



A COMPANY LIMITED BY GUARANTEE  
(Number 2543666)

And

A REGISTERED CHARITY  
(Number 1010556)

**REPORT AND FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2022**

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**TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2022**

**REFERENCE AND ADMINISTRATIVE DETAILS**

NAME OF THE CHARITY: Al-Hasaniya Moroccan Women's Project

CHARITY NUMBER: 1010556

COMPANY NUMBER: 2543666

*REGISTERED OFFICE AND OPERATIONAL ADDRESS:*

Bays 4-5 Trellick Tower, Golborne Road, London, W10 5PA.

*KEY MANAGEMENT PERSONNEL - DIRECTORS AND TRUSTEES*

The directors of the Company are also its trustees for the purposes of charity law and are referred to throughout this report as the trustees.

The trustees who served during the period and up to the date this report was approved were:

Fatima Mourad

Ismail Chiba Bennani

Meriem Agassim

Saad Souissi

Saeida Rouass

Roisin Blake

Kauthar Menhal

Enzo Martinelli

Nadia Elbhiri (Company secretary)

**KEY MANAGEMENT PERSONNEL - PRINCIPAL OFFICERS: Nadia Elbhiri and Souad Talsi MBE**

**INDEPENDENT EXAMINER: Abdul Jamal, Chartered accountant 28 Fairlop Road, London, E11 1BN.**

**BANKERS: HSBC plc, 152 Portobello Road, London, W11 2DZ.**

**STRUCTURE, GOVERNANCE AND MANAGEMENT GOVERNING DOCUMENT**

The organisation is a charitable company limited by guarantee, incorporated on 26<sup>th</sup> September 1990 and registered as a charity on the 14<sup>th</sup> April 1992. The company was established under a Memorandum of Association, which established the objects and powers of the charitable company and is governed under its Articles of Association. In the event of the company being wound up members are required to contribute an amount not exceeding £10.

**TRUSTEES' RESPONSIBILITIES**

Company law requires the trustees to prepare Financial Statements for each financial year that give a true and fair view of the situation of the Company and of the surplus or deficit of the Company for that year. In preparing those Financial Statements the Directors are required to

- select suitable accounting policies and then apply them consistently
- observe the methods and principles in the Charities SORP
- make judgements and estimates that are reasonable and prudent
- state whether applicable UK accounting standards have been followed, subject to any material departures disclosed and explained in the Financial Statements
- prepare the Financial Statements on the going concern basis unless it is inappropriate to presume that the Company will continue to operate

The trustees are responsible for keeping adequate accounting records which disclose with reasonable accuracy at any time the financial position of the Charity and to enable them to ensure that the Financial Statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the Charity and hence for taking reasonable steps for prevention and detection of fraud and other irregularities.

***RECRUITMENT AND APPOINTMENT OF MANAGEMENT COMMITTEE***

Under the company's Articles are known as members of the Management Committee. As required by the Memorandum and Articles of Association the members of the Management Committee are elected to serve for a period of one year after which they must be re-elected at the next Annual General Meeting.

The organisation's remit inevitably focuses on women and children as the main target group to support, however recent development of clients' care and indeed the aftermath of Grenfell has meant that the board of trustees revise its responsibilities towards this client group and indeed include other members of the family. In this respect both our activities and the diversity within the board of trustees do reflect the community we seek to serve inclusively.

## **TRUSTEES INDUCTION AND TRAINING**

Most trustees are already familiar with the practical work of the charity having been part of the committee for several years. Equally through regular communication they are kept informed of the organisation's developments and changes. Additionally, new trustees are invited to attend meetings to familiarise themselves with the structure of the organisation and the context within which it operates. They are also encouraged outside and beyond the scope of board of trustee's meetings to spend time with the staff to observe the way services are rendered to users. Every trustee is offered an induction pack.

## **RISK MANAGEMENT**

The management committee has conducted a review of the major risks to which the charity is exposed. Where appropriate systems or procedure have been established to mitigate the risks, the charity faces.

The charity has policies in place to safeguard all those who use the service. The continued implementation of the PQASSO (Practical Quality Assurance Systems for Small Organisations) quality assurance ensures a consistent quality of delivery for all aspects of the charity. These procedures are periodically reviewed to ensure that they continue to meet the needs of the Charity. In addition, the charity is also working with women's Aid Federation to update its quality assurance.

## **ORGANISATIONAL STRUCTURE**

The management committee meets quarterly and is responsible for the strategic direction and policy of the charity. The committee has members from a variety of backgrounds relevant to the work of the charity.

A scheme of delegation is in place and the day-to-day responsibility for the provision of the services rests with the Centre Manager who traditionally is also the company secretary. This role is also supported by the finance officer. Together they are responsible for ensuring that the charity delivers the services specified and that the key performances indicators as agreed by funders and the trustees. The Centre manager also has the responsibility for the day to day operational management of the centre, individual supervision of the staff team. A trustee is appointed as line manager to Centre Manager and they meet on fortnightly basis. They meet to discuss short term goals and any challenges, oversee development of project and ensure the overall well-being of the staff. The named trustee is also the chair of the Staffing and finance sub-committee that meets on monthly basis. She reports to the subcommittee on matters relating to the overall development of centre and if there are challenges these are dealt with as an emergency or relayed to the board of trustees for decision/discussion. This is part of our good practice procedure.

It has and continues to be a challenge to specifically raise funding for the role of CEO. We are therefore grateful to funders for their contribution to allow the committee to formally create the role of CEO. This role has largely been delivered informally by our long-term member of staff and founder. With her support we have no doubt that the necessary funds will be raised to hire a full time CEP to carry this organisation forward.

The Trustees and Principal Officers noted on page 1 constitute the Key Management Personnel of the Charity, as defined by applicable accounting standards. As such, financial transactions with these personnel are disclosed in Note 6 to the Financial Statements.

## **OBJECTIVES AND ACTIVITIES**

The company's principal activities are to:

- Promote the health and education and to relieve poverty among Moroccan women and their families in need and women and their families in need whose mother tongue is Arabic, in the greater London area.

The main objectives and activities for the year continued to focus upon the promotion of access to mainstream services and the prevention of poverty and hardship. The strategies employed to assist the charity to meet these objectives include the following:

- Providing a range of services, which are reflective of the relevant quality standards and address the potential problems related to social exclusion.
- Focusing on limiting the harm that comes with poverty and social exclusion, not only for the individual but also for their family, friends and the wider community.
- Focusing on partnerships with local authorities to facilitate workshops on relevant religious issues to foster dialogue and clarity to achieve an equitable, wholesome and integrated community.
- Working in partnership with other agencies to ensure the widest range of services is available that best matches the needs of the user groups we serve.

# **AL-HASANIYA MOROCCAN WOMEN'S PROJECT LTD**

## **(Foreword from the Interim CEO Souad Talsi MBE)**

### **ACHIEVEMENT AND PERFORMANCE**

As we continue to make progress, this year has tested our resolve once more.

With great support from the Lloyd's Bank Foundation enhanced programme, we have managed to strengthen our board and recruited two new trustees. This was much needed as we strongly believe a good organisation can only be sustained through efficient trustees who ensure it remains compliant and deliver responsibly in a sustained, transparent, and committed manner.

As the pandemic eased, we began to uncover the devastation it created amongst our most vulnerable clients. With mental health issues increasing, and no doubt multiple debts accumulated due to the debility so many are suffering, we certainly have our work cut out.

Our Mental Health and wellbeing projects have been overwhelmed and we intend to focus on increasing their capacity in 2022/2023 to meet the needs of those who seek our support.

This need and others cannot be sustained without the presence of a committed and efficient CEO to oversee the wellbeing of our service users through the varied projects we offer and ensure a good team is in place to carry out the necessary support and advocacy needed, and to grow our network and indeed to expand our partnerships across the board. It has been a struggle however to secure adequate funding for the said post and we remain with the founder holding the fort, as the interim CEO.

We are hoping that 2022/2023 will bring fruition as we intensify our resolve to secure funding and advertise for the post of an efficient, and permanent CEO.

The current post holder remains committed and loyal despite the fragility of funding in this regard, and we hope that with further support from the Lloyds Bank Foundation enhanced programme, the right support and advice will secure funding for this most crucial post.

Domestic violence remains our top priority in the overall service delivery, and we are pleased that three years of funding through nine partnerships has been secured. This will enable us to formally complete the circle of support needed to bring a Domestic abuse service user from the brink of collapse to an independent surviving individual.

We are four years away from completing 40 years of service to this vulnerable community, that is a minority within a minority, we hope to mark each coming year with specific targets.

### **FUTURE PLANS**

For 2022/23 we aim to:

- Secure an extension of our current lease
- Secure funding for the running cost as current one is coming to an end in December 2021
- Secure grant to fully renovate our centre and bring it to an acceptable standard
- Secure funding for the post of CEO
- Hold at least one event to mark our 37<sup>th</sup> anniversary
- Our 16 days of activism for 2022 will have the theme #askmeAboutTheAbuseNotMyVisa. In a bid to raise awareness on those suffering violence but their immigration status doesn't allow them to be protected and supported.

# AL-HASANIYA MOROCCAN WOMEN'S PROJECT LTD

## **FINANCIAL REVIEW**

We have worked intensely to build our team and finances so that we can serve our community to the standard that they have become accustomed to, gaining recognition from councils both locally and internationally. Whilst there was an increase in funding during the pandemic, this is now coming to an end and we are seeking the loyalty, commitment and generosity of our team, volunteers, and funders and donors to keep the organisation going, and to provide support in a time of uncertainty, and financial difficulties for all.

### **Current deficit:**

Our account for this year reveals a short fall against what we spent. This is due to three of our funders, although service as contractually agreed was being delivered and staff paid accordingly, had not paid their grants until the subsequent financial year, and should therefore show in our 2022/2203 final audited accounts.

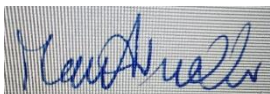
### **RESERVES POLICY**

The Charity's policy is to achieve and then maintain a balance of 'free reserves' at a level that would equate to 13 weeks of total expenditure. 'Free reserves' is the balance in the Unrestricted Funds available for general purposes.

The balance of 'free reserves' at the end of the year was £33,728, a shortfall of £61,320 from the proposed target of 13 weeks of operational expenditure but still representing 8.3 weeks of operational expenditure. This represents an increase versus the 6.9 weeks of reserves that was achieved in the previous financial year.

This Report has been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities issued by the Charity Commission in January 2015 (updated with effect from January 2016), and in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

To be approved by the Trustees on 12<sup>th</sup> December 2022 and signed on their behalf by:



Enzo Martinelli

Treasurer and Trustee

# AL-HASANIYA MOROCCAN WOMEN'S PROJECT LTD

## INDEPENDENT EXAMINER'S REPORT

### TO THE DIRECTORS OF AL-HASANIYA MOROCCAN WOMEN'S PROJECT

The report on the accounts of the charity for the year ended 31 March 2022 which are set out on pages 09-13.

#### Responsibilities and basis of report

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

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

#### Independent examiner's statement

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

Accounting records were not kept in respect of the Company as required by section 386 of 2006 Act; or

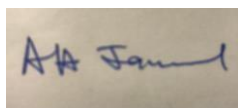
The accounts do not accord with those records; or

The accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a "true and fair view which is not a matter considered as part of an independent examination; or

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

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

Signed



Abdul Jamal

Date: 22.12.2022

Chartered Accountant

28 Fairlop Rd, London E111BN



# AL-HASANIYA MOROCCAN WOMEN'S PROJECT LTD

## STATEMENT OF FINANCIAL ACTIVITIES (INCLUDING INCOME AND EXPENDITURE ACCOUNT)

YEAR ENDED 31 MARCH 2022

				2022	2021
				TOTAL FUNDS	TOTAL FUNDS
		£	£	£	£
	Notes	Unrestricted Funds	Restricted Funds		
<b>INCOME</b>					
Grants	4		344125	344125	392231
Rebate		0		0	10000
Donations and Fundraising		1900		1900	3800
Bank interest		9		9	27
<b>Total income</b>		1909	344125	346034	406059
<b>EXPENDITURE</b>					
<i>Charitable expenditure</i>					
Running Costs and Centre Manager			157315	157315	98798
Mental Health Project			35589	35589	22699
Grenfell Project			25539	25539	14832
The Saturday Club			15548	15548	12454
Domestic Violence - Angelou Project			43528	43528	33258
Domestic Violence - Out of Remit			39250	39250	23237
Older Peoples' Outreach Project			21384	21384	17143
Older People's Ayam Zaman			17399	17399	3730
Older People's Iftar fi Dar Ramadan			4722	4722	14586
Older Peoples' Luncheon Club			11359	11359	11383
Inspire Well Women Project			5561	5561	10689
EWB - BME Project			3000	3000	8464
<b>Total resources expended</b>		0	380194	380194	271273
Net income		1909	(36069)	(34160)	134787
TOTAL FUNDS AT START OF YEAR		61819	216312	278131	143344
TOTAL FUNDS AT END OF YEAR		63728	180243	243971	278131

Movements in reserves and all recognised and losses are shown above.

The charity's incoming resources and resources expended all relate to continuing activities.

**AL-HASANIYA MOROCCAN WOMEN'S PROJECT LTD**

## BALANCE SHEET AT 31 MARCH 2022

	Notes	2022	2021
		£	£
Debtors and prepayments		5985	2956
Cash at bank and in hand		<u>268274</u>	<u>293775</u>
NET CURRENT ASSETS		<u>274259</u>	<u>296731</u>
 CREDITORS	2	 (30288)	 (18600)
(due for payment within 1 year)			
 NET ASSETS		 <u>243971</u>	 <u>278131</u>
 FUNDS			
Restricted	3	180243	216312
Unrestricted - General		33728	31819
- Designated	7	<u>30000</u>	<u>30000</u>
		<u>243971</u>	<u>278131</u>

These financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small entities.

For the year ended 31 March 2022 the Company was entitled to exemption under section 477 of the Companies Act 2006. Furthermore, no notice has been deposited under section 476 by members of the Company requiring it to obtain an audit of its accounts for the year in question.

The Directors acknowledge their responsibility for:

- (i) ensuring the Company keeps accounting records which comply with section 386, and
- (ii) preparing accounts which give a true and fair view of the state of affairs of the Company as at the end of its financial year, and of its profit and loss for the financial year in accordance with section 396, and which

Approved by the trustees on 12th December 2022 and signed on their behalf by:

Treasurer and Trustee

Handwritten signature: *Handwritten signature*

ENZO  
MARTINELLI

# AL-HASANIYA MOROCCAN WOMEN'S PROJECT LTD

## NOTES TO THE ACCOUNTS

YEAR ENDED 31 MARCH  
2022

### ACCOUNTING

#### 1. POLICIES

##### *(a) Basis of accounting*

The Financial Statements have been prepared in accordance with the Companies Act 2006, the Financial

Reporting Standard applicable in the UK and Republic of Ireland (FRS102), and the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts

in accordance with FRS102 (issued in January 2015 and updated with effect from January 2018) - (the

Charities SORP (FRS102)), as modified for smaller charities.

The Financial Statements have been prepared to give a 'true and fair' view and have departed from the

Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair'

view. This departure has involved following Accounting and Reporting by Charities preparing their Financial Statements in accordance with FRS102 noted above, rather than Accounting and Reporting by

Charities: Statement of Recommended Practice effective from April 2005 which has since been withdrawn.

Al-Hasaniya Moroccan Women's Project meets the definition of a public benefit entity under FRS102.

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes that follow.

##### *(b) Fund accounting*

Unrestricted Funds are receivable or generated for the objects of the charity without further

specified purpose and are available as general funds.

Restricted Funds are subjected to restrictions on their expenditure imposed by the donor.

Designated Funds are unrestricted funds but earmarked by the trustees for particular purposes.

*(c) Income* is included in the Statement of Financial Activities when the Charity is entitled to the income, any performance conditions have been met, it is probable that the income will be received and the amount

can be reliably measured. Income from government and other grants is recognised in accordance with the above policy except where the amounts have been deferred. Income from donations are recognised in full

when receivable and there is unconditional entitlement.

*(d) Expenditure* is recognised in the Statement of Financial Activities when liability is incurred. Expenditure includes VAT that cannot be recovered, and is reported as part of the expenditure to which it relates.

*(e) Volunteers* The value of services provided by volunteers has not been included in the Financial Statements.

*(f) Tangible Fixed Assets* Equipment and other tangible fixed assets are only capitalised where the cost is £500 or more.

# AL-HASANIYA MOROCCAN WOMEN'S PROJECT LTD

## NOTES TO THE ACCOUNTS

YEAR ENDED 31 MARCH 2022

<b>5 STAFF COSTS AND NUMBERS</b>	<b>2022</b>	<b>2021</b>
Salaries and wages	241779	169735
Social security costs	<u>17744</u>	<u>10236</u>
	<u>259523</u>	<u>179971</u>

- 6 No employee received emoluments of more than £60,000 in this or the previous year.

The average weekly number of staff employed during the year, calculated on the basis of full-time equivalents, was:	No.	No.
	<u>7.2</u>	<u>6.8</u>

### RELATED PARTIES, INCLUDING KEY MANAGEMENT PERSONNEL

There were no related party transactions in either this or the previous year except those for key management personnel as noted below.

The key management personnel of the Charity were the trustees and the Principal Officers who held the posts of Centre Managers.

None of the Directors received any remuneration or reimbursed expenses during this or the previous year.

	<b>2022</b>	<b>2021</b>
The Principle Officers' salary benefits were	<u>71500</u>	<u>38793</u>

- 7 DESIGNATED FUND £30,000 - UNRESTRICTED  
£12,000 is for Staff Costs e.g. Maternity Leave, £8,000 for contingencies relating to Covid 19 and £10,000 is for Building Works.