and trapped in their homes. Nor had they considered how smaller organisations would survive with little or no digital infrastructure to cope with transitioning and operating out of homes and COVID compliant offices. While the measures we put in place were a significant step forward, it was inadequate to provide the level of support to needed to fully support the women and children in our refuges.

Comic Relief/Ministry of Justice Specialist Fund

In the face of COVID-19 lockdowns and the rapid transition to digital communication technologies, Comic Relief and the Ministry of Justice (MOJ) created a fund to support organisations that "support survivors/victims of abuse and sexual violence who are led 'by / with and for' communities facing racial inequality, disabled people or LGBTQ+ communities." The fund supported activities and offered wrap-around support to "improve digital and remote capacity, provide continuity in support, and enhance future sustainability".

We submitted an application to the fund on 20 June 2021, and on 16 September 2021 we received notification that we would be granted £112,959.60 from Comic Relief/MOJ to upgrade our digital infrastructure over a period of six months.

The outcomes:

- Installed Ubiquiti Unifi UAP Wi-Fi access points for 'hotel quality' reach and stability in all 7 refuges and the administration building.
- Provided laptops, mobile phones and tablets for our staff to improve hybrid working and communication.
- Provided laptops and tablets for service users.
- Developed an intranet for staff to improve the quality of inter-services working and communication.
- Developed a plan for an extranet for service users to provide more opportunities to communicate with staff and to access outside support, education, housing, jobs and benefits.
- Overhauled LBWP's website to improve the quality of referral pathways with other services and promote LBWP's work to a wider audience.
- Improved our cloud-based office telephone system that supports office and remote working.
- Developed a platform to maximise users' input and co-production on LBWP's work.
- Ensured that we had the correct level of cybersecurity software to protect clients' sensitive data across all platforms.
- Implemented plans to pilot an innovative community focused kiosk system to provide information about domestic violence and abuse.

Moving Forward

The increase in reliance on software, cloud-based systems, hybrid working and digital communication is exciting, but comes with both challenges and opportunities. In order to build on what we have accomplished the following areas will need to be developed further:

- Bring stakeholders together to develop a medium and long-term digital and cybersecurity strategy for LBWP.
- Develop clear IT usage and cybersecurity policies.
- Establish an IT cost and funding model.
- Provide training for staff to make the most of the opportunities new technologies provide.
- Collaborate/co-create with service users to develop digital strategies, and possibly new technologies/applications to support and empower them on their journey.

In addition, the sector as a whole needs to be more aware of the constantly changing uses of technology and the risks this poses to the safety of women. One of the ongoing tasks within the refuges for our IT consultant and staff is to ensure that on entering the refuge, devices that women and children are using are secure and non trackable and that they understand how to continue to keep their technology secure. We have seen an increase in perpetrators having tracking software on mobile phones and tablets, having their sole name on technology contracts and numerous ways to keep track of women. Sector-wide innovative solutions needs to be found with government, technology and mobile phone providers.

ANALYSIS OF RESTRICTED FUNDS

The restricted funds income enabled the organisation to develop, sustain and reconfigure services to women and support other infrastructure areas of the organisation (Director, finance worker, improvement in ICT functionality). The explanations of these funding streams and their purpose can be found on pages 31 -35 of this report.

1. Asian Women's Resource Centre
2. Big Lottery Fund – Vision of Me
3. Big Lottery Fund – Reaching Communities
4. Big Lottery Fund – Equine Project
5. City Bridge Trust
6. Clifford Chance LLP
7. Comic Relief - Transcultural Counselling
8. Comic Relief/MOJ – ICT Digital Infrastructure
9. HM Government in partnership with the National Lottery Community Fund
10. Imkaan
11. Kering Foundation
12. London Community Fund
13. London Community Fund - Wave 2
14. MHCLG – OYA
15. MHCLG – Oya Covid19
16. MHCLG – Oya Project
17. MOJ and MOPAC
18. MOPAC and OYA
19. Rosa fund

THANK YOU TO OUR SUPPORTERS

We would like to thank all the organisations and individuals that have funded us in the past year; we would not have been able to support so many women and children without your help.

- Asian Women's Resource Centre
- Big Lottery Fund
- The Charity Service CSIG Advisors
- City Bridge Trust
- Clifford Chance LLP
- Comic Relief
- Community Fund
- HM Government in partnership with the National Lottery Community Fund
- Imkaan
- Kering Foundation
- LB Haringey – Revenue Grant
- LB Newham -Supporting People
- London Community Fund
- MHCLG
- MOJ and MOPAC
- MOPAC OYA
- National Lottery Community Fund
- NHS East London Foundation Trust – Talking Therapies
- Rochampton University - Fundraising

FINANCIAL REVIEW

There was an increase in the activities of the charity in 2021/22. Incoming resources increased by 2.4% (196.14% 2020/21) from £1,406,363 to £1.440,640, whilst expenditure increased by 7.84% (157.35%) from £1,195,358 to £1,289,082. The surplus for the year decreased from £211,283 to £151,281.

The total funds held by the charity increased during the year from £254,798 to £406,079. These funds are divided for accounting purposes into restricted funds, which represent the unexpended balances of donations and grants held on trust for specific purposes, and unrestricted funds that are available for the general purposes of the charity. During the year, there was an increase in the total value of the restricted funds from ££55,314 to £137,226 and an increase in unrestricted funds from £199,484 to £268,853.

The principal financial policies adopted during the year are (i) the accounts are prepared under the historical cost convention; (ii) incoming resources relating to grants and material donations are recognised in the period to which they are receivable and (iii) resources expended are recognised on the accruals basis and on the basis that consideration has been received for the expenditure. Full details of the accounting policies adopted during the year are shown in note 1 to the Accounts.

Reserves Policy
The policy of the charity in respect of reserves and major risks is to increase the General Fund for unrestricted funds held by the organisation, which can be used as a contingency against emergency or unplanned expenditure. The committee are reviewing the need to create designated funds as part of unrestricted funds where the organisation has been able to identify a timescale for expenditure on specific projects/items. The Committee believes that by designating funds in this way, they can ensure that the long term plans of the organisation can be realised, and the organisation will be able to fulfil its contractual responsibilities to its staff, funders, users and the wider community.

The management committee has established a policy whereby the unrestricted funds not committed or invested in tangible fixed assets ("the free reserves") held by the charity should be a minimum three months of the resources expended, which for the financial year ended March 2022, would equal £400,997 in general funds. Any further free reserves should be allocated to a designated fund for the provision of employment and staff costs, and for the capital expenditure on a new resource centre. At this level the management committee feels that they would be able to continue the current activities of the charity in the event of a significant drop in funding. At present, the free reserves which amount to £263,164 have fallen short of the target level. Restricted funds are set aside in accordance with the terms and conditions laid down by the funder in question.

Fundraising Standards

L.B.W.P has received £18,085 in public donations during the financial year. These were unsolicited donations, and L.B.W.P does not currently employ the services of a professional fundraiser.

L.B.W.P has received no complaints regarding the its fundraising activities, and is developing a policy on fundraising to ensure that any further activities in this regard do not :

- unreasonably intrude on a person's privacy.
- use unreasonably persistent approaches for the purpose of soliciting or otherwise procuring money or other property on behalf of the charity.
- place undue pressure on a person to give money or other property.

Pay Policy
The Trustees set the renumeration of the key management personnel by comparing job descriptions with similar roles in comparable organisations and other external data of its comparators

How expenditure in the year has supported the key objectives of the charity

Funding for the year ended March 2022, has supported L.B.W.P to deliver on all aspects of its programme objectives including supported housing bedspaces, counselling for women and girls in the wider based community. The provision of legal and other advisory services.

Risk Reveiw

The management committee has conducted its own review of the major risks to which L.B.W.P is exposed and systems have been established to mitigate those risks. Significant external risks to funding have led to the development of a strategic vision which has allowed, and will continue to allow, for the diversification of funding and activities. Internal risks are minimised by the implementation of procedures for authorisation of all transactions and projects and to ensure consistent quality of delivery for all operational aspects of the company. These procedures will be periodically reviewed to ensure that they continue to meet the needs of L.B.W.P.

PLANS FOR FUTURE PERIODS

The board agrees that it must benefit from the work of the new director to continue to;

- Grow membership of the board with HR, ICT, Housing Specialist and Entrepreneurship skills. Targeting young people, those with disabilities, young women and black minoritised women with lived experiences onto the board.
- Review and improve the induction resources for board members, using good practice information from the charity commission and others relevant to governance.
- Revise the business plan, with the board and a consultant for 2023 – 2025
- Grow and futureproof the SMT leadership skills as part of the growth and development of LBWP and succession planning.
- Maintain focus and drive to deliver and focus on sustainable services for black minoritised women and girls.
- Continue to build relationships within Newham and Haringey. We acknowledge that the campaign against the loss of the tender in 201, damaged relationships between the organisation and local authority. With a new director in place and with an attitude of a fresh start this is beginning to happen.
- Create and maintain partnerships with key organisations locally to embed the work of LBWP., demonstrating added value and benefit to the organisation as well as the service users. Specifically targeting young people services, older age services, lesbian and bi- sexual women's services and those who fit into the categories of being neurodivergent/disabled.
- Campaign and petition for sustainable funding for the black minoritised sector of 3+ more years, in partnership with other women's sector services.
- Campaign and petition for the most vulnerable groups of women subject to immigration control. A 'No equality without Inclusion' Campaign.
- Improve whole organisation skills in data analysis and impact measurement for annual reports and audit reports.
- Continue to develop and improve on bespoke and racialised services for young people and families, based on internal from intelligence data gathered and internal analysis of impact.
- Continue to be alert, utilise historical practices and maintain local/national contact with NHS health services to combat COVID19 variants that may emerge to keep service users and staff.
- Review and revise the Financial Regulations and other key documents relevant to LBWP operations.
- Make savings where possible to lessen the impact of the UK Financial Crisis and impact of Cost of Living on LBWP finances.
- Look for creative ways to lessen the impact on staff salaries, as part of the Financial Crisis and Cost of Living. Where possible review staff salaries.
- Take advantage of opportunities to secure mixed funding through partnership. Additionally, consider internal strengths of service delivery to initiate Charity Entrepreneurship, to generate free income to buffer the impact of further impact of cost of living upon the resources of LBWP, ensuring the senior management team engage in training, if and where possible as part of collaborative approach at SMT level.

REFERENCE AND ADMINISTRATIVE INFORMATION

Charity Name	London Black Women's Project
Company number	02393931
Charity number	1001834
Registered office and Operational address	661 Barking Road Plaistow London E13 9EX

Directors and Trustees

The Board of Trustees constitutes directors of the company for the purpose of company law and trustees for the purpose of charity law. The trustees serving during the year and since the year end were as follows:

Ms Anjum Mouj	Co Chair
Ms Donna M E Carty	Co Chair
Ms Surriya Ahmad	Deputy Chair
Ms Saika Alam	Secretary
Ms Rena Pathak	Treasurer
Ms Palvinder Kudhail	
Ms Edem B Ntumy	
Ms Chardine T Stone	

The trustees are elected at the Annual General Meeting. No trustee received any remuneration for services during the year (2021-Nil), nor have any beneficial interest in any contract with the charity.

Senior Management Team

Ms Meril Eshun-Parker	Director
Manna Ahmed	Senior Manager
Camille Rouse	Senior Manager

The day to day management of the charity is delegated to the Director.

Bankers	HSBC Bank plc 118 High Street North East Ham London E6 2HX
Statutory Auditors	Barcant Beardon Limited Chartered Accountants & Statutory Auditors 8 Blackstock Mews London N4 2BT

Statement of Trustees Responsibilities

The Trustees, who are also the directors of London Black Women's Project for the purpose of company law, are responsible for preparing the Trustees' report and the accounts in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year that give a true and fair view of the state of the affairs of the charity as at the balance sheet date, and to record its incoming resources and the application of resources, including income and expenditure, for that year. In preparing those financial statements, Trustees are required to

- select suitable accounting policies and apply them consistently
- make judgements and estimates that are reasonable and prudent
- state whether applicable accounting standards have been followed subject to any material departures disclosed and explained in the financial statements, and
- prepare the financial statements on a going concern basis unless it is inappropriate to assume that the charity will continue on that basis.

The Trustees are responsible for maintaining adequate accounting records which disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Companies Act 2006. The Trustees are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website in accordance with legislation in the United Kingdom governing the preparation and dissemination of financial statements.

In accordance with company law, as the company's directors, we certify that, in so far as we are aware, there is no relevant audit information of which the company's auditors are unaware; and as the directors of the company we have taken all the steps that we ought to have taken in order to make ourselves aware of any relevant audit information and to establish that the charity's auditors are aware of that information.

Public Benefit Statement
The trustees confirm that they have complied with the duty in section 4 of the Charities Act 2011 to have due regard to the Charity Commission's general guidance on public benefit, "Charities and public benefit".

These financial statements have been prepared in accordance with the Charities Statement of Recommended Practice (FRS102) and in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small entities.

This Report was approved by the Trustees on and signed on its behalf by:

Rena Pathak

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Rena Pathak
Treasurer of London Black Women's Project
Project

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Donna Carty – Co-chair
Co-chair of London Black Women's

Opinion

We have audited the financial statements of London Black Women's Project for the year ended 31 March 2022 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2022 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been properly prepared in accordance with the requirement of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the trustees' annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the trustees' report (incorporating the directors' report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception
In the light of our knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies' regime and take advantage of the small companies' exemptions in preparing the directors' report and from the requirement to prepare a strategic report.

Responsibilities of trustees
As explained more fully in the trustees' responsibilities statement set out on page 16, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements
Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

- the engagement partner ensured that the audit team had the appropriate competence, capability and skill to identify and recognise any non-compliance with applicable laws and regulations;
- we identified such laws and regulations applicable from our discussions with trustees and other management and from our knowledge and experience of the sector;
- we focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the charitable company, including the Companies Act 2006, the Charities Act 2011 and the Charity SORP (FRS 102);
- we considered the provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which might be fundamental to the charitable company's ability to operate or to avoid a material penalty, including the General Data Protection Regulation (GDPR), Anti-fraud, bribery and corruption legislation, Taxation legislation and Employment legislation;
- we assessed the extent of compliance with laws and regulations identified above through making enquiries of management and inspecting legal correspondence; and
- identified laws and regulations were communicated within the audit team and the team remained alert to instances of non-compliance throughout the audit.

We assessed the susceptibility of the charitable company's financial statements to material misstatement, including obtaining an understanding of how fraud might occur by:

- making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud; and
- considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations.

To address the risk of fraud through management bias and override of controls, we:

- performed analytical procedures to identify any unusual or unexpected relationships;
- tested journal entries to identify unusual transactions;
- assessed whether judgements and assumptions made in determining the accounting estimates were indicative of potential bias; and
- investigated the rationale behind significant or unusual transactions.

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- agreeing financial statement disclosures to underlying supporting documents
- reading the minutes of meetings of those charged with governance; and
- enquiring of management as to actual and potential litigation and claims.

Owing to the inherent limitations of an audit, there is an unavoidable risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities is available on the Financial Reporting Council's website at: https://www.frc.org.uk/Our-Work/Audit/Audit-and-assurance/Standards-and-guidance/Standards-and-guidance-for-auditors/Auditors-responsibilities-for-audit/Description-of-auditors-responsibilities-for-audit.aspx. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

16th November 2023

Mukesh Khatri
Senior Statutory Auditor

For and on behalf of
BARCANT BEARDON LIMITED
Chartered Accountants
and
Statutory Auditors

8 Blackstock Mews
Islington
London N4 2BT

LONDON BLACK WOMEN'S PROJECT

STATEMENT OF FINANCIAL ACTIVITIES (INCLUDING INCOME AND EXPENDITURE ACCOUNT)

FOR THE YEAR ENDED 31 MARCH 2022

Income and Expenditure Summary

	Notes	Restricted Funds	Unrestricted Funds	Total Funds 2022	Total Funds 2021
		£	£	£	£
Income and endowments from:					
Donations and legacies	3	327,766	20,935	348,701	354,002
Charitable activities	4	246,892	844,721	1,091,613	1,052,555
Investments	5	-	49	49	83
Total income and endowments		574,658	865,705	1,440,363	1,406,640
Expenditure on:					
Costs of raising funds	6	-	54	54	345
Charitable activities	7	494,483	794,545	1,289,028	1,195,013
Total expenditure		494,483	794,599	1,289,082	1,195,358
Net income/(expenditure)	9	80,175	71,106	151,281	211,282
Transfers between funds	19	1,737	(1,737)	-	-
Net movement in funds for the year		81,912	69,369	151,281	211,282
Reconciliation of funds					
Total funds brought forward		55,314	199,484	254,798	43,516
Total funds carried forward		137,226	268,853	406,079	254,798

The statement of financial activities includes all gains and losses recognised during the year.

All income and expenditure derive from continuing activities.

LONDON BLACK WOMEN'S PROJECT

BALANCE SHEET

FOR THE YEAR ENDED 31 MARCH 2022

	Notes	2022 £	2021 £
Tangible Fixed Assets	14	5,688	383
Current Assets			
Debtors	16	105,512	60,599
Cash at bank and in hand		528,029	423,951
		633,541	484,550
Creditors: Amounts falling due within one year	17	(233,150)	(230,135)
Net Current Assets		400,391	254,415
Net Assets		406,079	254,798
Funds			
Restricted funds		137,226	55,314
Unrestricted funds			
- General funds	19	268,853	199,484
Total funds		406,079	254,798

These financial statements are prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

Signed on behalf of the board of trustees:

Rena Pathak
Treasurer

Donna Carty
Co-Chair

Date: 30th Oct. 2023

The notes on pages 23 - 36 form part of these financial statements.
Company Registration No. 02392931

LONDON BLACK WOMEN'S PROJECT

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2022

	Notes	2022 £	2021 £
Cash flow from operating activities			
Net cash provided by operating activities	22	112,560	326,279
Cash flow from investing activities			
Interest income		49	83
Purchase of tangible fixed assets		(8,531)	-
Net cash (used in)/provided by investing activities		(8,482)	83
Net increase in cash and cash equivalents in the year		104,078	326,362
Cash and cash equivalents at the beginning of the year		423,951	97,589
Cash and cash equivalents at the end of the year		528,029	423,951
Analysis of cash and cash equivalents			
Cash in bank and in hand		528,029	423,951
Cash and cash equivalents at the end of the year	22.1	528,029	423,951

1 *Accounting Policies*

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

1.1 General information and basis of preparation

London Black Women's Project is a private charitable company limited by guarantee incorporated in England and Wales and has no share capital. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity. The registered office is 661 Barking Road, Plaistow, E13 9EX.

The charity constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland issued in October 2019, the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), the Charities Act 2011, the Companies Act 2006 and UK Generally Accepted Practice.

The financial statements are prepared on a going concern basis under the historic cost convention. The financial statements are prepared in sterling, which is the functional currency of the company. Monetary amounts in these financial statements are rounded to the nearest £.

1.2 Going Concern

The financial statements have been prepared on a going concern basis as the trustees believe that no material uncertainties exist. The trustees have considered the level of funds held and the expected level of income and expenditure for 12 months from authorising these financial statements. The budgeted income and expenditure is sufficient with the level of reserves for the charity to be able to continue as a going concern.

1.3 Charitable Funds

Unrestricted funds are available for use at the discretion of the members of management committee in furtherance of their charitable objectives unless the funds have been designated for other purposes. Designated funds have been set aside for specific purposes by the trustees. Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the accounts.

1.4 Incoming Resources

Items of income are recognised in the financial statements when all the following criteria are met:

- The charity has entitlement to the funds;
- any performance conditions have been met or are fully within the control of the charity;
- there is sufficient certainty that receipt of the income is considered probable; and
- the amount can be measured reliably.

Grant income is recognised when it is receivable. Fee income is recognised as it is earned. Donations are accounted for when receivable.

Rental income is recognised when receivable and is net of voids.

Gifts in kind represent assets or services donated for distribution or use by the charity. Assets given for distribution are recognised as incoming resources only when distributed. Assets given for use by the charity are recognised when receivable. Gifts in kind are valued at the amount actually realised from the disposal of the assets or at the price the charity would otherwise have paid for the assets.

Grants for the purchase of fixed assets are recognised in full in the statement of financial activities in the period/year in which they are receivable.

1.5 Resources Expended

Expenditure is accounted for on an accruals basis and is inclusive of the irrecoverable VAT attributable to that expense.

Governance costs include the management of the charitable company's assets, organisational management and compliance with constitutional and statutory requirements. Cost of raising funds relates to the costs incurred by the charitable company in raising funds for the charitable work.

Staff costs and expenditure which are directly attributable to activities have been charged to them in full. Other costs and overhead expenses are allocated to activities based on the percentage of total income for each scheme.

1.6 Tangible Fixed Assets

Fixed assets are for use by the charity in fulfilling its main charitable objects. Items are capitalised when the purchase price exceeds £500. Depreciation is provided on all fixed assets at rates calculated to write off the cost of each asset over its estimated useful life. The depreciation rates in use are as follows:

Office equipment	3 years straight line (33%)
Computer equipment	3 years straight line (33%)
Hostel furniture and equipment	3 years straight line (33%)

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset and is recognised in net income/(expenditure) for the period/year.

1.7 Impairment of Fixed Assets

At each reporting end date, the charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1.8 Cash and Cash Equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.9 Financial Instruments

The charity has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

1.10 *Debtors*

Debtors are recognised by the Charity when invoices issued by London Black Women's Project for work that has been completed, as well as upon the signing of a grant agreement, or for an amount that has been paid in advance for goods or services. Debtors also include amounts receivable on grant funding to which the charity is entitled.

1.11 *Creditors*

Creditors are recognised by the Charity when invoices issued by a supplier, for work that has been completed, as well as upon the signing of a contractual agreement. Creditors also include amounts payable on authorised work or services to which the charity is committed.

1.12 ***Leases***

All leases of equipment are operating leases. Rentals payable under operating leases are charged to the Statement of Financial Activities on a straight line basis over the period of the lease. No assets are held under hire purchase agreements

1.13 Employee Benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received. Employees are not usually able to carry forward any unused holiday past the year end

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.14 Retirement Benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

2 Critical Accounting Estimates and Judgements

In the application of the charity's accounting policies, the members of management committee are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are listed below:

Cost allocation
Staff Costs are allocated in accordance with staff time. The costs of premises and specified project costs are allocated directly, based on usage. All other overhead costs are allocated based of income.

Doubtful debt provision
The provision for doubtful debts relating to rental income is at 50% for debts arising in the current reporting period and 100% for earlier debts arising prior to the current reporting period. Rent overpayments are written back in light of communication with the relevant local borough councils.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

3 *Income from Donations and Legacies*

	Restricted £	Unrestricted £	2022 £	2021 £
Public Donations	-	18,085	18,085	41,195
Subsistence Receipts	-	2,850	2,850	-
General Grants				
The Charity Service CSIG Advisors	-	-	-	50,000
Imkaan	-	-	-	27,000
Big Lottery Fund - Vision of Me	40,000	-	40,000	80,000
Asian Women's Resource Centre	-	-	-	39,945
Kering Foundation	17,071	-	17,071	-
MOJ - MOPAC	-	-	-	51,680
HM Government in Partnership with National Lottery Community Fund (Covid 19)	-	-	-	34,182
Clifford Chance LLP	15,000	-	15,000	30,000
Comic Relief - Counselling Services	94,335	-	94,335	-
Comic Relief /MOJ IT Infrastructure	112,960	-	112,960	-
City Bridge Trust	48,400	-	48,400	-
	327,766	20,935	348,701	354,002

4.1 Income from donations & legacies was £348,701 (2021 - £354,002) of which £327,766 (2021 - £362,807) was attributable to restricted funds and £20,935 (2021 – 91,195) was attributable to unrestricted funds - general.

4 *Income from Charitable Activities*

	Restricted 2022 £	Unrestricted 2022 £	Total 2022 £	2021 £
Performance Related Grants				
Big Lottery Fund - Reaching Communities	75,284	-	75,284	96,626
Big Lottery Fund - Equine Project	9,400	-	9,400	-
London Community Fund	-	-	-	4,800
London Community Fund (Wave 2)	-	-	-	22,857
M.H.C.L.G	100,000	-	100,000	100,000
M.H.C.L.G -Covid 19	-	-	-	15,700
M.H.C.L.G -OYA Project	62,208	-	62,208	86,292
NHS East London Foundation Trust	-	27,000	27,000	20,000
University of Roehampton Fundraising	-	-	-	15,000
London Borough of Newham - Supporting People	-	197,928	197,928	197,928
London Borough of Haringey - Revenue Grant	-	37,500	37,500	2,000
Rent & Service Charges Receivable	-	582,293	582,293	491,352
	246,892	844,721	1,091,613	1,052,555

4.1 Income from charitable activities was £ 1,091,613 (2021 - £1,052,555) of which £ 246,892 (2021 - £326,275) was attributable to restricted funds and £844,721 (2021 – 726,280) was attributable to unrestricted funds - general.

5 *Income from Investments*

	Unrestricted Funds 2022 £	Unrestricted Funds 2021 £
Interest receivable	49	83

5.1 Income from investments was £49 (2021 - £83) of which £ 49 (2021 - £83) was attributable to restricted funds and £nil (2021 – £nil) was attributable to unrestricted funds - general.

6 *Expenditure on Raising Funds*

	2022 £	2021 £
	54	345

6.1 Of the £54 expenditure in 2022 (2021 - £345), £nil (2021 - £345) was attributable to restricted funds and £54 (2021 - £nil) was attributable to unrestricted funds - general.

7 *Analysis of Expenditure on Charitable Activities*

Analysis of Expenditure on Charitable Activities – 2022

	Restricted Funds £	Unrestricted funds £	Total 2022 £	Year Ended 2021 £
Staff costs (note 7)	222,167	213,653	435,820	449,749
Premises costs	14,267	176,459	190,726	155,352
External staff related costs	110,349	42,317	152,666	146,345
Communications	748	1,994	2,742	5,220
Printing, postage & stationery	2,469	588	3,057	1,006
Training, travel and recruitment	7,214	3,318	10,532	12,267
Capital Expenditure	-	-	-	21,714
Depreciation	1,432	1,794	3,226	1,713
Servicing of Equipment	863	6,362	7,225	12,015
IT hardware	99,624	-	99,624	-
IT software & maintenance	16,270	32,065	48,335	41,321
Housing association management charge	-	211,269	211,269	176,191
Audit and accountancy	1,517	21,143	22,660	14,100
Other professional fees	2,948	9,200	12,148	26,705
Other costs	3,344	17,350	20,694	5,221
Beneficiary costs	1,185	703	1,888	769
Maintenance charge	1,586	5,377	6,963	28,718
Bad debts Provision	8,500	50,953	59,453	96,607
	494,483	794,545	1,289,028	1,195,013

Analysis of Expenditure on Charitable Activities – 2021

	Restricted Funds £	Unrestricted funds £	Year Ended 2021 £	Six month period ended 2020 £
Staff costs (note 11)	358,761	90,988	449,749	188,754
Premises costs	40,952	114,400	155,352	54,731
External staff related costs	92,010	54,335	146,345	87,213
Communications	1,070	4,150	5,220	10,415
Printing, postage & stationery	525	481	1,006	1,672
Training, travel and recruitment	2,787	9,480	12,267	3,176
Capital Expenditure	13,670	8,044	21,714	-
Depreciation	-	1,713	1,713	2,502
Servicing of Equipment	819	11,196	12,015	2,977
IT software & maintenance	26,884	14,437	41,321	13,071
Housing association management charge	-	176,191	176,191	63,283
Audit and accountancy	4,500	9,600	14,100	8,533
Other professional fees	10,961	15,744	26,705	7,842
Other costs	2,606	2,615	5,221	1,929
Conferences & events	-	-	-	100
Beneficiary costs	81	688	769	838
Maintenance charge	18,485	10,233	28,718	860
Bad debts Provision	-	96,607	96,607	16,585
	574,111	620,902	1,195,013	464,479

8 *Analysis of Support and Governance Costs*

	Support costs £	Governance costs £	Total 2022 £	Total 2021 £
Communications	-	16	-	-
Conferences & events	-	-	-	1,903
Audit & accountancy	-	1,986	1,986	5,040
Sundry costs	-	1,284	1,284	-
	-	3,286	3,270	6,943

9 *Net Income/(Expenditure) for the Year*

	2022 £	2021 £
This is stated after charging:		
Depreciation	3,226	1,713
Management committee's expenses (note 10)	-	-
Auditor's remuneration	10,560	12,600
Operating lease rentals (note 21)	-	-

10 *Trustee Remuneration and Expenses*

The trustees were not paid any remuneration nor received any other benefits during the year (2021 – nil). Travel expenses of £21 were paid on behalf of one trustee (2021 – nil).

11 *Analysis of Staff Costs*

	2022 £	2021 £
Wages and salaries	397,224	409,532
Social security costs	32,420	34,008
Employer Pension costs	6,176	6,208
	435,820	449,748

11.1 There were no employees who received total employee benefits (excluding employers' pension contributions) of more than £60,000 (2021 Nil).

11.2 During the year the company paid £159,882 (2021 - £149,984) to independent third parties for the provision of staff.

11.3 The total amount of employee benefits received by key management personnel is £114,775 (2021 - £133,875). The company considers its key personnel to comprise its Senior Management Team.

12 *Staff Numbers*

The average monthly head count was 14 staff (2021 - 15 staff) and the average monthly number of full-time equivalent employees (including casual and part time staff) during the year was as follows:

	2022 Number	2021 Number
Management	1.0	1.1
Project Worker	10.1	10.4
Administration	1.0	0.6
	12.1	12.1

13 *Taxation*

The charitable company is exempt from corporation tax under sections 466 to 493 of the Corporation Tax Act 2010, as all its income is charitable and is applied for charitable purposes.

14 *Fixed Assets*

	Office Equipment & computers £	Hostel Furniture & equipment £	Total £
Cost			
At 1 April 2021	179,493	51,863	231,356
Additions	4,211	4,320	8,531
At 31 March 2022	183,704	56,183	239,888
Depreciation:			
At 1 April 2021	179,303	51,670	230,973
Charge for the year	1,594	1,632	3,226
At 31 March 2022	180,897	53,302	234,199
Net Book Value:			
At 31 March 2022	2,807	2,881	5,688
At 1 April 2021	190	193	383

15 *Financial Instruments*

	2022	2021
	£	£
Carrying amount of financial assets		
Debt instruments at amortised cost	584,122	480,257
Carrying amount of financial liabilities		
Measured at amortised cost	233,150	230,135

16 *Debtors*

	2022	2021
	£	£
Operating debtors	286,708	220,805
Less: Provision for doubtful debts	(242,721)	(183,868)
	43,987	36,937
Other debtors	12,102	19,370
Prepayments and accrued income	49,423	4,292
	105,512	60,599

17 *Creditors: Amounts falling due within one year*

	2022	2021
	£	£
Operating creditors	71,311	107,457
Taxation and social security	7,026	10,278
Other creditors	88,089	93,340
Accruals	51,064	19,060
Deferred Income	15,660	-
	233,150	230,135

Deferred income comprises grants received in advance for work taking place after the year end. During the course of the year £15,660 relating to one grant was deferred. This is expected to be released in the next accounting period. There were no deferred grants brought forward.

18 *Pensions*

The charitable company offers a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separably from those of the charity in an independently administered fund. The Royal London operates the pension scheme on LBWP's behalf.

The charge to income and expenditure account in respect of defined contribution schemes was £6,176 (2021 - £6,208).

19 *Analysis of Charitable Funds*

19.1 *Unrestricted Funds – Current Year*

	Balance 1 Apr 2021 £	Incoming Resources £	Outgoing Resources £	Transfers £	Balance 31 Mar 2022 £
General funds	199,484	865,705	794,599	(1,737)	268,853

Unrestricted Funds – Previous Year

	Balance 1 Apr 2020 £	Incoming Resources £	Outgoing Resources £	Transfers £	Balance 31 Mar 2021 £
General funds	2,173	817,558	(621,247)	(1,000)	199,484

Name of unrestricted fund	*Description, nature and purposes of the fund*
General funds	The "free reserves" after allowing for any designated funds.

19.2 *Restricted Funds – Current Year*

	Balance 1 Apr 2021 £	Incoming Resources £	Outgoing Resources £	Transfers £	Balance 31 Mar 2022 £
Asian Women's Resource Centre	1,115	-	-	-	1,115
Clifford Chance LLP	167	15,000	-	-	15,167
Comic Relief – Counselling Services	-	94,335	(36,660)	-	57,675
Comic Relief – MOJ/ IT Infrastructure	-	112,960	(112,176)	-	784
City Bridge Trust	-	48,400	(47,092)	-	1,308
Imkaan	27,000	-	(27,130)	130	-
Kering Foundation	-	17,071	-	-	17,071
M.H.C.L.G. – Covid-19	23	-	-	-	23
M.H.C.L.G. – LB of Newham	139	100,000	(101,213)	1,074	-
M.H.C.L.G. – OYA Project	120	-	-	-	120
MOJ – MOPAC	72	-	-	-	72
MOPAC OYA	-	62,208	(60,282)	-	1,926
Rosa Fund	49	-	-	-	49
London Community Fund	2,530	-	-	-	2,530
London Community Fund (Wave 2)	1,195	-	-	-	1,195
HM Government in Partnership with National Lottery Community Fund	67	-	-	-	67
Big Lottery Fund Equine Project	-	9,400	(4,171)	-	5,229
Big Lottery Fund – Vision of Me	22,703	40,000	(29,808)	-	32,895
Big Lottery Fund – Reaching Communities	134	75,284	(75,951)	533	-
Total	55,314	574,658	(494,483)	1,737	137,226

Transfers from general funds to restricted funds represent a shortfall in restricted funding on those projects made up by general funds

Restricted Funds – Previous Year

	Balance 1 Apr 2020 £	Incoming Resources £	Outgoing Resources £	Transfers £	Balance 31 Mar 2021 £
Asian Women's Resource Centre	-	39,945	38,831	-	1,114
Clifford Chance LLP	-	30,000	29,833	-	167
Imkaan	-	27,000	-	-	27,000
M.H.C.L.G. – Covid-19	-	15,700	15,678	-	22
M.H.C.L.G. – LB of Newham	-	100,000	99,961	-	139
M.H.C.L.G. – OYA Project	-	86,292	86,172	-	120
MOJ – MOPAC	-	51,680	51,608	-	72
Rosa Fund	35,883	-	35,834	-	49
London Community Fund	-	4,800	2,270	-	2,530
London Community Fund (Wave 2)	-	22,857	21,662	-	1,195
HM Government in Partnership with National Lottery Community Fund	-	34,182	33,115	(1,000)	67
Big Lottery Fund – Vision of Me	5,460	80,000	62,757	-	22,703
Big Lottery Fund – Reaching Communities	-	96,626	96,492	-	134
Total	41,343	589,082	574,111	1,000	55,314

Transfers from general funds to restricted funds represent a shortfall in restricted funding on those projects made up by general funds.

19.3	***Name of restricted fund***	***Description, nature and purposes of the fund***
	Asian Women's Resource Centre	The Ascent Ending Harmful Practices Lead Partner is the AWRC. This funding from London Councils was to provide support services to women who have no recourse to public funds.
	Clifford Chance LLP	LBWP has a long-established relationship with this solicitors' firm. During COVID19 the firm supported the work of LBWP by donating over £15, 000 to furnish and refurbish a new property, given to the organisation by London and Quadrant Housing Association. This enabled LBWP to offer another 17 bedspaces to BME women, needing to escape domestic abuse and violence. They have also continued to work with LBWP and support service user participation in the delivery of a financial literacy workshop to women. The women benefitting from their financial literacy workshop have been women in debt, NRPF and those preparing to move into the community. This way of working together also included LB Newham supporting an application for funding of this new service for BME women, who have been disadvantaged in accessing refuge spaces over the years and especially during COVID19.
	Comic Relief	Short term funding (15 months) to provide Therapeutic Counselling Services for BME Service Users. This project was part of LBWP's commitment to provide a service to BME women that acknowledges their diversity in language. Intelligence data and narratives from women showed that BME women cannot truly benefit from counselling in an equal way, if they cannot speak in their language of strength, thereby disabling them from fully narrating their experiences, their feelings and impact. The funding brought true equality and inclusion back into counselling. In addition, validating women's identity, self -esteem and worth, an additional benefit of this service as well as a matched BME Counsellor. • 75 women accessed the service with 45 women currently receiving counselling (exceeding target)

- Intersectional and Transcultural counselling provided to clients in their own languages (e.g., recruitment of a Sylheti speaking counsellor)
- Referral agents have diversified (e.g., NHS Clinicians, Adult and Children's Social Care)

Comic Relief- Improving Lives through Technology	Short term funding for six months to March 2022, to develop the ICT infrastructure within LBWP for the benefit of service users, staff and attending to the needs of Black and Minoritised Women via community hubs.
City Bridge Trust	The purpose of this grant is to fund core costs, towards a Director (21 hpw) Finance Administrator (14 hpw) and Fundraiser (21 hours per month), over a period of 12 months, so that LBWP could carry on providing support to BME women living in London. In addition, to reinforce financial awareness training, initiated through Clifford Chance donations and ensure that LBWP can maximize accessing commissioning opportunities because of the Domestic Abuse Act and funding made available for Domestic Abuse and Violence Against Women and Girls work.
Kerring Foundation	The Kerring Foundation has provided three years funding of 242,980 Euros as part of their social investment to improve the lives of women and girls internationally, from abuse and sexual exploitation. Sexual Harassment sits within the wider social contexts of domestic and gendered violence against women and girls. Until October 2020, London Black Women's Project delivered legal advice and casework to BME and migrant women and girls, as victims of sexual harassment, through the project 'My Body, My Rules '. Learning revealed that: 1) professionals were not addressing sexual harassment as a specific issue and there was little professional awareness and remedy of how to respond to need. 2) BME and migrant women experienced racialized sexual harassment, linked to immigration and low-paid work status. 3) Legal options to protect women were restricted due to sexual harassment not being a crime. LBWP were provided with an opportunity to extend the work, initiated from Rosa funding, in previous years. The 'Safe Haven' project has 3 key objectives: 1. Increase knowledge of how sexual harassment impacts racialized women to promote wider good practice. 2. Increase BME and migrant women access to legal advice and/or casework support. 3. Develop service users with lived experiences to become Co-production experts.
M.H.C.L.G (L.B of Newham)	A project supported by the LB Newham to provide additional emergency crisis bedspaces to enable women and children to escape from domestic violence at home, during the height of the pandemic. Many women became trapped at home due to government restrictions and the spread of COVID19 virus and mutations. The funding provided emergency crisis accommodation solutions to enable women and their children to escape. The service provided an access route to refuge accommodation through telephone help and guidance. It also paid for salaried roles: Refuge Caseworker, Children's Worker, and Counsellor. Women were able to receive practical support and advice around their legal rights (immigration/criminal/civil)/ housing advice) and access to transcultural counselling (in their language of strength) to address the mental and emotional impact of violence, on them and their relationship with their children. Children received 'play for play's sake sessions, enabling them to overcome trauma by replacing negative thoughts about violence at home, with positive play and outing experiences. Parents were supported to rebuild relationships with their children through play, trips out and advice and

	support around understanding and managing children's behaviour following traumatic events. The children's worker also supported parents to be proactive in getting children into nursery/school/college, registering with GPs and health services and dealing with (not avoiding) any social care concerns and/or issues. On some occasions parents receive support to challenge biased assumptions and victim blaming.
MOPAC -OYA	The OYA consortium has been granted temporary funding for six months in 2021-22 by the GLA in the context of the covid19 emergency response for the maintenance of increased support and capacity in by and for specialist refuge provision. This is an extension of that grant that aims to maintain the increased refuge bedspaces available to BME women and provide further support. The Mayor's Needs Assessment presentation recognized the needs of BME women accessing refuge spaces and spaces where intersectionality, race and social status were integrated, because of women's narratives and journeys to safe accommodation taking longer and encountering racism and discrimination from many bodies along the way.
London Community Fund	Matched funding for vulnerable women, so that they can travel to key appointments in a safety. Taxi costs were covered to prevent women from being spotted. This funding cannot be under-estimated because, it also prevented women from using public transport at periods of time during the pandemic where not every member of the public were wearing masks. Using this form of transport when women lived in multiple occupancy accommodation was not viable.
London Community Fund (Wave 2)	Funding was used to support additional hours required to maintain the strategic leadership of the director (increase of 4 to 5 days), in being able to steer the organisation through COVID19 and to establish key partnerships to share good practice and knowledge, to protect staff and users. In addition, the arrival of COVID19, muted discussions about BREXIT and delayed responses from government to safeguard the welfare of women and children meant that women presented with more intense needs. LBWP was concerned to mitigate against vicarious trauma and therefore clinical supervision for staff was imperative. To manage the distances between sites within Newham and Haringey, financial support enabled improved coordination of PPE, additional health and safety measures, organizing floor and wall signage/posters prosocial distancing through a Facilities management. Children also received 10 tablets to help with homework when there were school closures as mums could not afford laptops to access online learning. Deep cleaning requirements were persistently needed across all sites.
BLF - Equine Project	Big Lottery Funding of a summer program to improve health and wellbeing. LBWP believes that therapy and healing so be diverse and interactive for all services users. We conceived the idea of alternative therapy and the Equine project. LBWP looked at the impact of COVID19 on its residents and decided to provide an alternative experience of going into the countryside and experiencing an alternative environment from an urban city. We considered that BME on benefits or who were working but had a tight budget would not be able to afford this type of opportunity, so we felt being given this opportunity to experience a different way of being and living was important. The purpose is 3-fold 1. To help BME women and children to improve their mental health and well-being through learning about horses and experiencing nature, providing tools to promote wellness and reflection when returning to an urban environment. 2. To provide an unconventional space for women to talk and create ideas that will contribute to future projects at LBWP.

3. 3. Provide fun activities for children in a space where they can run, play, explore through close interaction with horses and the environment.

The project happened during August/September 2021; 5 x 4-hour sessions twice a week for 5 weeks; 5 women and 3 children per session. Total: 25 women and 15 children.

BLF Reaching Communities

The Community Rights Project under this strand of funding was received and used to provide access to Legal and Advice services and support. Women were able to access the service because of a wide range of abuses and exploitations including challenging police conduct, wrongful practice with regards to child contact and judgements on safeguarding cases, threats to women by perpetrators in relation to their immigration status, being trafficked and economic abuses and exploitation. Women were able to access Family Law, Immigration Advice through a partnership arrangement with Westminster University. Socially excluded migrant women were provided with legal advice to exercise their rights through collaboration with the Magpie project. Advocacy support was fundamental to the work with women as well as empowerment through co-production and training women to become volunteer advocates, in the future. Community Advocates were trained and operated out of East London University and supported women accessing services through their support.

BLF Reaching Women's & Girls Initiative

The BLF Women and Girls Initiative funds a project called Vision of Me. The project focuses on women and girl's creative agency in the process of recovery and healing. Workers deliver support in diverse ways guided by women and girls including the use of art in the support process. The project helps to shift power dynamics from providers to users of services by strengthening their voice in the process of support

20 *Analysis of Net Assets between Funds – Current Year*

	Restricted Funds 2022 £	Unrestricted Funds 2022 £	Total 2022 £
Tangible fixed assets	-	5,688	5,688
Cash at bank and in hand	137,226	390,803	528,029
Other net current assets/(liabilities)	-	(127,638)	(127,638)
	137,226	268,853	406,079

Analysis of Net Assets between Funds – Previous Year

	Restricted Funds 2021 £	Unrestricted Funds 2021 £	Total 2021 £
Tangible fixed assets	-	383	383
Cash at bank and in hand	55,314	368,636	423,951
Other net current assets/(liabilities)	-	(169,536)	(169,536)
	55,314	199,484	254,798

21 *Operating Lease Commitments*

At the reporting end date, the charity had no outstanding commitments for future minimum lease payments:

	2022 £	2021 £
Within one year	-	-
Between two and five years	-	-
After 5 years	-	-
	-	-

22 *Reconciliation of Net Income to Net Cash Flow from Operating Activities*

	2022 £	2021 £
Net income for the year	151,281	211,282
Adjustments for:		
Interest income	(49)	(83)
Depreciation	3,226	1,713
(Increase)/decrease in debtors	(44,913)	(6,740)
Increase/(decrease) in creditors	3,015	120,107
	112,560	326,279

22.1 *Analysis of Changes in Net Debt*

	At 1 April 2021 £	Cash-flows £	At 31 March 2022 £
Cash in bank and in hand	423,951	104,078	528,029

23 *Related Party Transactions*

One trustee's family member was employed as a subcontractor during the year (2021 - none). She was paid £1,200 for her services. There were no outstanding balances at the year end in relation to related parties (2021 – none).