

THE NIA PROJECT

England & Wales · Charity number 1037072

Details

Other names	HACKNEY WOMEN'S AID
Status	Registered
Legal form	Charitable company
Company number	02673624
Registered	1994-04-28
Register	View on the Charity Commission register

Contact

Address	Wenlock Studios Unit 1.06 50 -52 Wharf Road London N1 7EU
Phone	0207 683 1270
Email	info@niaendingviolence.org.uk
Website	www.niaendingviolence.org.uk

Activities

Objects: (1) TO RELIEVE THE NEEDS OF THOSE WHO ARE SUFFERING OR WHO HAVE SUFFERED GENDER-BASED VIOLENCE AND ABUSE BY PROVIDING PRACTICAL AND EMOTIONAL SUPPORT AND ADVOCACY SERVICES(2) TO ADVANCE THE EDUCATION OF THE PUBLIC AND PROFESSIONALS IN THE SUBJECT OF GENDER-BASED VIOLENCE IN PARTICULAR BUT NOT EXCLUSIVELY THROUGH PARTNERSHIP WORK, SOCIAL AND TRADITIONAL MEDIA AND BY PROVIDING TRAINING AND HOLDING CONFERENCES AND SEMINARS.

Activities: the nia project provides services to women and children who have been subjected to sexual and domestic violence, including prostitution.

Classification

- **How:** Provides Services, Provides Advocacy/advice/information
- **What:** Accommodation/housing, Other Charitable Purposes
- **Who:** Children/young People, Other Defined Groups

Geography

- Throughout London

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£3,661,926	£3,610,777	£1,794,345	75
2024-03-31	£3,526,973	£3,596,913	£1,743,196	75
2023-03-31	£3,351,900	£3,138,382	£1,813,137	73
2022-03-31	£3,306,906	£2,866,759	£1,599,619	57
2021-03-31	£2,624,676	£2,447,361	£990,006	66

Trustees

Name	Role	Appointed
Agnieszka Korfel		2025-01-09
Amy Terry		2017-12-02
Anna Francis-Garner		2023-06-01
Judith Suissa		2025-01-09
Marcia Buxton		2019-01-25
RUTH TWEEDALE		2013-06-12
SOPHIA ANTONIAZZI		

THE NIA PROJECT

England & Wales - Charity number 1037072

Accounts

Charity Number: 1037072
Company Number: 02673624 (England & Wales)

The nia project
(A company limited by guarantee)

Annual Report and Audited Accounts

For the year ended 31 March 2025

the nia project

Charity Information

For the year ended 31 March 2025

Management Committee	A Terry S Antoniazzi R Tweedale M E Buxton A F Garner J Suissa - appointed 09/01/2025 A Korfel - appointed 09/01/2025
Chief Executive Officer	J L Woodward – Secretary
Registered Office	Wenlock Studios 50 – 52 Wharf Road London N1 7EU
Auditors	Simpson Wreford LLP Wellesley House Duke of Wellington Avenue Royal Arsenal London SE18 6SS
Bankers	Co-operative Bank 1 Islington High Street London N1 9TR
Company Number	02673624 (England & Wales)
Charity Number	1037072

the nia project
Annual Report and Accounts
For the year ended 31 March 2025

Contents

1-11.	Trustees' report
12-14.	Independent Auditors' report
	Accounts comprising
15.	Statement of financial activities
16.	Balance sheet
17.	Statement of cashflows
18-30.	Notes to the accounts

the nia project

Trustees' Report

For the year ended 31 March 2025

The Trustees present their report and the audited 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.

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 (FRS 102) (effective 1 January 2019) – (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006/Charities Act 2011.

The Trustees

The Trustees (who were also the directors for the purpose of company law), who served the charity as the Management Committee during the period were:

A Terry
 S Antoniazzi
 R Tweedale
 M E Buxton
 A F Garner
 J Suissa - appointed 09/01/2025
 A Korfel - appointed 09/01/2025

There have been no changes in the objectives since the last annual report. Day to day management is the responsibility of the chief executive officer, J L Woodward.

Objectives and activities

Charitable objectives:

- (1) To relieve the needs of those who are suffering or who have suffered gender-based violence and abuse by providing practical and emotional support and advocacy services.
- (2) To advance the education of the public and professionals in the subject of gender-based violence in particular but not exclusively through partnership work, social and traditional media and by providing training and holding conferences and seminars.

nia's aims are to prevent and reduce men's violence against women and girls

- Provision of high quality and cutting-edge services for women, children and young people who have experienced gender-based violence against women and abuse
- Empowering women and children to reach their potential
- Challenging inequality and discrimination and celebrating diversity
- Increasing and developing the effectiveness of resources through partnership, collaboration and multi-agency action

In planning activities and delivering services the Trustees have regard to the Charity Commission's guidance on public benefit.

Our mission delivering cutting edge services to end men's violence against women and children.

the nia project

Trustees' Report

For the year ended 31 March 2025

Key themes of our work are

- Protection
- Empowerment
- Prevention
- Diversity/equality
- Partnership

Our strategic aims are:

- The provision of high quality and cutting-edge services for women, children and young people who have experienced gender-based violence against women and abuse
- Empowering women and children to reach their potential
- Challenging inequality and discrimination and celebrating diversity
- Increasing and developing the effectiveness of resources through partnership, collaboration and multi-agency action

Our services

nia has been delivering services to women and children who have experienced domestic and sexual violence, including prostitution, since 1975. The organisation has three main aims, which are to provide services for women, children and young people who have experienced male violence, working to end male violence against women and girls, and to inform and influence policy and public awareness.

Presently, **nia** is delivering a range of services across London, primarily in the East and North of the city, the majority of which are delivered primarily in an outreach capacity. Our services are continually evolving in order to respond to the needs of women who face multiple disadvantage and barriers to accessing services, they currently include:

- **East London Rape Crisis** for women and girls who have experienced any form of sexual violence -including rape, sexual assault and child sexual abuse - regardless of when it occurred, who it was perpetrated by and whether or not it was reported to the police. The service includes specialist provision for young women.
- **Exiting Prostitution Projects**- a range of projects supporting and advocating for women with the overall goal of exiting prostitution.
- **The Emma Project** a pioneering service for women who are escaping domestic and sexual violence and who use substances problematically; more than a third of the women who have lived in the refuge have also been exploited through prostitution. The women who enter the project have frequently been excluded from and/or refused access to other types of refuge provision.
- **Daria House and Jan's Place** are refuges for women who have been sexually exploited, with a particular focus on supporting women who have been exploited through involvement in prostitution. We offer non-judgemental support, information and advocacy. We help women to access housing and welfare benefits, legal advice, healthcare, drug and alcohol services and other specialist services for women in prostitution.
- **Independent Domestic Violence Advocacy (IDVA) Services** - We currently operate IDVA services in Haringey and Hackney where outreach workers support women who have been identified by the MARAC as being at high risk of serious domestic violence and homicide. The services are double accredited holding SafeLives Leading Light status and the Advice Quality Standard for casework with women. The services include specialist provision for women aged over 55 years.

the nia project

Trustees' Report

For the year ended 31 March 2025

- **IRISi** - which is a GP training programme and advocacy support to improve the health care responses to domestic violence and abuse. **nia** delivers the service in Hackney and Haringey.

nia is part of ASCENT which is a partnership of 22 specialist organisations within the London Violence Against Women and Girls (VAWG) Consortium, delivering a range of services for survivors of domestic and sexual violence.

nia holds the following Quality Standards

- Rape Crisis England and Wales National Service Standard
- SafeLives Leading Lights (IDVA services)
- Women's Aid Federation England National Quality Standard
- Advice Quality Standard

Achievements and performance

Our Achievements

In the year between **April 2024 and March 2025**, our incredible all-woman staff team provided one-to-one support to **1,623** women, girls and children subjected to sexual and domestic violence and abuse, including prostitution. This breaks down to:

- 232 women at high risk of repeated and serious domestic violence including homicide were supported by our Independent Domestic Violence Advocacy (IDVA) services in Haringey and Hackney, including 67 women supported by our specialist IDVAs for women over the age of 55.
- East London Rape Crisis Independent Sexual Violence Advocates provided practical and emotional casework support for 219 women. Our sexual violence Caseworkers provided short-term casework to 207 women and girls. The ELRC counselling service worked with 292 women and girls. The Brent ISVA service supported 33 women.
- Our Young Women's Team provided support to 195 young women and girls, through our East London Rape Crisis Project, CouRAGEous Project and Haringey service. Our **Young Women's Team** provided support to **168** young women and girls, through our East London Rape Crisis Project, CouRAGEous Project and Haringey service.
- 194 women subjected to domestic violence and abuse accessed the IRIS service through doctor's surgeries in Hackney and City and Haringey. We also launched the **ADViSE** service- following a similar model to the IRIS service, based in the sexual health service at Homerton hospital, we supported 50 women.
- Our refuges **The Emma Project, Daria House and Jan's Place** were home to **50** women who have problematic substance use and had been subjected to sexual and domestic violence and sexual exploitation, including prostitution. **9** women received support to resettle in the community post move on.
- **Ascent and Exiting Prostitution Projects** supported **40** women exploited and abused through prostitution; the **WiSER** and **CASA** projects supported a further **21** women in the community.
- The **London Holistic Advocacy Wrap Around Service** for women who have insecure immigration status and have no recourse to public funds, supported **66** women

the nia project

Trustees' Report

For the year ended 31 March 2025

- **15** children under 16 who had been subjected to or witnessed domestic violence and abuse were supported by our **Play Therapy** service, **4** were girls and **11** were boys.

In addition

- The **East London Rape Crisis Information and Support Line** supported **1232** women and girls.

Looking ahead

In 2025, **nia** marks its 50th anniversary of delivering vital services to women, girls, and children affected by men's violence, including sexual and domestic abuse and exploitation. This milestone offers an opportunity for celebration, reflection, and strategic focus, despite the challenges posed by an increasingly constrained funding environment.

We retain our values and our commitment to:

- Put women first – always and without hesitation: we believe women, we are run by women, for women.
- Leave no woman behind: we challenge inequality and discrimination and believe that uniting women of all backgrounds is essential to ending male oppression.
- Be fearless: we are unafraid of championing the causes that matter to women.

Significant Projects

East London Rape Crisis, one of our key contracts, was retendered under an Alliance-based commissioning model. Throughout the year, we collaborated with partners to develop a coordinated pan-London sexual violence service.

Anti-Racism

nia recognises that it is not sufficient to not be racist, but that we must be anti-racist. That is, actively challenge racism and racist structures both operationally and strategically. We are determined to embed anti-racist best practice at every level of the organisation. In order to meet our goal to become anti-racist our work must recognise historical legacies of racism as well as its nuances within a national and also a globalised context. We understand the difference between equality and equity in anti-racism work. Equality means giving people the same resources or opportunities, while an approach favouring equity recognises that people have different circumstances, and therefore different resources and opportunities must be afforded to different people to reach equal outcomes. Our Anti-Racism work is a strategic priority, and our work is on-going. In 2025 we employed our first Anti-Racism Development Officer, building on the work we started with our Anti-Racism Working Group in 2020.

the nia project

Trustees' Report

For the year ended 31 March 2025

Strategic Plan 2023 – 2027

We will be launching our new strategic plan in the coming year. We will be re-affirming our values and our commitment to reflecting them in our practice, which, we believe, set us apart from most of our peers:

- We put women first – always and without hesitation: we believe women, we are run by women, for women.
- We leave no woman behind: we challenge inequality & discrimination and believe that uniting women of all backgrounds is essential to ending male oppression.
- We are fearless: we are unafraid of championing the causes that matter to women, however unpopular.

Our goals over the next five years, include to grow our influence, to increase our unrestricted income, to continue to take a clear and vocal feminist and rights-based approach and to put anti-racism at the heart of what we do.

Feedback from Service Users

"My IDVA made me I feel heard and supported and I was given best advise how to deal with my worries".

"Thank you from bottom of my heart for everything you have done in supporting me. I know I will get back on my feet now I am safe in refuge. My daughter has someone to play with and all the families are lovely. I will remember you forever".

"My support workers helped me through an extremely difficult two years. They helped me so much throughout this time providing amazing support, always making sure I was ok. It felt like whenever I faced something that seemed impossible, they would find a way to get me through it. It is honestly the best support I have ever received."

"I am so glad I went to my Dr and told them about the abuse that was happening. I faced many barriers try to get help before but the support you provided has been like nothing I've ever experienced."

"I'm the happiest I've ever been and you don't know how much you've helped me. I'd never have been able to get this far without the staff at the Emma Project. I'm so determined to stay sober and be a support for my daughter and my grandson."

"she went above and beyond I'm so sad she couldn't continue to support me because I had to move boroughs I strongly recommend her, she's understanding, friendly and very professional, went above and beyond always there for me, never felt alone in this hard journey of my life ! I strongly recommend her 100% very grateful and forever thankful to her !"

On women only spaces: *" Women can understand and relate to the pain of another woman's suffering. In many ways it's often a shared experience, and due to the fact that a lot of abuse and trauma are as a result of a man's behaviour and action, it reinforces why support from women is that much more important"*

"Before I was referred for your ISVA service I felt so helpless and not believed and confused on where to go. Once I was out in touch with [Advocate] she took action straight away and provided so much help and support. I honestly don't think I would have been able to cope with life if it wasn't for [Advocate]. She's honestly a credit to your team and I will always remember her and how much she helped my healing journey and changed my life for the better."

"[Advocate] has been extremely helpful, always very empathetic and understanding. She's accomodating for my autism and learning disability- flexible meeting for when I'm struggling with really bad anxiety. I'm so lucky to have been able to learn so much from her already and really look up to her."

Feedback from Professionals Training

"Finding out about more signs of domestic abuse risk factors in society such as the impact of pornography. I was not aware of many of these risk factors before the training"

the nia project**Trustees' Report****For the year ended 31 March 2025****Case outcomes**

A small selection of positive case outcomes are provided to demonstrate the strength and breadth of our work this year

- Woman was supported in fleeing from husband of 20+ years. She was housed in a refuge that was self-contained and allowed her to have her own bathroom. She was extremely anxious about having to share a living space and turned down 3 other housing options before moving into this refuge. With IDVA support she moved safely to the refuge.
- Eight clients supported under the IDVA 55+ service have received grants from Women's Aid. These grants have played a crucial role in helping clients maintain their independence, safely leave perpetrators, and rebuild their lives. The financial support has been used for essential needs such as purchasing household items, clothing, and children's necessities, particularly after fleeing abusive environments.
- Woman on restrictive visa - limited leave to remain - supported into refuge along with her daughter, with support of IDVA and LHAWAS
- One woman was supported to move from the Emma Project into residential rehab. She successfully completed her rehab programme and moved from there into semi-independent housing. She has since been able to reconnect with her family, celebrating the birth of her first grandchild in December. She has now been free of alcohol and substances and is living independently in her own flat outside of London and has regular contact with her family

the nia project

Trustees' Report

For the year ended 31 March 2025

Thank you

We would like to say thank you to our partners, funders and to individuals and organisations who have supported **nia** including:

Ashiana Network	Making Herstory
Barclay Primary School	MOPAC
BBC Children in Need	Ocean Children and Family Centre
Centre for Women's Justice	Onjali Rauf
Comet at Thomas Fairchild Children's Centre	Public Health City & Hackney
CWASU at London Met	Queensbridge & Mapledene Children's
Deloitte	Rape Crisis England and Wales
Edith Eligator	Rape Crisis South London
EVAW	Redbridge Engagement Hubs
FiLiA	Respond
Freshfields, Brickhaus, Deringer	Samworth Foundation
GALOP	Sisters Trust
Garfield Weston	Solace Women's Aid
GLA	Southall Black Sisters
Hackney Herbal	Survivors UK
Hadley Trust	Tower hamlets Family Hubs (SW)
Indigo Trust	Treebeard
IRISi	Waltham Forest Disability Centre
LB Brent	Women's Aid
LB Haringey	Women and Girls Network
Linc Community Centre	Women's Resource Centre
London Councils	Zonta

Financial review and reserves

The Trustees aim to have unrestricted funds not committed or invested in tangible fixed assets ('the free reserves') held by the charity between 3 and 6 months of resources expended. At this level, the Trustees feel that they would be able to continue the current activities of the charity in the event of a significant drop in funding. At the 31 March 2025 the free reserves amount to a surplus of £569,425. Whilst 3 to 6 months of resources expanded is the desired level of free reserves, the Trustees recognise that this is often difficult as the majority of income the charity receives is restricted. Restricted reserves at 31 March 2025 total £989,046 these are not available for general purposes. Designated funds at 31 March 2025 total £235,873.

The trading results for the year and the charity's financial position at the end of the year are shown in the attached financial statements. The net surplus for the year is £51,149.

the nia project

Trustees' Report

For the year ended 31 March 2025

Risk review

The Trustees monitor the major risks to which the company is exposed through their own risk register, in particular those related to the operations and finances of the company, these are reviewed annually by members of the Board of Trustees and staff.

The main risks identified at the last review were:

Risk identified	Controlled measures
Unable to successfully forward plan in long-term due to the uncertainty of income streams.	The Trustees try to forecast financial planning for at least 2 years. There is also an annual board strategy away-day to ensure focus is on the direction and future plans.
Insufficient project funding achieved.	There will be an increased focus on core costs and full cost recovery in fundraising. CE has the authority to decline projects/tenders on grounds of unrealistic costings.
Loss of key staff and board members.	Succession planning is carried out and information of systems, plans and projects is documented. Policies for recruitment and retention of staff are in place.
Overstretched management structure could result in key tasks/services not being delivered to target levels.	The Trustees regularly review the structure and organisation chart, which details roles and duties of each member of staff. The use of volunteers to provide additional support.
Loss/turnover/long-term absence of frontline staff and direct line management leading to service delivery, case management and staff management gaps	The organisation has efficient recruitment practices, robust staff absence procedures, staff retention practices and has addressed communication issues. Agency staff are used where there are vacancies which must be filled urgently.
Inability to compete for contracts with larger organisations.	Regular monitoring of our performance and service delivery to maintain a quality service. Strong emphasis is placed on maintaining good relationships with funders and increasing public awareness of profile.
Change in government policy affects our service delivery.	Regular monitoring of legal and regulatory changes.

Volunteers

A huge thank you to our incredible volunteers who gave 70 hours of their time to help women and girls through the East London Rape Crisis Information & Support Services.

Structure, governance and management

Governing document

The company is a charitable company limited by guarantee (company number 02673624) and was set up by a Memorandum of Association which is its constitution on 20 December 1991, amended on 1 May 2013. The full name of the registered charity is 'the nia project', the charity also refers to itself as just 'nia'.

the nia project

Trustees' Report

For the year ended 31 March 2025

The registered office is Wenlock Studios, 50 – 52 Wharf Road, London, N1 7EU which is the principal office. The company is a registered charity, number 1037072.

Organisational structure and decision making

The Board of Trustees are responsible for overseeing the management of the Charity and delegates this responsibility on a day to day basis to the Chief Executive Officer.

The Chief Executive is supported by a Senior Management Team of four who are responsible for projects, finances and central services.

The Chief Executive and Senior Management Team are supported by a staff team of over 70 paid (full and part time) staff.

A strategic plan is prepared every three periods. The plan is developed by the Chief Executive with input from service users, staff members, the Management Team and the Board. Final approval of the plan rests with the Board. Once approved, the plan is executed with any deviations being subsequently approved. Strategic decisions are routed through the Chief Executive.

Appointment of trustees

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

the nia project is committed to having a Board of Trustees that reflects both the service users and the community in which it provides a service. It is also committed to attracting Board members with a wide variety of skills and attributes.

The board is also required to have at least one ex-service user member.

The Chair of the Board, in conjunction with the Chief Executive, is responsible for developing a recruitment strategy for the board. This includes identifying skills and representational gaps on the Board and then inviting appropriate people to join the Board in order to meet those gaps.

Induction and training of new trustees

All new board members are inducted into the company during their first three months on **the nia project**. Current board members taking on new roles within the board (e.g. Chair, Secretary and Treasurer) will also be inducted into these positions

The aim of the induction is to assist the new board member in understanding both the role and tasks of their position and the company itself. This is achieved by providing essential information relevant to the position and by giving the board member an opportunity to familiarise themselves with the company before taking on full responsibilities.

The company has developed a standardised package for induction of new board members. This package includes:

- Trustee regulations, policies and procedures
- Organisational policies and procedures
- Employment policies and procedures
- Board job descriptions
- Minutes of the last two board meetings

the nia project**Trustees' Report****For the year ended 31 March 2025**

Induction includes the following elements:

- Introduction to other trustees
- Meeting with the Chair and Chief Executive (when inducting a new Chair the meeting will be between the outgoing Chair, the Chief Executive and the new Chair)
- Tour of the company's premises
- Introduction to the Senior Management Team

New board members are also provided with information on relevant training courses and are encouraged to attend these within the first twelve months of their membership of the board. **the nia project** will cover the cost of board members attending training courses.

After six months, the board member will meet with the Chair and the Chief Executive in order to review the induction process. This is an opportunity for the new board member to ask questions regarding their role and to gain further information about both their role and the charity itself.

the nia project is committed to supporting Trustees in their development. The company recognises that an effective board is essential for the functioning and development of the Charity. To this end the company invests in on-going training for Trustees which includes governance-specific issues (e.g. charity and employment law) as well as other relevant areas e.g. domestic violence awareness, general gender violence awareness and public-speaking.

Employees

Employees have been consulted on issues of concern to them through team meetings and focused away sessions. The recognised union within the company is Unite. The union negotiates on behalf of staff on issues relating to terms and conditions.

The Charity carries out exit reviews for all staff resigning from the company.

In accordance with the Charity's equalities and diversity strategy, **the nia project** has long established fair employment practices in the recruitment, selection, retention and training of all staff. Full details of these policies are available from the Charity's offices.

Remuneration is ultimately set by the board; the charity uses the London living wage rate and bandings set by local councils as benchmarks.

Related parties

the nia project is a member of Rape Crisis England and Wales and Women's Aid Federation, England. The company is also a member of a range of local and wider partnerships that contribute to the furtherance of its aims and objectives.

Trustees' responsibilities in relation to the financial statements

The trustees (who are also the directors of the nia project for the purposes of company law) are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (UK GAAP).

the nia project**Trustees' Report****For the year ended 31 March 2025**

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 charitable company as at the balance sheet date and of its incoming resources and application of resources, including income and expenditure, for the financial year. In preparing those financial statements, the trustees 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; and
- Prepare the financial statements on the going concern basis unless it is inappropriate to assume that the charity will continue on that basis.

The trustees are responsible for maintaining proper accounting records that 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 charitable company and hence for taking reasonable steps for 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. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Statement of disclosure to our auditors

In so far as the trustees are aware at the time of approving our trustees' annual report:

- there is no relevant information, being information needed by the auditor in connection with preparing their report, of which the group's auditor is unaware, and
- the trustees, having made enquiries of fellow directors and the group's auditor that they ought to have individually taken, have each taken all steps that he/she is obliged to take as a director in order to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

Auditors

A resolution to reappoint Simpson Wreford LLP for the ensuing year will be proposed at the annual general meeting.

This report has been prepared in accordance with the small company regime (section 419 (2)) of the Companies Act 2006 and the Financial Reporting Standard in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015).

The Trustees have complied with their duty in section 17 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission.

Approved by the board of trustees/directors on 23 December 2025 and signed on its behalf by:

R Tweedale - Trustee

Independent Auditors' Report
To the Trustees of the nia project
For the year ended 31 March 2025

Opinion

We have audited the financial statements of the nia project ('the charity') for the year ended 31 March 2025 which comprise the Statement of Financial Activities, Statement of Cashflows, Balance Sheet and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and the 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 charity's affairs as at 31 March 2025 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 prepared in accordance with the requirements 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 Charity 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

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the Charity's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

Other information

The trustees are responsible for the other information. The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. 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.

In connection with our audit of the financial statements, 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 audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. 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.

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

Independent Auditors' Report
To the Trustees of the nia project
For the year ended 31 March 2025

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the Charity and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Annual 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;
- the financial statements are not in agreement with the accounting records and returns;
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not obtained all the information and explanations necessary for the purposes of our audit.

Responsibilities of the trustees

As explained more fully in the trustees' responsibilities statement set out on pages 9 - 10, the trustees 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 they 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 Charity'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 Charity or to cease operations, or have no realistic alternative but to do so.

Our 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.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: [www.frc.org.uk/auditorsresponsibilities]. This description forms part of our auditor's report.

Extent to which the audit was considered capable of detecting irregularities, including fraud

- the engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;
- we identified the laws and regulations applicable to the company through discussions with directors and other management, and from our commercial knowledge and experience of the computer software and support 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 company, including the Companies Act 2006, data protection and safeguarding;
- we assessed the extent of compliance with the 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 regularly and the team remained alert to instances of non-compliance throughout the audit.

Audit response to risks identified

We assessed the susceptibility of the 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.

Independent Auditors' Report
To the Trustees of the nia project
For the year ended 31 March 2025

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 set out in Note 1 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 documentation and;
- enquiring of management as to actual and potential litigation and claims.

There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the directors and other management and the inspection of regulatory and legal correspondence, if any.

Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

Use of our report

This report is made solely to the Charity'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 Charity'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 Charity's members as a body, for our audit work, for this report, or for the opinions we have formed.

Kate Taylor FCA (Senior Statutory Auditor)
for and on behalf of Simpson Wreford LLP, Statutory Auditors
and Chartered Accountants

Wellesley House
Duke of Wellington Avenue
Royal Arsenal
London
SE18 6SS
Dated: 24 December 2025

the nia project

Statement of Financial Activities

(Including Income and Expenditure account)
For the year ended 31 March 2025

	Notes	Unrestricted Funds	Restricted Funds	Total Funds 2025	Total Funds 2024
		£	£	£	£
INCOME					
Donations and legacies	5.1	98,052	-	98,052	115,093
Charitable activities	5.2	484,028	3,077,725	3,561,753	3,410,935
Investments		2,121	-	2,121	944
TOTAL		584,200	3,077,725	3,661,926	3,526,973
EXPENDITURE ON:					
Raising funds		161	401	562	562
Charitable activities		303,937	3,295,560	3,599,497	3,586,223
Other		3,071	7,647	10,718	10,128
TOTAL	6	307,169	3,303,608	3,610,777	3,596,913
NET INCOME/(EXPENDITURE)		277,032	(225,883)	51,149	(69,940)
Transfers between funds		(127,183)	127,183	-	-
NET MOVEMENT IN FUNDS		149,849	(98,700)	51,149	(69,940)
RECONCILIATION OF FUNDS					
Total funds brought forward	13	655,450	1,087,746	1,743,196	1,813,137
Total funds carried forward		805,299	989,046	1,794,345	1,743,196

The results for the year derive from continuing activities, and there are no other gains or losses other than those shown above.

The notes on pages 17 to 30 form part of these financial statements.

the nia project

Balance Sheet at 31 March 2025

	Notes	2025		2024	
		£	£	£	£
FIXED ASSETS					
Tangible assets	10		19,236		28,815
CURRENT ASSETS					
Debtors	11	1,002,292		1,105,719	
Cash at bank and in hand		<u>1,190,710</u>		<u>1,096,371</u>	
		2,193,002		2,202,090	
CREDITORS: amounts falling due within one year	12	(417,893)		(487,709)	
NET CURRENT ASSETS			<u>1,775,109</u>		<u>1,714,381</u>
TOTAL ASSETS LESS CURRENT LIABILITIES			<u>1,794,345</u>		<u>1,743,196</u>
THE FUNDS OF THE CHARITY	13				
Unrestricted funds			805,299		655,450
Restricted income funds			<u>989,046</u>		<u>1,087,746</u>
			<u>1,794,345</u>		<u>1,743,196</u>

The accounts have been prepared in accordance with the special provisions of Part 15 of the Companies Act relating to small companies and constitute the annual accounts required by the Companies Act 2006 and in accordance with the Financial Reporting Standard in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015).

Signed on behalf of the board of trustees on 23 December 2025

R Tweedale - Trustee

Approved on behalf of the board on

Company number - 02673624 (England & Wales)

the nia project

Statement of cashflows

For the year ended 31 March 2025

	Notes	2025 £	2024 £
Cash used in operating activities			
Net cash (used in) operating activities	19	<u>92,218</u>	<u>440,789</u>
Cash flows from investing activities			
Interest income		2,121	944
Disposal proceeds received		-	800
Cash provided (used)/by investing activities		<u>2,121</u>	<u>1,744</u>
Increase / (decrease) in cash and cash equivalents in the year		94,339	442,533
Cash and cash equivalents at the beginning of the year		1,096,371	653,838
Total cash and cash equivalents at the end of the year		<u>1,190,710</u>	<u>1,096,371</u>

the nia project**Notes to the financial statements****For the year ended 31 March 2025****1. Accounting Policies**

The principal accounting policies are summarised below. The accounting policies have been applied consistently throughout the year and in the preceding year.

Company information

The nia project is a company limited by guarantee incorporated in England and Wales and registered as a charity with the Charity Commission. The registered office is Wenlock Studio, 50 – 52 Wharf Road, London, N1 7EU.

i. Basis of accounting

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 (FRS102) (effective 1 January 2015) – (Charities SORP (FRS102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) and the Companies Act 2006.

The financial statements are prepared in sterling, which is the functional currency of the company. Monetary amounts in the financial statements are rounded to the nearest £.

The effects of events relating to the year ended 31 March 2025 which occurred before the date of approval of the financial statements by the Trustees has been included in the financial statements to the extent required to show a true and fair view of the state of affairs at 31 March 2025 and the results for the year ended on that date.

The nia 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 note(s).

ii. Reconciliation with previous Generally Accepted Accounting Practice

In preparing the accounts, the trustees have considered whether in applying the accounting policies required by FRS102 and the Charities SORP FRS102 the restatement of comparative items was required. No restatements were required.

iii. Preparation of the accounts on a going concern basis

The charity is considered a going concern. Adequate funding has been achieved to facilitate the charities objectives and activities for the next 12 months. There are no material uncertainties about the charity's ability to continue as a going concern.

iv. Income

Voluntary income is received by way of donations and gifts and is included in full in the statement of Financial Activities when receivable. In accordance with the Charities SORP (FRS 102), the general volunteer time of volunteers is not recognised please refer to the trustees' annual report for more information about their contribution.

v. Incoming grants are recognised in full in the Statement of Financial Activities in the period in which is specified by the donor, on the accrual's basis. Multi-period grants are recognised over the period to which the grant relates, normally specified by donor. If a grant remains unspent at the end of the period and is due back to the donor, this proportion is held within deferred grants within creditors. Performance related grants are only recognised to the extent that the services have been provided

the nia project

Notes to the financial statements

For the year ended 31 March 2025

Accounting Policies (continued)

vi. Resources expended

Resources expended are recognised in the period in which they are incurred. Resources expended include attributable VAT, which cannot be recovered.

Costs of generating funds comprise the costs associated with attracting voluntary income.

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Other costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include audit fees and costs linked to the strategic management of the charity.

All costs are allocated between the expenditure categories of the SOFA on a basis designed to reflect the use of the resource. Costs relating to a particular activity are allocated directly; others are apportioned as disclosed in (vii.) below.

- vii. Resources expended are allocated to the particular activity where the cost relates directly to that activity. However, the cost of overall direction and administration of each activity, comprising the salary and overhead costs of the central office function are estimated and allocated on a proportional basis to each activity, based upon the ratio of their time spent servicing each activity. In the case where support costs are predetermined by the request in application for grants, this is the amount used to allocate support costs applicable to that project.

viii. Tangible Fixed Assets

Depreciation is calculated so as to write off the cost of an asset, less its estimated residual value, over the useful economic life of that asset as follows:

Office equipment	-	25% on reducing balance
Computer equipment	-	33.3% on cost
Motor vehicles	-	25% on reducing balance

All purchased fixed assets over £500 are capitalised at cost. There are no internally generated fixed assets.

ix. Unrestricted funds

Unrestricted funds - are donations and other incoming resources receivable or generated for the objects of the charity without further specified purpose and are available as general funds. Designated unrestricted funds – are unrestricted funds designated by the Trustees for a particular project or asset in the future. They may be undesignated at any time.

x. Restricted Funds

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund.

xi. Leases

Rentals payable under operating leases, where substantially all the risks and rewards of ownership remain with the lessor, are charged to the Statement of Financial Activities on an actual basis.

the nia project

Notes to the financial statements

For the year ended 31 March 2025

Accounting Policies (continued)

xii. Creditors and provisions

Are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

xiii. Pension contributions

The charity provides a defined contribution pension scheme for employees, the assets of which are held separately from those of the company in an independently administered fund. Contributions to this scheme are charged to the income and expenditure account as they become payable. The cost is allocated across the charity's activities based upon the ratio of staff time spent servicing a particular activity.

xiv. Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

xv. Trade debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered.

xvi. Financial instruments

The charity only 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.

2. Net outgoing resources

	Year to 31 Mar 2025	Year to 31 Mar 2024
This is stated after charging:		
Depreciation	9,579	9,605
Auditors' remuneration	<u>10,200</u>	<u>9,300</u>

3. Related party transactions

No remuneration was paid to any of the trustees. No trustee received reimbursement of expenses or benefits in kind during the year.

Finance bookkeeping services totalling £2,000 was paid to a member of key management during the year.

the nia project

Notes to the financial statements

For the year ended 31 March 2025

4. Staff costs

Staff costs for the year were as follows:	Year to 31 Mar 2025	Year to 31 Mar 2024
Wages and salaries	2,303,440	2,284,171
National Insurance costs	216,622	203,138
Employer pension contributions (Defined contribution scheme)	<u>64,583</u>	<u>78,116</u>
	<u>2,584,645</u>	<u>2,565,425</u>

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

	Year to 31 Mar 2025	Year to 31 Mar 2024
Projects	79	72
Administration	<u>3</u>	<u>3</u>
	<u>82</u>	<u>75</u>

The number of higher paid employees was:

In the band £70,001 to £80,000 – 1 (2024: £70,001 to £80,000 - 1)

In the band £60,001 to £70,000 – 1 (2024: £60,001 to £70,000) – 2)

5.1 Income

DONATIONS AND LEGACIES	Restricted Funds £	Unrestricted Funds £	Total Year to 31 Mar 25 £	Total Year to 31 Mar 24 £
Other donations	-	58,052	58,052	40,093
	-	58,052	58,052	40,093
Grants received				
Garfield Weston	-	-	-	25,000
Samworth Foundation	-	10,000	10,000	-
The Indigo Trust	-	-	-	50,000
The Hadley Trust	-	30,000	30,000	-
	-	40,000	40,000	75,000
TOTAL	-	98,052	98,052	115,093

the nia project

Notes to the financial statements

For the year ended 31 March 2025

5.2 Income (continued)

<i>Grants and contract income</i>	<i>Restricted Funds £</i>	<i>Unrestricted Funds £</i>	<i>Total Year to 31 Mar 25 £</i>	<i>Total Year to 31 Mar 24 £</i>
<i>Refuge Provision</i>				
London Councils, Ascent (via Ashiana Project) - Emma Project & Daria House	277,411	-	277,411	277,411
Solace women's aid (CASA Project)	32,938	-	32,938	30,702
MOPAC - Safer Accommodation	463,125	-	463,125	373,326
MOPAC - Safer Accommodation - Refuge development	-	-	-	100,000
<i>IDVA</i>				
DCLG Camden Partnership	45,634	-	45,634	53,351
LB Haringey - IDVA	147,000	-	147,000	147,001
MOPAC - Older Women Fund	87,004	-	87,004	96,427
ADVISE	62,500	-	62,500	50,676
LB Brent - ISVA	45,000	-	45,000	45,000
<i>Young Women's advocate</i>				
LB Haringey - YWA KIDVA	70,000	-	70,000	51,748
MOPAC - MoJ National IDVA	-	-	-	38,180
<i>ELRC</i>				
MOPAC	1,180,936	-	1,180,936	1,095,616
London Councils, Ascent (via Solace Women's Aid) - Advice	38,333	-	38,333	37,581
MOPAC (via Women & Girls Network) - ISVA	-	252,592	252,592	213,518
WGN Mopac community engagement	77,947	-	77,947	68,909
<i>ELRC - Prostitution services</i>				
WGN NHS England	79,555	-	79,555	107,263
Solace Women's aid Non Crisis Support	47,834	-	47,834	44,448
<i>IRIS</i>				
SBS MOPAC NRPf	140,151	-	140,151	129,540
LB Hackney - IRIS Hackney	89,915	-	89,915	89,840
LB Haringey - Haringey IRIS Programme	59,551	-	59,551	50,676
<i>Play Therapy</i>				
BBC Children In Need - Child Therapist	39,891	-	39,891	38,850
<i>Volunteer Programme</i>				
Barking & Dagenham NCIL	10,000	-	10,000	-
<i>Femicide Research Project</i>				
E D Eligator	83,000	-	83,000	61,695
<i>Housing benefits received - Designated - Refuge Provision</i>				
Housing rents	-	223,866	223,866	223,866
Service charges	-	7,570	7,570	7,570
TOTAL	3,077,725	484,028	3,561,753	3,433,195

the nia project

Notes to the financial statements

For the year ended 31 March 2025

6. Expenditure

	<i>Cost of Activities</i>	<i>Support Costs</i>	<i>Management & Admin</i>	<i>Year to 31 Mar 2025</i>	<i>Year to 31 Mar 2024</i>
	£	£	£	£	£
Raising funds					
Fundraising expenses	-	562	-	562	562
Charitable activities					
Rent and rates	179,576	8,125	-	187,702	208,185
Premises maintenance	64,891	69	-	64,960	68,534
Repairs and renewals	41,964	(611)	-	41,353	17,370
Salaries and national insurance	2,301,661	282,984	-	2,584,645	2,565,425
Legal and professional	68	-	-	68	219
Recruitment expenses	11,670	318	-	11,989	31,584
Computer maintenance	53,700	-	-	53,700	25,590
Website update	-	-	-	-	(4,750)
Equipment hire	6,582	1,234	-	7,815	6,350
Security costs	2,279	-	-	2,279	9,551
Light and heat	36,091	165	-	36,256	47,076
Telephone	68,687	5,002	-	73,689	69,449
Travel and subsistence	20,897	4,583	-	25,481	19,476
Printing, postage and stationery	19,327	2,217	-	21,544	26,309
Cleaning	-	2,153	-	2,153	2,452
Training	-	-	-	-	907
Subscriptions	1,503	7,927	-	9,430	8,729
Welfare	25,350	300	-	25,650	37,343
Client welfare	110,220	-	-	110,220	56,890
Consultancy fees	170,681	25,904	-	196,585	200,477
Sundry	501	4,891	-	5,392	684
Insurance	1,710	3,441	-	5,150	282
Motor expenses	-	-	-	-	3,020
Bad debts	-	(35)	-	(35)	10,262
Depreciation	-	9,579	-	9,579	9,605
Loss on disposal of fixed assets	-	-	-	-	134
Fine and penalties	-	12,500	-	12,500	-
Grants repaid	-	-	-	-	165,072
Grants payable	111,392	-	-	111,392	-
	<u>3,228,750</u>	<u>370,746</u>	<u>-</u>	<u>3,599,497</u>	<u>3,586,222</u>
Other					
Bank charges	-	-	518	518	828
Audit fees	-	-	10,200	10,200	9,300
	<u>-</u>	<u>-</u>	<u>10,718</u>	<u>10,718</u>	<u>10,128</u>
TOTAL	<u>3,228,750</u>	<u>371,307</u>	<u>10,718</u>	<u>3,610,777</u>	<u>3,596,913</u>

7. Section 37 Statement

The following grant aid was received from London Councils in regard to the following projects.

London Councils – Ascent (via Ashiana Project), £277,411 for the Emma Project.

London Councils – Ascent (via Solace Womens Aid), £38,333 for Advice.

the nia project

Notes to the financial statements

For the year ended 31 March 2025

8. Allocation of support costs, management & administration (refer Note 6)

The basis of allocation is set out in accounting policy vii.

	<i>Staff Costs</i>	<i>Other Overheads</i>	<i>Management & administration</i>	<i>Fundraising expenses</i>	<i>2025 Total</i>
	£	£	£	£	£
<i>Restricted</i>					
IDVA & Community	24,858	7,709	942	49	33,558
ELRC	110,013	34,118	4,167	218	148,517
ELRC - Prostitution Services	7,416	2,300	281	15	10,012
IRIS	2,201	683	83	4	2,972
Refuge	55,766	17,295	2,112	111	75,283
Play Therapy	1,651	512	63	3	2,229
	201,906	62,617	7,647	401	272,571
<i>Designated</i>					
ELRC	17,005	5,274	644	34	22,956
<i>Unrestricted</i>					
Unrestricted projects	64,074	19,871	2,427	127	86,499
Total	282,984	87,762	10,718	562	382,026

9. Breakdown of expenditure by activity (refer Note 6)

	<i>Direct staff costs</i>	<i>Other direct costs</i>	<i>Allocated support costs</i>	<i>2025 Total</i>
	£	£	£	£
<i>Restricted</i>				
Emma Project	258,396	132,763	-	391,159
IDVA & Community	389,576	66,274	33,558	489,408
ELRC	851,954	311,495	148,517	1,311,967
ELRC - Prostitution Services	108,926	28,693	10,012	147,631
IRIS	152,368	141,938	2,972	297,277
Refuge	324,542	106,585	75,283	506,410
Play Therapy	28,803	9,978	2,229	41,010
Volunteer programme	-	7,354	-	7,354
Femicide	-	111,392	-	111,392
	2,114,564	916,473	272,571	3,303,608
<i>Designated</i>				
ELRC (MOPAC)	187,096	26,715	22,956	236,767
<i>Unrestricted</i>				
<i>Unrestricted projects</i>	-	(16,097)	86,499	70,402
	187,096	10,617	109,455	307,169
Total	2,301,661	927,090	382,026	3,610,777

the nia project

Notes to the financial statements

For the year ended 31 March 2025

10. Tangible fixed assets

	<i>Computer Equipment</i>	<i>Leasehold Improvements</i>	<i>Office Equipment</i>	<i>Total</i>
	£	£	£	£
Cost				
At 1 April 2024	24,881	47,504	74,403	146,788
At 31 March 2025	24,881	47,504	74,403	146,788
Depreciation				
At 1 April 2024	24,881	19,002	74,092	117,975
Charge for year	-	9,501	78	9,579
At 31 March 2025	24,881	28,503	74,170	127,554
Net book value				
31 March 2025	-	19,002	234	19,236
Net book value				
31 March 2024	-	28,503	312	28,815

the nia project

Notes to the financial statements

For the year ended 31 March 2025

11. Debtors

	<i>2025</i>	<i>2024</i>
	<i>£</i>	<i>£</i>
Trade debtors	20,138	27,887
Other debtors	124,150	25,532
Accrued income and grants	796,635	1,012,757
Prepayments	61,368	39,543
	<u>1,002,292</u>	<u>1,105,719</u>

12. Creditors: amounts falling due within one year

	<i>2025</i>	<i>2024</i>
	<i>£</i>	<i>£</i>
Trade creditors	112,372	104,727
Taxation and social security	75,133	89,690
Other creditors	192,799	236,355
Deferred income	32,669	52,017
Accruals	4,920	4,920
	<u>417,893</u>	<u>487,709</u>

the nia project

Notes to the financial statements

For the year ended 31 March 2025

13. Reconciliation of funds

	<i>Balance B/Fwd</i>	<i>Incoming Resources</i>	<i>Resources Expended</i>	<i>Transfers</i>	<i>Balance C/Fwd</i>
	£	£	£	£	£
Refuge Provision					
London Councils, Ascent (via Ashiana Project)	313	277,411	404,907	127,183	-
Solace women's aid (CASA Project)	15,866	32,938	25,360	-	23,444
MOPAC - Safer London Accommodation Fund	46,988	463,125	467,112	-	43,001
MOPAC - Safer Accommodation - Refuge development	72,291	-	191	-	72,100
IDVA					
Hackney MOPAC	11,574	-	-	-	11,574
DCLG Camden Partnership	25,176	45,634	58,827	-	11,983
LB Haringey	16,406	147,000	155,942	-	7,464
MOJ - London Community Fund	3,056	-	-	-	3,056
ADVISE	675	62,500	62,833	-	342
MOPAC - Older Women Fund	72,752	87,004	102,894	-	56,862
MOPAC - DA Caseworker & call handler	15,170	-	-	-	15,170
Young Women's Advocate					
LB Haringey- YWA KIDVA	(132)	70,000	67,311	-	2,557
ELRC					
MOPAC - ELRC	323,815	1,180,936	1,200,212	-	304,539
Home Office	55,894	-	-	-	55,894
London Councils, Ascent (via Advice)	60,853	38,333	37,430	-	61,756
OPCNN- Info and support worker	17,559	-	-	-	17,559
Matrix	1,070	-	722	-	348
Violence reduction unit	5,444	-	-	-	5,444
WGN Mopac community engagement - CouRAGEus project	16,698	77,947	74,324	-	20,321
ELRC - Prostitution services					
LB Brent	12,475	-	-	-	12,475
WGN NHS England	98,561	79,555	102,873	-	75,243
Solace Women's aid Non Crisis Support - Ascent Plus	-	47,834	44,758	-	3,076
MOPAC - Anita Project	22,128	-	-	-	22,128
Brent ISVA	(662)	45,000	41,601	-	2,737
IRIS					
Health Foundation (via Next Link)	395	-	-	-	395
SBS MOPAC NRPf	50,371	140,151	152,313	-	38,209
LB Hackney - IRIS Hackney	-	89,915	85,500	-	4,415
LB Haringey - IRIS Haringey	-	59,551	59,464	-	87
Huggetts Womens Centre					
Big Lottery	40,065	-	-	-	40,065
Problematic Substance Abuse					
LB Hackney	767	-	-	-	767
Family Support					
Hackney Community Partnership	4,657	-	-	-	4,657
Volunteer Programme					
Barking & Dagenham NCIL	-	10,000	6,632	-	3,368

the nia project

Notes to the financial statements

For the year ended 31 March 2025

13. Reconciliation of funds continued

	<i>Balance B/Fwd</i>	<i>Incoming Resources</i>	<i>Resources Expended</i>	<i>Transfers</i>	<i>Balance C/Fwd</i>
	£	£	£	£	£
Funding & Development					
The Henry Smith Charity	6,912	-	-	-	6,912
London Community Foundation - Survivor	351	-	-	-	351
London Borough of Hackney - Survivor Involvement	1,391	-	-	-	1,391
Sisters Trust	-	-	-	-	-
Play Therapy					
Children in Need	42,051	39,891	41,010	-	40,932
Femicide Research Project					
E D Eligator	28,392	83,000	111,392	-	-
Treebeard Trust	-	-	-	-	-
Other	18,424	-	-	-	18,424
Restricted	1,087,746	3,077,725	3,303,608	127,183	989,046
Designated					
Emma Project	76,967	231,436	-	(127,183)	181,220
MOPAC (via Women & Girls Network)	5,834	252,592	236,767	-	21,659
Samworth Foundation	22,994	10,000	-	-	32,994
	105,795	494,028	236,767	(127,183)	235,873
Unrestricted	549,655	90,172	70,402	-	569,425
TOTAL FUNDS	1,743,196	3,661,926	3,610,777	-	1,794,345

14. Analysis of net assets between fund

	<i>Tangible assets</i>	<i>Current assets/(liabilities)</i>	<i>Total</i>
	£	£	£
Restricted funds	-	989,046	989,046
Unrestricted funds	19,236	786,061	805,297
	19,236	1,775,108	1,794,344

Emma Project

The Emma Project provides refuge and outreach services to women with problematic substance use who have experienced domestic and sexual violence, including prostitution.

IDVA & Community

The Independent Domestic Violence Advocacy Service supports women who have been identified as "high risk" of domestic violence through risk assessment and referral from the Police or any other agency referring into the Multi Agency Risk Assessment Conference (MARAC).

East London Rape Crisis

MOPAC is to provide advocacy, support and counselling after rape and sexual assault.

the nia project

Notes to the financial statements

For the year ended 31 March 2025

IRIS

The IRIS Project improves the quality of care given by GP surgeries to women experiencing domestic violence through a national implementation programme and also local delivery in Hackney.

Play therapy

Play therapy is a therapeutic service for children and young people affected by domestic violence to help them understand and deal with confusing and/or powerful feelings and painful events.

15. Deferred income

Deferred income relates to money received in advance for services which have yet to be delivered at the year end. Income is deferred based on the length of the contract.

	<i>Deferred Grants £</i>
Balance as at 1 April 2024	52,017
Amount released to income earned from charitable activities	(19,348)
Amount deferred in the year	-
Balance as at 31 March 2025	32,669

16. Limited liability

The Trustees of the company guarantee to contribute an amount not exceeding £10 to the assets of the charity in the event of winding up.

17. Leasing commitments

Operating leases

The charity's total commitments for rental payments under non-cancellable operating leases at 31 March 2025 were set out as below:

	<i>2025 £</i>	<i>2024 £</i>
Total commitments	<u>£49,841</u>	<u>£97,309</u>

18. Fund transfers

Transfers have been made from designated funds to restricted projects to make up for the shortfall in income for certain projects. This ensures that the restricted funds are not in deficit. These have been authorised by the management committee.

the nia project

Notes to the financial statements

For the year ended 31 March 2025

19. Reconciliation of net movement in funds to net cash flow from operating activities.

	2025	2024
	£	£
Net movements in funds	51,149	(69,940)
Add back: Depreciation	9,579	9,605
Add back: Loss on disposal of tangible fixed asset	-	133.0
Deduct: Interest shown in investing activities	(2,121)	(944)
Decrease in debtors	103,428	270,770
Increase / (decrease) in creditors	(69,816)	231,166
	<u>92,218</u>	<u>440,789</u>

20. Corporation tax

The charity is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects

21. Remuneration of key management personnel

	2025	2024
	£	£
Aggregate total	<u>214,587</u>	<u>219,847</u>

THE NIA PROJECT

England & Wales - Charity number 1037072

Accounts

Charity Number: 1037072
Company Number: 02673624 (England & Wales)

The nia project
(A company limited by guarantee)

Annual Report and Audited Accounts

For the year ended 31 March 2024

the nia project

Charity Information

For the year ended 31 March 2024

Management Committee	A Terry F Slater – <i>resigned 12 February 2024</i> L Campbell - <i>resigned 30 September 2023</i> S Antoniazzi R Tweedale M E Buxton D Baldwin – <i>resigned 31 August 2023</i> A Garner – <i>appointed 1 June 2023</i>
Chief Executive Officer	J L Woodward – Secretary – <i>appointed 1 October 2023</i>
Registered Office	Wenlock Studios 50 – 52 Wharf Road London N1 7EU
Auditors	Simpson Wreford LLP Wellesley House Duke of Wellington Avenue Royal Arsenal London SE18 6SS
Bankers	Co-operative Bank 1 Islington High Street London N1 9TR
Company Number	02673624 (England & Wales)
Charity Number	1037072

the nia project
Annual Report and Accounts
For the year ended 31 March 2024

Contents

1-11.	Trustees' report
12-14.	Independent Auditors' report
	Accounts comprising
15.	Statement of financial activities
16.	Balance sheet
17.	Statement of cashflows
18-30.	Notes to the accounts

the nia project

Trustees' Report

For the year ended 31 March 2024

The Trustees present their report and the audited 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.

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 (FRS 102) (effective 1 January 2019) – (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006/Charities Act 2011.

The Trustees

The Trustees (who were also the directors for the purpose of company law), who served the charity as the Management Committee during the period were:

A Terry
F Slater
L Campbell
S Antoniazzi
R Tweedale
M E Buxton
D Baldwin
A Garner

There have been no changes in the objectives since the last annual report. Day to day management is the responsibility of the chief executive officer, J L Woodward.

Objectives and activities

Charitable objectives:

- (1) To relieve the needs of those who are suffering or who have suffered gender-based violence and abuse by providing practical and emotional support and advocacy services.
- (2) To advance the education of the public and professionals in the subject of gender-based violence in particular but not exclusively through partnership work, social and traditional media and by providing training and holding conferences and seminars.

nia's aims are to prevent and reduce men's violence against women and girls

- Provision of high quality and cutting-edge services for women, children and young people who have experienced gender-based violence against women and abuse
- Empowering women and children to reach their potential
- Challenging inequality and discrimination and celebrating diversity
- Increasing and developing the effectiveness of resources through partnership, collaboration and multi-agency action

In planning activities and delivering services the Trustees have regard to the Charity Commission's guidance on public benefit.

Our mission delivering cutting edge services to end men's violence against women and children.

the nia project

Trustees' Report

For the year ended 31 March 2024

Key themes of our work are

- Protection
- Empowerment
- Prevention
- Diversity/equality
- Partnership

Our strategic aims are:

- The provision of high quality and cutting-edge services for women, children and young people who have experienced gender-based violence against women and abuse
- Empowering women and children to reach their potential
- Challenging inequality and discrimination and celebrating diversity
- Increasing and developing the effectiveness of resources through partnership, collaboration and multi-agency action

Our services

nia has been delivering services to women and children who have experienced domestic and sexual violence, including prostitution, since 1975. The organisation has three main aims, which are to provide services for women, children and young people who have experienced male violence, working to end male violence against women and girls, and to inform and influence policy and public awareness.

Presently, **nia** is delivering a range of services across London, primarily in the East and North of the city, the majority of which are delivered primarily in an outreach capacity. Our services are continually evolving in order to respond to the needs of women who face multiple disadvantage and barriers to accessing services, they currently include:

- **East London Rape Crisis** for women and girls who have experienced any form of sexual violence -including rape, sexual assault and child sexual abuse - regardless of when it occurred, who it was perpetrated by and whether or not it was reported to the police. The service includes specialist provision for young women.
- **Exiting Prostitution Projects**- a range of projects supporting and advocating for women with the overall goal of exiting prostitution.
- **The Emma Project** a pioneering service for women who are escaping domestic and sexual violence and who use substances problematically; more than a third of the women who have lived in the refuge have also been exploited through prostitution. The women who enter the project have frequently been excluded from and/or refused access to other types of refuge provision.
- **Daria House** and **Jan's Place** are refuges for women who have been sexually exploited, with a particular focus on supporting women who have been exploited through involvement in prostitution. We offer non-judgemental support, information and advocacy. We help women to access housing and welfare benefits, legal advice, healthcare, drug and alcohol services and other specialist services for women in prostitution.
- **Independent Domestic Violence Advocacy (IDVA) Services** - We currently operate IDVA services in Haringey and Hackney where outreach workers support women who have been identified by the MARAC as being at high risk of serious domestic violence and homicide. The services are double accredited holding SafeLives Leading Light status and the Advice Quality Standard for casework with women. The services include specialist provision for women aged over 55 years.

the nia project

Trustees' Report

For the year ended 31 March 2024

- **IRISi** - which is a GP training programme and advocacy support to improve the health care responses to domestic violence and abuse. **nia** delivers the service in Hackney and Haringey.

nia is part of ASCENT which is a partnership of 22 specialist organisations within the London Violence Against Women and Girls (VAWG) Consortium, delivering a range of services for survivors of domestic and sexual violence.

nia holds the following Quality Standards

- Rape Crisis England and Wales National Service Standard
- SafeLives Leading Lights (IDVA services)
- Women's Aid Federation England National Quality Standard
- Advice Quality Standard

Achievements and performance

Our Achievements

In the year between **April 2023 and March 2024**, our incredible all-woman staff team provided one-to-one support to **1,497** women, girls and children subjected to sexual and domestic violence and abuse, including prostitution. This breaks down to:

- **221** women at high risk of repeated and serious domestic violence including homicide were supported by our **Independent Domestic Violence Advocacy (IDVA)** services in Haringey and Hackney, including **83** women supported by our specialist IDVAs for women over the age of 55.
- **East London Rape Crisis** Independent Sexual Violence Advocates provided practical and emotional casework support for **374** women; including 18 women supported by a specialist Black, Asian and Minoritised women's ISVA and 54 women supported by our Multiple Disadvantage specialists. Our sexual violence Caseworkers provided short-term casework to **118 women** and girls. The ELRC counselling service worked with **246** women and girls.
- Our **Young Women's Team** provided support to **168** young women and girls, through our East London Rape Crisis Project, CouRAGEous Project and Haringey service. **169** women subjected to domestic violence and abuse accessed the **IRIS** service through doctor's surgeries in Hackney and City and Haringey. We also launched the **ADVISE** service- following a similar model to the IRIS service, based in the sexual health service at Homerton hospital, **31** women were supported through this new service.
- Our refuges **The Emma Project, Daria House and Jan's Place** were home to **46 women** who have problematic substance use and had been subjected to sexual and domestic violence and sexual exploitation, including prostitution.
- **Ascent and Exiting Prostitution Projects** supported **45 women** exploited and abused through prostitution; the **WiSER** and **CASA** projects supported a further **17** women.
- The **London Holistic Advocacy Wrap Around Service** for women who have insecure immigration status and have no recourse to public funds, supported **40** women.

the nia project

Trustees' Report

For the year ended 31 March 2024

- **22** children under 16 who had been subjected to or witnessed domestic violence and abuse were supported by our **Play Therapy** service, 13 were girls and 9 were boys.

In addition

- The East London Rape Crisis Community Engagement project provided self-care workshops to a total of **30 women** and delivered training to **23 professionals**.
- The Young women and Girls team delivered girls groups to **28** young women and girls, awareness raising programmes attended by **1980 young people**. The team also facilitated specialist training sessions to **181** professionals.
- The **East London Rape Crisis Information and Support Line** supported **1197** women and girls.
- We supported 1 man through our one-to-one domestic violence services.

Leadership

In September 2023 CEO Karen Ingala Smith stood down as CEO. Karen held the role of CEO for 14 years. Karen stays on at **nia** as an Ambassador for the organisation focussing on building relationships to help secure resources for influence and funding. Karen consistently acted to secure **nia**'s future, and we are grateful to Karen for her leadership and clarity of vision.

We were delighted to welcome Jodie Woodward as our new CEO. Jodie previously held the position as Director of Operations at **nia**, most recently leading our Rape Crisis and Exiting Prostitution projects. Jodie joined **nia** in 2008, setting up the Emma Project, our pioneering specialist service for women escaping male violence who use substances problematically.

We were able to ensure a smooth handover between outgoing and incoming CEO, there was no disruption to the organisation's operations.

Looking ahead

This year we launched our new four-year Strategic Plan re-affirming our values and our commitment to reflecting them in our practice, which, we believe, set us apart from most of our peers:

- We put women first – always and without hesitation: we believe women, we are run by women, for women.
- We leave no woman behind: we challenge inequality and discrimination, and believe that uniting women of all backgrounds is essential to ending male oppression.
- We are fearless: we are unafraid of championing the causes that matter to women.

Our goals over the next five years, include to grow our influence, to increase our unrestricted income, to continue to take a clear and vocal feminist and rights-based approach and to put anti-racism at the heart of what we do.

Our five-year service development goals include growing and developing services for:

- Women living with multiple disadvantages and/or facing barriers to access services
- Young women and girls

the nia project

Trustees' Report

For the year ended 31 March 2024

- Women in prostitution

In the coming year we are anticipating some of our largest projects/services being recommissioned. We will also be planning for celebrating our 50th year of operation in 2025.

Strategic Plan 2023 – 2027

We will be launching our new strategic plan in the coming year. We will be re-affirming our values and our commitment to reflecting them in our practice, which, we believe, set us apart from most of our peers:

- We put women first – always and without hesitation: we believe women, we are run by women, for women.
- We leave no woman behind: we challenge inequality & discrimination and believe that uniting women of all backgrounds is essential to ending male oppression.
- We are fearless: we are unafraid of championing the causes that matter to women, however unpopular.

Our goals over the next five years, include to grow our influence, to increase our unrestricted income, to continue to take a clear and vocal feminist and rights-based approach and to put anti-racism at the heart of what we do

Feedback from Service Users

“It has been fantastic and phenomenal, I feel like a different person, I think having talked to the therapist was better than speaking to family as there was no bias. It has helped make me feel like even though family said I wasn't to blame I couldn't believe it but hearing this from the therapist made the difference. I didn't think I was able to get to this point in my life again, so I am so grateful to [my counsellor]. I am now happy and safe in my own company. I have moved from being nothing to something”

“It's been an amazing experience and it has helped me. It has taken me out of a chaotic lifestyle. It's the one place I can go to where all that matters is me and I don't have to worry about anyone else, and there were not a lot of places like that. I don't now have to anchor my life with other people. I can review how I feel, reflect and do this safely. Dealing with the loss of my baby, father and cat has been exhausting and therapy has kept me from despair, I credit it for helping me have the fortitude to get a job. I was very scared and lonely and have been able to grieve at my pace. I am no longer surviving and have through therapy begun learning how to thrive. I want to thank my therapist for all these gifts, I am going forward being more reflective and making good decisions for my future.”

“Thank you for doing this. It really takes a lot of anxiety from me so i really appreciate it. I hope I never experience this again. It makes me want to make change in the world”

“I feel like I have been able to better recognise my support groups and as a result feel less isolated. I also know feel reassured that I have a right to take up spaces, and that I don't have to explain myself to anyone.”

“Thanks to the YWG advocacy service I have been to identify healthy and non-healthy relationships. I've also had great conversations that focus on empowerment and exploring what womanhood is to me. As a result I feel more confident and can reflect on the content during our sessions such as the services available or how to manage my self-care and what that looks like.”

“It has helped me to open my mind and has given me a safe place to talk about my feelings, I feel like I am able to let out what I feel in a comfortable place.”

the nia project

Trustees' Report

For the year ended 31 March 2024

"It has really helped to have someone like [ISVA] fighting for me. She has really made a difference and has been a source of unconditional positive regard. Nia is a great service and I had a similarly excellent experience with my old ISVA."

*"All the support I need I've got it. Without it I don't know how I would have managed. I got all the support I need and more."
(Exiting Prostitution)*

"I like it here so much I don't want to leave. Never in my life have I met sisters like you. No one has cared about me like the sisters here. I finally feel comfortable and safe. I'm scared to move to Sheffield but I feel braver because you helped me."

"[the refuge workers are] my sisters forever. I may never see them again but I will hold them in my heart forever. I have always been afraid to tell people about my life – I was ashamed. But I learned to trust them and I'm so glad that I did. I've never been able to talk about FGM and now I feel I'm able to see a doctor. I wouldn't have been able to do that without these beautiful women and I am so grateful. Thank you from the bottom of my heart. They saved me."

"I have been in and out of therapy since I was 15 years old. Every therapy service I received was through NHS, meaning the amount of sessions I received was not enough to properly support me. Because of this, I'd always felt as though therapy wasn't suitable for me and that I'd never really progress with it.

However, using NIA has been my first extremely positive experience with therapy. Sharon was absolutely amazing and I loved every second of therapy with her. As a black woman, this was my first time being with a black therapist and it made such a difference. To talk with someone who sees the world through your eyes is truly priceless. [counsellor] was always so calm, so level headed and so insightful.

Being sexually assaulted was something that took years to come to terms with, and when I reached out to NIA, it was at a stage where it was deeply affecting my day to day life. I was scared of men, scared of being intimate again and I felt like my body didn't belong to me anymore. But, since therapy with Sharon, I have been able to quiet down intrusive thoughts and better navigate through life. I can feel myself healing more and more everyday, I have started to date again and feel more hopeful for my future.

I'll be honest, I do miss my sessions with [counsellor], but I can wholeheartedly say, that she provided me with many tools to continue getting by in my day to day life. These last few months have been really difficult for me for a variety of reasons, and I have struggled but I am okay. I do believe that I am okay right now because of almost a year with [counsellor] Without the sessions and the coping strategies she taught me, I would not be doing as well as I am right now.

I just want to end this by saying thank you so much NIA and [counsellor] , for all the support I've received from you - it has truly been life changing and I am so grateful for it all."

the nia project

Trustees' Report

For the year ended 31 March 2024

Thank you

We would like to say thank you to our partners, funders and to individuals and organisations who have supported **nia** including:

Ashiana Network	Making Herstory
BBC Children in Need	MOPAC
Centre for Women's Justice	Ocean Children and Family Centre
Comet at Thomas Fairchild Children's Centre	Onjali Rauf
Deloitte	Public Health City & Hackney
Edith Eligator	Queensbridge & Mapledene Children's Centre
FiLiA	Rape Crisis England and Wales
Freshfields, Brickhaus, Deringer	Rape Crisis South London
Garfield Weston	Samworth Foundation
GLA	Sisters Trust
Indigo Trust	Solace Women's Aid
IRISi	Southall Black Sisters
LB Brent	Treebeard
LB City and Hackney	Women's Aid
LB Haringey	Women and Girls Network
Linc Community Centre	Women's Resource Centre
London Councils	

Financial review and reserves

The Trustees aim to have unrestricted funds not committed or invested in tangible fixed assets ('the free reserves') held by the charity between 3 and 6 months of resources expended. At this level, the Trustees feel that they would be able to continue the current activities of the charity in the event of a significant drop in funding. At the 31 March 2024 the free reserves amount to a surplus of £549,655. Whilst 3 to 6 months of resources expanded is the desired level of free reserves, the Trustees recognise that this is often difficult as the majority of income the charity receives is restricted. Restricted reserves at 31 March 2024 total £1,087,747, these are not available for general purposes. Designated funds at 31 March 2024 total £105,795.

The trading results for the year and the charity's financial position at the end of the year are shown in the attached financial statements. The net deficit for the year is £69,940.

the nia project

Trustees' Report

For the year ended 31 March 2024

Risk review

The Trustees monitor the major risks to which the company is exposed through their own risk register, in particular those related to the operations and finances of the company, these are reviewed annually by members of the Board of Trustees and staff.

The main risks identified at the last review were:

Risk identified	Controlled measures
Unable to successfully forward plan in long-term due to the uncertainty of income streams.	The Trustees try to forecast financial planning for at least 2 years. There is also an annual board strategy away-day to ensure focus is on the direction and future plans.
Insufficient project funding achieved.	There will be an increased focus on core costs and full cost recovery in fundraising. CE has the authority to decline projects/tenders on grounds of unrealistic costings.
Loss of key staff and board members.	Succession planning is carried out and information of systems, plans and projects is documented. Policies for recruitment and retention of staff are in place.
Overstretched management structure could result in key tasks/services not being delivered to target levels.	The Trustees regularly review the structure and organisation chart, which details roles and duties of each member of staff. The use of volunteers to provide additional support.
Loss/turnover/long-term absence of frontline staff and direct line management leading to service delivery, case management and staff management gaps	The organisation has efficient recruitment practices, robust staff absence procedures, staff retention practices and has addressed communication issues. Agency staff are used where there are vacancies which must be filled urgently.
Inability to compete for contracts with larger organisations.	Regular monitoring of our performance and service delivery to maintain a quality service. Strong emphasis is placed on maintaining good relationships with funders and increasing public awareness of profile.
Change in government policy affects our service delivery.	Regular monitoring of legal and regulatory changes.

Volunteers

A huge thank you to our incredible volunteers who gave 72 hours of their time to help women and girls through the East London Rape Crisis Information & Support Services.

Structure, governance and management

Governing document

The company is a charitable company limited by guarantee (company number 02673624) and was set up by a Memorandum of Association which is its constitution on 20 December 1991, amended on 1 May 2013. The full name of the registered charity is 'the nia project', the charity also refers to itself as just 'nia'.

the nia project

Trustees' Report

For the year ended 31 March 2024

The registered office is Wenlock Studios, 50 – 52 Wharf Road, London, N1 7EU which is the principal office. The company is a registered charity, number 1037072.

Organisational structure and decision making

The Board of Trustees are responsible for overseeing the management of the Charity and delegates this responsibility on a day to day basis to the Chief Executive Officer.

The Chief Executive is supported by a Senior Management Team of two who are responsible for the projects.

The Chief Executive and Senior Management Team are supported by a staff team of over 50 paid (full and part time) staff.

A strategic plan is prepared every three periods. The plan is developed by the Chief Executive with input from service users, staff members, the Management Team and the Board. Final approval of the plan rests with the Board. Once approved, the plan is executed with any deviations being subsequently approved. Strategic decisions are routed through the Chief Executive.

Appointment of trustees

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

the nia project is committed to having a Board of Trustees that reflects both the service users and the community in which it provides a service. It is also committed to attracting Board members with a wide variety of skills and attributes.

The board is also required to have at least one ex-service user member.

The Chair of the Board, in conjunction with the Chief Executive, is responsible for developing a recruitment strategy for the board. This includes identifying skills and representational gaps on the Board and then inviting appropriate people to join the Board in order to meet those gaps.

Induction and training of new trustees

All new board members are inducted into the company during their first three months on **the nia project**. Current board members taking on new roles within the board (e.g. Chair, Secretary and Treasurer) will also be inducted into these positions

The aim of the induction is to assist the new board member in understanding both the role and tasks of their position and the company itself. This is achieved by providing essential information relevant to the position and by giving the board member an opportunity to familiarise themselves with the company before taking on full responsibilities.

The company has developed a standardised package for induction of new board members. This package includes:

- Trustee regulations, policies and procedures
- Organisational policies and procedures
- Employment policies and procedures
- Board job descriptions
- Minutes of the last two board meetings

the nia project**Trustees' Report****For the year ended 31 March 2024**

Induction includes the following elements:

- Introduction to other trustees
- Meeting with the Chair and Chief Executive (when inducting a new Chair the meeting will be between the outgoing Chair, the Chief Executive and the new Chair)
- Tour of the company's premises
- Introduction to the Senior Management Team
- Introduction to service users where appropriate / possible

New board members are also provided with information on relevant training courses and are encouraged to attend these within the first twelve months of their membership of the board. **the nia project** will cover the cost of board members attending training courses.

After six months, the board member will meet with the Chair and the Chief Executive in order to review the induction process. This is an opportunity for the new board member to ask questions regarding their role and to gain further information about both their role and the charity itself.

the nia project is committed to supporting Trustees in their development. The company recognises that an effective board is essential for the functioning and development of the Charity. To this end the company invests in on-going training for Trustees which includes governance-specific issues (e.g. charity and employment law) as well as other relevant areas e.g. domestic violence awareness, general gender violence awareness and public-speaking.

Employees

Employees have been consulted on issues of concern to them through team meetings and focused away sessions. The recognised union within the company is Unite. The union negotiates on behalf of staff on issues relating to terms and conditions.

The Charity carries out exit reviews for all staff resigning from the company.

In accordance with the Charity's equalities and diversity strategy, **the nia project** has long established fair employment practices in the recruitment, selection, retention and training of all staff. Full details of these policies are available from the Charity's offices.

Remuneration is ultimately set by the board; the charity uses the London living wage rate and bandings set by local councils as benchmarks.

Related parties

the nia project is a member of Rape Crisis England and Wales and Women's Aid Federation, England. The company is also a member of a range of local and wider partnerships that contribute to the furtherance of its aims and objectives.

Trustees' responsibilities in relation to the financial statements

The trustees (who are also the directors of the nia project for the purposes of company law) are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (UK GAAP).

the nia project

Trustees' Report

For the year ended 31 March 2024

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 charitable company as at the balance sheet date and of its incoming resources and application of resources, including income and expenditure, for the financial year. In preparing those financial statements, the trustees 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; and
- Prepare the financial statements on the going concern basis unless it is inappropriate to assume that the charity will continue on that basis.

The trustees are responsible for maintaining proper accounting records that 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 charitable company and hence for taking reasonable steps for 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. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Statement of disclosure to our auditors

In so far as the trustees are aware at the time of approving our trustees' annual report:

- there is no relevant information, being information needed by the auditor in connection with preparing their report, of which the group's auditor is unaware, and
- the trustees, having made enquiries of fellow directors and the group's auditor that they ought to have individually taken, have each taken all steps that he/she is obliged to take as a director in order to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

Auditors

A resolution to reappoint Simpson Wreford LLP for the ensuing year will be proposed at the annual general meeting.

This report has been prepared in accordance with the small company regime (section 419 (2)) of the Companies Act 2006 and the Financial Reporting Standard in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015).

The Trustees have complied with their duty in section 17 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission.

Approved by the board of trustees/directors on 11 December 2024 and signed on its behalf by:

.....
R Tweedale - Trustee

Independent Auditors' Report
To the Trustees of the nia project
For the year ended 31 March 2024

Opinion

We have audited the financial statements of the nia project ('the charity') for the year ended 31 March 2024 which comprise the Statement of Financial Activities, Statement of Cashflows, Balance Sheet and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and the 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 charity'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 prepared in accordance with the requirements 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 Charity 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

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the Charity's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

Other information

The trustees are responsible for the other information. The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. 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.

In connection with our audit of the financial statements, 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 audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. 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.

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

Independent Auditors' Report
To the Trustees of the nia project
For the year ended 31 March 2024

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the Charity and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Annual 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;
- the financial statements are not in agreement with the accounting records and returns;
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not obtained all the information and explanations necessary for the purposes of our audit.

Responsibilities of the trustees

As explained more fully in the trustees' responsibilities statement set out on pages 9 - 10, the trustees 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 they 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 Charity'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 Charity or to cease operations, or have no realistic alternative but to do so.

Our 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.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: [www.frc.org.uk/auditorsresponsibilities]. This description forms part of our auditor's report.

Extent to which the audit was considered capable of detecting irregularities, including fraud

- the engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;
- we identified the laws and regulations applicable to the company through discussions with directors and other management, and from our commercial knowledge and experience of the computer software and support 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 company, including the Companies Act 2006, data protection and safeguarding;
- we assessed the extent of compliance with the 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 regularly and the team remained alert to instances of non-compliance throughout the audit.

Audit response to risks identified

We assessed the susceptibility of the 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:

Independent Auditors' Report
To the Trustees of the nia project
For the year ended 31 March 2024

- 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 set out in Note 1 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 documentation and;
- enquiring of management as to actual and potential litigation and claims.

There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the directors and other management and the inspection of regulatory and legal correspondence, if any.

Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

Use of our report

This report is made solely to the Charity'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 Charity'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 Charity's members as a body, for our audit work, for this report, or for the opinions we have formed.

Kate Taylor FCA (Senior Statutory Auditor)
for and on behalf of Simpson Wreford LLP, Statutory Auditors
and Chartered Accountants

Wellesley House
Duke of Wellington Avenue
Royal Arsenal
London
SE18 6SS
Dated: 23 December 2024

the nia project

Statement of Financial Activities

(Including Income and Expenditure account)
For the year ended 31 March 2024

		£	£	£	£
INCOME					
Donations and legacies	5.1	115,093	-	115,093	122,202
Charitable activities	5.2	422,695	2,988,240	3,410,935	3,229,690
Investments		944	-	944	8
TOTAL		<u>538,733</u>	<u>2,988,240</u>	<u>3,526,973</u>	<u>3,351,900</u>
EXPENDITURE ON:					
Raising funds		48	514	562	562
Charitable activities		228,215	3,358,008	3,586,223	3,128,302
Other		864	9,265	10,128	9,517
TOTAL	6	<u>229,126</u>	<u>3,367,787</u>	<u>3,596,913</u>	<u>3,138,382</u>
NET INCOME/(EXPENDITURE)		309,607	(379,548)	(69,940)	213,518
Transfers between funds		(144,183)	144,183	-	-
NET MOVEMENT IN FUNDS		<u>165,424</u>	<u>(235,365)</u>	<u>(69,940)</u>	<u>213,518</u>
RECONCILIATION OF FUNDS					
Total funds brought forward	13	490,026	1,323,111	1,813,137	1,599,619
Total funds carried forward		<u>655,450</u>	<u>1,087,746</u>	<u>1,743,196</u>	<u>1,813,137</u>

The results for the year derive from continuing activities, and there are no other gains or losses other than those shown above.

The notes on pages 17 to 30 form part of these financial statements.

the nia project

Balance Sheet at 31 March 2024

	Notes	2024		2023	
		£	£	£	£
FIXED ASSETS					
Tangible assets	10		28,815		39,353
CURRENT ASSETS					
Debtors	11	1,105,719		1,376,489	
Cash at bank and in hand		<u>1,096,371</u>		<u>653,838</u>	
		2,202,090		2,030,327	
CREDITORS: amounts falling due within one year	12	(487,709)		(256,543)	
NET CURRENT ASSETS			<u>1,714,381</u>		<u>1,773,784</u>
TOTAL ASSETS LESS CURRENT LIABILITIES			<u>1,743,196</u>		<u>1,813,137</u>
THE FUNDS OF THE CHARITY	13				
Unrestricted funds			655,450		490,026
Restricted income funds			<u>1,087,746</u>		<u>1,323,111</u>
			<u>1,743,196</u>		<u>1,813,137</u>

The accounts have been prepared in accordance with the special provisions of Part 15 of the Companies Act relating to small companies and constitute the annual accounts required by the Companies Act 2006 and in accordance with the Financial Reporting Standard in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015).

Signed on behalf of the board of trustees on 11 December 2024

.....
R Tweedale - Trustee

Approved on behalf of the board on

Company number - 02673624 (England & Wales)

the nia project

Statement of cashflows

For the year ended 31 March 2024

	Notes	2024 £	2023 £
Cash used in operating activities			
Net cash (used in) operating activities	19	<u>440,789</u>	<u>(60,430)</u>
Cash flows from investing activities			
Interest income		944	8
Purchase of tangible fixed assets		-	(47,504)
Disposal proceeds received		800	-
Cash provided (used)/by investing activities		<u>1,744</u>	<u>(47,496)</u>
Increase / (decrease) in cash and cash equivalents in the year		442,533	(107,926)
Cash and cash equivalents at the beginning of the year		653,838	761,764
Total cash and cash equivalents at the end of the year		<u>1,096,371</u>	<u>653,838</u>

the nia project**Notes to the financial statements****For the year ended 31 March 2024****1. Accounting Policies**

The principal accounting policies are summarised below. The accounting policies have been applied consistently throughout the year and in the preceding year.

Company information

The nia project is a company limited by guarantee incorporated in England and Wales and registered as a charity with the Charity Commission. The registered office is Wenlock Studio, 50 – 52 Wharf Road, London, N1 7EU.

i. Basis of accounting

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 (FRS102) (effective 1 January 2015) – (Charities SORP (FRS102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) and the Companies Act 2006.

The financial statements are prepared in sterling, which is the functional currency of the company. Monetary amounts in the financial statements are rounded to the nearest £.

The effects of events relating to the year ended 31 March 2023 which occurred before the date of approval of the financial statements by the Trustees has been included in the financial statements to the extent required to show a true and fair view of the state of affairs at 31 March 2024 and the results for the year ended on that date.

The nia 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 note(s).

ii. Reconciliation with previous Generally Accepted Accounting Practice

In preparing the accounts, the trustees have considered whether in applying the accounting policies required by FRS102 and the Charities SORP FRS102 the restatement of comparative items was required. No restatements were required.

iii. Preparation of the accounts on a going concern basis

The charity is considered a going concern. Adequate funding has been achieved to facilitate the charities objectives and activities for the next 12 months. There are no material uncertainties about the charity's ability to continue as a going concern.

iv. Income

Voluntary income is received by way of donations and gifts and is included in full in the statement of Financial Activities when receivable. In accordance with the Charities SORP (FRS 102), the general volunteer time of volunteers is not recognised please refer to the trustees' annual report for more information about their contribution.

v. Incoming grants are recognised in full in the Statement of Financial Activities in the period in which is specified by the donor, on the accrual's basis. Multi-period grants are recognised over the period to which the grant relates, normally specified by donor. If a grant remains unspent at the end of the period and is due back to the donor, this proportion is held within deferred grants within creditors. Performance related grants are only recognised to the extent that the services have been provided

the nia project

Notes to the financial statements

For the year ended 31 March 2024

Accounting Policies (continued)

vi. Resources expended

Resources expended are recognised in the period in which they are incurred. Resources expended include attributable VAT, which cannot be recovered.

Costs of generating funds comprise the costs associated with attracting voluntary income.

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Other costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include audit fees and costs linked to the strategic management of the charity.

All costs are allocated between the expenditure categories of the SOFA on a basis designed to reflect the use of the resource. Costs relating to a particular activity are allocated directly; others are apportioned as disclosed in (vii.) below.

- vii. Resources expended are allocated to the particular activity where the cost relates directly to that activity. However, the cost of overall direction and administration of each activity, comprising the salary and overhead costs of the central office function are estimated and allocated on a proportional basis to each activity, based upon the ratio of their time spent servicing each activity. In the case where support costs are predetermined by the request in application for grants, this is the amount used to allocate support costs applicable to that project.

viii. Tangible Fixed Assets

Depreciation is calculated so as to write off the cost of an asset, less its estimated residual value, over the useful economic life of that asset as follows:

Office equipment	-	25% on reducing balance
Computer equipment	-	33.3% on cost
Motor vehicles	-	25% on reducing balance

All purchased fixed assets over £500 are capitalised at cost. There are no internally generated fixed assets.

ix. Unrestricted funds

Unrestricted funds - are donations and other incoming resources receivable or generated for the objects of the charity without further specified purpose and are available as general funds. Designated unrestricted funds – are unrestricted funds designated by the Trustees for a particular project or asset in the future. They may be undesignated at any time.

x. Restricted Funds

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund.

xi. Leases

Rentals payable under operating leases, where substantially all the risks and rewards of ownership remain with the lessor, are charged to the Statement of Financial Activities on an actual basis.

the nia project

Notes to the financial statements

For the year ended 31 March 2024

Accounting Policies (continued)

xii. Creditors and provisions

Are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

xiii. Pension contributions

The charity provides a defined contribution pension scheme for employees, the assets of which are held separately from those of the company in an independently administered fund. Contributions to this scheme are charged to the income and expenditure account as they become payable. The cost is allocated across the charity's activities based upon the ratio of staff time spent servicing a particular activity.

xiv. Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

xv. Trade debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered.

xvi. Financial instruments

The charity only 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.

2. Net outgoing resources

	Year to 31 Mar 2024	Year to 31 Mar 2023
This is stated after charging:		
Depreciation	9,605	9,951
Auditors' remuneration	<u>9,300</u>	<u>8,400</u>

3. Related party transactions

No remuneration was paid to any of the trustees. No trustee received reimbursement of expenses or benefits in kind during the year. There have been no other related party transactions in the year.

the nia project

Notes to the financial statements

For the year ended 31 March 2024

4. Staff costs

	Year to 31 Mar 2024	Year to 31 Mar 2023
Staff costs for the year were as follows:		
Wages and salaries	2,284,171	2,061,167
National Insurance costs	203,138	190,310
Employer pension contributions (Defined contribution scheme)	<u>78,116</u>	<u>53,458</u>
	<u>2,565,425</u>	<u>2,304,938</u>

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

	Year to 31 Mar 2024	Year to 31 Mar 2023
Projects	72	70
Administration	<u>3</u>	<u>3</u>
	<u>75</u>	<u>73</u>

The number of higher paid employees was:

In the band £70,001 to £80,000 – 1 (2023: £70,001 to £80,000 - 1).

In the band £60,001 to £70,000 – 2 (2023: £60,001 to £70,000) – 1)

5.1 Income

DONATIONS AND LEGACIES	<i>Restricted Funds</i> £	<i>Unrestricted Funds</i> £	<i>Total Year to 31 Mar 24</i> £	<i>Total Year to 31 Mar 23</i> £
Other donations	-	40,093	40,093	72,202
	-	40,093	40,093	72,202
Grants received				
Garfield Weston	-	25,000	25,000	-
Samworth Foundation	-	-	-	50,000
The Indigo Trust	-	50,000	50,000	-
	-	75,000	75,000	50,000
TOTAL	-	115,093	115,093	122,202

the nia project

Notes to the financial statements

For the year ended 31 March 2024

5.2 Income (continued)

<i>Grants and contract income</i>	<i>Restricted Funds £</i>	<i>Unrestricted Funds £</i>	<i>Total Year to 31 Mar 24 £</i>	<i>Total Year to 31 Mar 23 £</i>
<i>Refuge Provision</i>				
London Councils, Ascent (via Ashiana Project) - Emma Project & Daria House	277,411	-	277,411	267,740
Solace women's aid (CASA Project)	30,702	-	30,702	24,779
MOPAC - Safer Accommodation	373,326	-	373,326	422,021
MOPAC - Safer Accommodation - Refuge development	100,000	-	100,000	-
<i>IDVA</i>				
Hackney MOPAC	-	-	-	22,297
DCLG Camden Partnership	53,351	-	53,351	44,506
LB Haringey - IDVA	147,001	-	147,001	195,183
MOPAC - Older Women Fund	96,427	-	96,427	100,000
ADVISE	50,676	-	50,676	40,892
LB Brent - ISVA	45,000	-	45,000	-
Other IDVA	-	-	-	3,803
<i>Young Women's advocate</i>				
LB Haringey - YWA KIDVA	51,748	-	51,748	17,500
MOPAC - MoJ National IDVA	38,180	-	38,180	21,768
<i>ELRC</i>				
MOPAC	1,095,616	-	1,095,616	1,002,911
London Councils, Ascent (via Solace Women's Aid) - Advice	37,581	-	37,581	33,299
MOPAC (via Women & Girls Network) - ISVA	-	213,518	213,518	107,494
WGN Mopac community engagement	68,909	-	68,909	76,218
<i>ELRC - Prostitution services</i>				
LB Brent	-	-	-	52,280
WGN NHS England	107,263	-	107,263	105,367
Solace Women's aid Non Crisis Support	44,448	-	44,448	46,465
MOPAC - Anita Project	-	-	-	187,085
<i>IRIS</i>				
SBS MOPAC NRPF	129,540	-	129,540	127,384
LB Hackney - IRIS Hackney	89,840	-	89,840	88,444
LB Haringey - Haringey IRIS Programme	50,676	-	50,676	-
<i>Play Therapy</i>				
BBC Children In Need - Child Therapist	38,850	-	38,850	29,203
<i>Femicide Research Project</i>				
E D Eligator	61,695	-	61,695	61,695
Treebeard Trust	-	-	-	15,000
<i>Housing benefits received - Designated - Refuge Provision</i>				
Housing rents	-	201,098	201,098	126,010
Service charges	-	8,079	8,079	2,463
<i>Other income</i>				
Other	-	-	-	7,884
TOTAL	2,988,240	422,695	3,410,935	3,229,690

the nia project

Notes to the financial statements

For the year ended 31 March 2024

6. Expenditure

	<i>Cost of Activities</i>	<i>Support Costs</i>	<i>Management & Admin</i>	<i>Year to 31 Mar 2024</i>	<i>Year to 31 Mar 2023</i>
	£	£	£	£	£
Raising funds					
Fundraising expenses	-	562	-	562	562
Charitable activities					
Rent and rates	205,309	2,875	-	208,185	162,193
Premises maintenance	68,286	248	-	68,534	80,285
Repairs and renewals	17,140	230	-	17,370	29,438
Salaries and national insurance	2,329,565	235,860	-	2,565,425	2,304,938
Legal and professional	219	-	-	219	1,500
Recruitment expenses	31,494	90	-	31,584	15,738
Computer maintenance	24,853	737	-	25,590	26,129
Website update	-	(4,750)	-	(4,750)	-
Equipment hire	4,993	1,357	-	6,350	5,320
Security costs	9,551	-	-	9,551	21,634
Light and heat	46,890	186	-	47,076	53,217
Telephone	64,331	5,119	-	69,449	49,035
Travel and subsistence	16,798	2,678	-	19,476	21,674
Printing, postage and stationery	23,419	2,890	-	26,309	14,921
Cleaning	-	2,452	-	2,452	2,046
Training	-	907	-	907	1,339
Subscriptions	926	7,803	-	8,729	7,476
Welfare	37,343	-	-	37,343	22,277
Client welfare	56,890	-	-	56,890	43,106
Consultancy fees	172,754	27,723	-	200,477	208,815
Sundry	157	527	-	684	8,675
Insurance	-	282	-	282	3,962
Motor expenses	3,020	-	-	3,020	7,491
Bad debts	-	10,262	-	10,262	(400)
Depreciation	-	9,605	-	9,605	9,951
Loss on disposal of fixed assets	134	-	-	134	-
Grants repaid	165,072	-	-	165,072	27,544
	3,279,143	307,080	-	3,586,222	3,128,303
Other					
Bank charges	-	-	828	828	1,104
Sundry	-	-	-	-	13
Audit fees	-	-	9,300	9,300	8,400
	-	-	10,128	10,128	9,517
TOTAL	3,279,143	307,641	10,128	3,596,913	3,138,382

7. Section 37 Statement

The following grant aid was received from London Councils in regard to the following projects.

London Councils – Ascent (via Ashiana Project), £277,411 for the Emma Project.

London Councils – Ascent (via Solace Womens Aid), £37,751 for Advice.

the nia project

Notes to the financial statements

For the year ended 31 March 2024

8. Allocation of support costs, management & administration (refer Note 6)

The basis of allocation is set out in accounting policy vii.

	<i>Staff Costs</i>	<i>Other Overheads</i>	<i>Management & administration</i>	<i>Fundraising expenses</i>	<i>2024</i>
	£	£	£	£	£
Restricted					
IDVA & Community	15,860	4,789	681	38	21,910
ELRC	95,865	28,948	4,117	228	132,437
ELRC - Prostitution Services	10,582	3,195	454	25	14,619
IRIS	7,096	2,143	305	17	9,803
Young Women's Advocate	-	-	-	-	-
Refuge	84,924	25,644	3,647	202	117,322
Play Therapy	1,425	430	61	3	1,968
	215,751	65,149	9,265	514	298,059
Designated					
ELRC	20,109	6,072	864	48	27,780
Unrestricted					
Unrestricted projects	-	-	-	-	-
Total	235,860	71,221	10,128	562	325,839

9. Breakdown of expenditure by activity (refer Note 6)

	<i>Direct staff costs</i>	<i>Other direct costs</i>	<i>Allocated support costs</i>	<i>2024</i>
	£	£	£	£
Restricted				
Emma Project	275,609	161,408	-	437,017
IDVA & Community	292,570	58,696	21,910	373,175
ELRC	636,471	457,959	132,437	1,226,866
Safe Choices	-	22,877	-	22,877
ELRC - Prostitution Services	106,368	20,356	14,619	141,343
IRIS	171,446	96,513	9,803	277,762
COVID related	-	-	-	-
Young Women's Advocate	86,755	13,558	-	100,313
Refuge	268,134	126,257	117,322	511,712
Funding & development	5,144	496	-	5,640
Play Therapy	27,305	4,752	1,968	34,025
LEA Project	11,527	136,360	-	147,887
Femicide	66,189	22,979	-	89,168
	1,947,517	1,122,211	298,059	3,367,787
Designated				
ELRC (MOPAC)	181,977	18,542	27,780	228,299
Unrestricted				
Unrestricted projects	-	827	-	827
	181,977	19,369	27,780	229,126
Total	2,129,494	1,141,580	325,839	3,596,913

the nia project

Notes to the financial statements

For the year ended 31 March 2024

10. Tangible fixed assets

	<i>Computer Equipment</i> £	<i>Leasehold Improvements</i> £	<i>Office Equipment</i> £	<i>Motor Vehicles</i> £	<i>Total</i> £
Cost					
At 1 April 2023	24,881	47,504	74,403	10,500	157,288
Additions	-	-	-	-	-
Disposals	-	-	-	(10,500)	(10,500)
At 31 March 2024	24,881	47,504	74,403	-	146,788
Depreciation					
At 1 April 2023	24,881	9,501	73,988	9,565	117,935
Charge for year	-	9,501	104	-	9,605
Eliminated on disposals	-	-	-	(9,565)	(9,565)
At 31 March 2024	24,881	19,002	74,092	-	117,975
Net book value					
31 March 2024	-	28,503	312	-	28,815
Net book value					
31 March 2023	-	38,003	415	935	39,353

the nia project

Notes to the financial statements

For the year ended 31 March 2024

11. Debtors

	<i>2024</i>	<i>2023</i>
	<i>£</i>	<i>£</i>
Trade debtors	27,887	21,085
Other debtors	25,532	18,546
Accrued income and grants	1,012,757	1,245,983
Prepayments	39,543	90,875
	<u>1,105,719</u>	<u>1,376,489</u>

12. Creditors: amounts falling due within one year

	<i>2024</i>	<i>2023</i>
	<i>£</i>	<i>£</i>
Trade creditors	104,727	111,617
Taxation and social security	89,690	45,899
Other creditors	236,355	41,144
Deferred income	52,017	52,783
Accruals	4,920	5,100
	<u>487,709</u>	<u>256,543</u>

the nia project

Notes to the financial statements

For the year ended 31 March 2024

13.1 Reconciliation of funds

	<i>Balance B/Fwd £</i>	<i>Incoming Resources £</i>	<i>Resources Expended £</i>	<i>Transfers £</i>	<i>Balance C/Fwd £</i>
Refuge Provision					
London Councils, Ascent (via Ashiana Project)	-	277,411	409,308	132,210	313
Solace women's aid (CASA Project)	8,183	30,702	23,019	-	15,866
MOPAC - Safer London Accommodation Fund	162,355	373,326	488,693	-	46,988
MOPAC - Safer Accommodation - Refuge development	-	100,000	27,709	-	72,291
IDVA					
Hackney MOPAC	11,574	-	-	-	11,574
DCLG Camden Partnership	220	53,351	28,395	-	25,176
LB Haringey	15,949	147,001	146,544	-	16,406
MOJ - London Community Fund	3,056	-	-	-	3,056
ADVISE	10,028	50,676	60,029	-	675
MOPAC - Older Women Fund	69,534	96,427	93,209	-	72,752
MOPAC - DA Caseworker & call handler	15,170	-	-	-	15,170
LB Brent - ISVA	-	45,000	45,000	-	-
Young Women's Advocate					
LB Haringey- YWA KIDVA	8,537	51,748	60,417	-	(132)
MOPAC - MoJ National IDVA	-	38,180	39,896	1,716	-
ELRC					
MOPAC - ELRC	331,734	1,095,616	1,103,535	-	323,815
Home Office	55,894	-	-	-	55,894
London Councils, Ascent (via Advice)	62,968	37,581	39,696	-	60,853
OPCNN- Info and support worker	17,559	-	-	-	17,559
Matrix	1,070	-	-	-	1,070
London Councils, Ascent (via Tender)	11,558	-	11,558	-	-
Violence reduction unit	5,444	-	-	-	5,444
WGN Mopac community engagement - CouRAGEus project	19,866	68,909	72,077	-	16,698
ELRC - Prostitution services					
LB Brent	13,897	-	1,422	-	12,475
WGN NHS England	74,800	107,263	83,502	-	98,561
Solace Women's aid Non Crisis Support - Ascent Plus	6,537	44,448	50,985	-	-
MOPAC - Anita Project	27,563	-	5,435	-	22,128
Brent ISVA	(662)	-	-	-	(662)
Safe Choices					
Children's Society	22,877	-	22,877	-	-
IRIS					
Health Foundation (via Next Link)	395	-	-	-	395
SBS MOPAC NRPf	50,749	129,540	129,918	-	50,371
LB Hackney - IRIS Hackney	-	89,840	89,840	-	-
LB Haringey - IRIS Haringey	-	50,676	58,004	7,328	-
Huggetts Womens Centre					
Big Lottery	40,065	-	-	-	40,065
Problematic Substance Abuse					
LB Hackney	767	-	-	-	767
LEA Project					
Big Lottery - LEA Project	132,268	-	132,268	-	-
LB Hounslow - LEA Project	3,950	-	3,950	-	-
Charles Hayward Foundation	11,669	-	11,669	-	-
Family Support					
Hackney Community Partnership	4,657	-	-	-	4,657

the nia project

Notes to the financial statements

For the year ended 31 March 2024

13.1 Reconciliation of funds continued

	<i>Balance B/Fwd</i>	<i>Incoming Resources</i>	<i>Resources Expended</i>	<i>Transfers</i>	<i>Balance C/Fwd</i>
	£	£	£	£	£
Funding & Development					
The Henry Smith Charity	6,912	-	-	-	6,912
London Community Foundation - Survivor	351	-	-	-	351
London Borough of Hackney - Survivor Involment	1,391	-	-	-	1,391
Sisters Trust	2,711	-	5,640	2,929	-
Play Therapy					
Children in Need	37,226	38,850	34,025	-	42,051
Femicide Research Project					
ED Eligator	55,865	61,695	89,168	-	28,392
Treebeard Trust		-		-	-
Other	18,424	-		-	18,424
Restricted	1,323,111	2,988,240	3,367,787	144,183	1,087,747
Designated					
Emma Project	-	209,177	-	(132,210)	76,967
MOPAC (via Women & Girls Network)	20,615	213,518	228,299	-	5,834
Samworth Foundation	23,821	-	827	-	22,994
	44,436	422,695	229,126	(132,210)	105,795
Unrestricted	445,590	116,038	-	(11,973)	549,655
TOTAL FUNDS	1,813,137	3,526,973	3,596,913	-	1,743,196

14. Analysis of net assets between fund

	<i>Tangible assets</i>	<i>Current assets/(liabilities)</i>	<i>Total</i>
	£	£	£
Restricted funds	-	1,087,747	1,087,747
Unrestricted funds	28,503	626,947	655,450
	28,503	1,714,694	1,743,196

Emma Project

The Emma Project provides refuge and outreach services to women with problematic substance use who have experienced domestic and sexual violence, including prostitution.

IDVA & Community

The Independent Domestic Violence Advocacy Service supports women who have been identified as "high risk" of domestic violence through risk assessment and referral from the Police or any other agency referring into the Multi Agency Risk Assessment Conference (MARAC).

East London Rape Crisis

MOPAC is to provide advocacy, support and counselling after rape and sexual assault.

the nia project

Notes to the financial statements

For the year ended 31 March 2024

IRIS

The IRIS Project improves the quality of care given by GP surgeries to women experiencing domestic violence through a national implementation programme and also local delivery in Hackney.

Play therapy

Play therapy is a therapeutic service for children and young people affected by domestic violence to help them understand and deal with confusing and/or powerful feelings and painful events.

London Exiting Advocacy (LEA Project)

This is a project funded for 3 years by the Big Lottery which came over to Nia from Eaves.

The project is two-fold:

Direct support to women in that it provides specialist support and advocacy to women involved in prostitution who are wishing to exit prostitution.

Training, education and awareness to deliver enhanced responses to women involved in prostitution from other services and practitioners.

Research, development and fundraising

This post came over to nia from Eaves and was funded by Lankelly Chase and now will be partially funded by Trust for London.

This post adds capacity to the senior management team. It is intended that the post holder, in discussion with the CEO and SMT, will identify attend and participate in relevant strategic and policy focussed initiatives. The post holder should also work with colleagues to identify possible opportunities for fundraising with a view to contributing to the organisation's aim of diversifying funding sources. However, the post includes a legacy of existing work to complete, publish, disseminate and campaign on research areas (criminal records of women involved in prostitution, indoor prostitution in Redbridge). In addition, the new funder is keen to see a substantial component of time still directed at working specifically on women in prostitution and exiting.

15. Deferred income

Deferred income relates to money received in advance for services which have yet to be delivered at the year end. Income is deferred based on the length of the contract.

	<i>Deferred Grants £</i>
Balance as at 1 April 2023	52,783
Amount released to income earned from charitable activities	(766)
Amount deferred in the year	-
Balance as at 31 March 2024	52,017

16. Limited liability

The Trustees of the company guarantee to contribute an amount not exceeding £10 to the assets of the charity in the event of winding up.

the nia project

Notes to the financial statements

For the year ended 31 March 2024

17. Leasing commitments*Operating leases*

The charity's total commitments for rental payments under non-cancellable operating leases at 31 March 2024 were set out as below:

	2024	2023
	£	£
Total commitments	<u>£97,309</u>	<u>£48,796</u>

18. Fund transfers

Transfers have been made from designated funds to restricted projects to make up for the shortfall in income for certain projects. This ensures that the restricted funds are not in deficit. These have been authorised by the management committee.

19. Reconciliation of net movement in funds to net cash flow from operating activities.

	2024	2023
	£	£
Net movements in funds	(69,940)	213,518
Add back: Depreciation	9,605	9,951
Add back: Loss on disposal of tangible fixed asset	133	-
Deduct: Interest shown in investing activities	(944)	(8)
Decrease / (increase) in debtors	270,770	(116,508)
Increase / (decrease) in creditors	231,166	(167,383)
	<u>440,789</u>	<u>(60,430)</u>

20. Corporation tax

The charity is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects

21. Remuneration of key management personnel

	2024	2023
	£	£
Aggregate total	<u>219,847</u>	<u>197,877</u>

THE NIA PROJECT

England & Wales - Charity number 1037072

Accounts

Charity Number: 1037072
Company Number: 02673624 (England & Wales)

The nia project
(A company limited by guarantee)

Annual Report and Audited Accounts

For the year ended 31 March 2023

the nia project

Charity Information

For the year ended 31 March 2023

Management Committee	A Terry F Slater L Campbell - <i>resigned September 2023</i> S Antoniazzi R Tweedale M E Buxton D Baldwin – <i>resigned August 2023</i>
Chief Executive Officer	K Ingala Smith - Secretary
Registered Office	Wenlock Studios 50 – 52 Wharf Road London N1 7EU
Auditors	Simpson Wreford LLP Wellesley House Duke of Wellington Avenue Royal Arsenal London SE18 6SS
Bankers	Co-operative Bank 1 Islington High Street London N1 9TR
Company Number	02673624 (England & Wales)
Charity Number	1037072

the nia project
Annual Report and Accounts
For the year ended 31 March 2023

Contents

1-10.	Trustees' report
11-13.	Independent Auditors' report
	Accounts comprising
14.	Statement of financial activities
15.	Balance sheet
16.	Statement of cashflows
17-29.	Notes to the accounts

the nia project

Trustees' Report

For the year ended 31 March 2023

The Trustees present their report and the audited 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.

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 (FRS 102) (effective 1 January 2019) – (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006/Charities Act 2011.

The Trustees

The Trustees (who were also the directors for the purpose of company law), who served the charity as the Management Committee during the period were:

A Terry
F Slater
L Campbell
S Antoniazzi
R Tweedale
M E Buxton
D Baldwin

There have been no changes in the objectives since the last annual report. Day to day management is the responsibility of the chief executive officer, K Ingala Smith.

Objectives and activities

Charitable objectives:

- (1) To relieve the needs of those who are suffering or who have suffered gender-based violence and abuse by providing practical and emotional support and advocacy services.
- (2) To advance the education of the public and professionals in the subject of gender-based violence in particular but not exclusively through partnership work, social and traditional media and by providing training and holding conferences and seminars.

nia's aims are to prevent and reduce men's violence against women and girls

- Provision of high quality and cutting-edge services for women, children and young people who have experienced gender-based violence against women and abuse
- Empowering women and children to reach their potential
- Challenging inequality and discrimination and celebrating diversity
- Increasing and developing the effectiveness of resources through partnership, collaboration and multi-agency action

In planning activities and delivering services the Trustees have regard to the Charity Commission's guidance on public benefit.

Our mission delivering cutting edge services to end men's violence against women and children.

the nia project

Trustees' Report

For the year ended 31 March 2023

Key themes of our work are

- Protection
- Empowerment
- Prevention
- Diversity/equality
- Partnership

Our strategic aims are:

- The provision of high quality and cutting-edge services for women, children and young people who have experienced gender-based violence against women and abuse
- Empowering women and children to reach their potential
- Challenging inequality and discrimination and celebrating diversity
- Increasing and developing the effectiveness of resources through partnership, collaboration and multi-agency action

Our services

nia has been delivering services to women and children who have experienced domestic and sexual violence, including prostitution, since 1975. The organisation has three main aims, which are to provide services for women, children and young people who have experienced male violence, working to end male violence against women and girls, and to inform and influence policy and public awareness.

Presently, **nia** is delivering a range of services across London, primarily in the East and North of the city, the majority of which are delivered primarily in an outreach capacity. Our services are continually evolving in order to respond to the needs of women who face multiple disadvantage and barriers to accessing services, they currently include:

- **East London Rape Crisis** for women and girls who have experienced any form of sexual violence -including rape, sexual assault and child sexual abuse - regardless of when it occurred, who it was perpetrated by and whether or not it was reported to the police. The service includes specialist provision for young women.
- The **Anita Projects** are a range of projects supporting women in prostitution and particularly to exit prostitution
- **The Emma Project** a pioneering service for women who are escaping domestic and sexual violence and who use substances problematically; more than a third of the women who have lived in the refuge have also been exploited through prostitution. The women who enter the project have frequently been excluded from and/or refused access to other types of refuge provision.
- **Daria House** and **Jan's Place** are refuges for women who have been sexually exploited, with a particular focus on supporting women who have been exploited through involvement in prostitution. We offer non-judgemental support, information and advocacy. We help women to access housing and welfare benefits, legal advice, healthcare, drug and alcohol services and other specialist services for women in prostitution.
- **Independent Domestic Violence Advocacy (IDVA) Services** - We currently operate IDVA services in Haringey and Hackney where outreach workers support women who have been identified by the MARAC as being at high risk of serious domestic violence and homicide. The services are double accredited holding SafeLives Leading Light status and the Advice Quality Standard for casework with women. The services include specialist provision for women aged over 55 years.
- **IRISi** - which is a GP training programme and advocacy support to improve the health care responses to domestic violence and abuse. **nia** delivers the service in Hackney and Haringey.

the nia project

Trustees' Report

For the year ended 31 March 2023

nia is part of ASCENT which is a partnership of 22 specialist organisations within the London Violence Against Women and Girls (VAWG) Consortium, delivering a range of services for survivors of domestic and sexual violence.

Achievements and performance

Our Achievements

In the year between **April 2022 and March 2023**, our incredible all-woman staff team provided one-to-one support to **1,476** women, girls and children subjected to sexual and domestic violence and abuse, including prostitution. This breaks down to:

- **253** women at high risk of repeated and serious domestic violence including homicide were supported by our **Independent Domestic Violence Advocacy (IDVA)** services: **206** in Haringey & **24** in Hackney, of which 71 were women supported by our new specialist service for women aged over 55
- **East London Rape Crisis** Independent Sexual Violence Advocates provided practical and emotional casework support for **242** women; and short-term casework to **103 women** and girls. The ELRC counselling service worked with **275** women
- Our **Young Women's Team** provided support to **100** young women and girls, through our East London Rape Crisis Project, CouRAGEous Project and Haringey service. The team also ran awareness raising programmes attended by **102 young women and girls**, training sessions to **155** professionals and a workshop on how to support your daughter after sexual violence to **5** mothers and carers
- **267** women subjected to domestic violence and abuse accessed the **IRIS** service through doctor's surgeries in Hackney and City and Haringey
- Our refuges **The Emma Project, Daria House and Jan's Place** were home to **49 women** who have problematic substance use and had been subjected to sexual and domestic violence and sexual exploitation, including prostitution
- **The Anita Exiting Prostitution and Advocacy and Ascent Projects** supported **23 women** exploited and abused through prostitution and/or who have problematic substance use; the **WiSER** and **CASA** projects supported a further **17** women.
- **71** women in street prostitution were supported by our night time outreach team
- The **London Holistic Advocacy Wrap Around Service** for women who have insecure immigration status and have no recourse to public funds, supported **20** women
- **24** children under 16 who had been subjected to or witnessed domestic violence and abuse were supported by our **Play Therapy** service, 16 were girls and 8 were boys.
- and we also supported 1 man.

In addition

- The **East London Rape Crisis Information and Support Line** supported **1011** women and girls, and 2 men.

Looking ahead

In the coming year, our CEO of 14 years, Karen Ingala Smith will step down from the post. She will become an Ambassador for the organisation and focus on building relationships to help secure resources for influence and funding. With her unwavering feminism and clarity of vision, Karen leaves **nia** confident of how we put our values into practice

the nia project

Trustees' Report

For the year ended 31 March 2023

with and for women today. In particular, we would like to recognise Karen's leadership in developing **nia's** Prioritising Women policy, the first of its kind in our sector.

We are delighted to welcome Jodie Woodward as our new CEO. Jodie brings extensive expertise and experience in the sector, including at **nia**, and we look forward to working with her in this new chapter for our organisation.

Strategic Plan 2023 – 2027

We will be launching our new strategic plan in the coming year. We will be re-affirming our values and our commitment to reflecting them in our practice, which, we believe, set us apart from most of our peers:

- We put women first – always and without hesitation: we believe women, we are run by women, for women.
- We leave no woman behind: we challenge inequality & discrimination and believe that uniting women of all backgrounds is essential to ending male oppression.
- We are fearless: we are unafraid of championing the causes that matter to women, however unpopular.

Our goals over the next five years, include to grow our influence, to increase our unrestricted income, to continue to take a clear and vocal feminist and rights-based approach and to put anti-racism at the heart of what we do

Feedback from Service Users

"You are so amazing women here! You know drug use, the abuse and how to support women that are living together; you always advise me and know what to do. You are very caring about my necessities and appointments, very caring about me, reminding me about appointments and this making me feel special!"

"It makes me feel positive and loved! Sometimes workers in other places treat us like "junkies and second-class women"! This is the first time in my life I would like to have to start work even from home, and this is why I would like to have to change something in my life! "Thank you very much for your dedication! "I wanted to know that the staff in Emma is important, and the staff always positively handles this!"

"I wanted to say thank you for the wonderful shadow puppetry class you kindly referred me to. Kelly and Megan were just adorable and super supportive. This was, without a doubt, the very best activity I ever did. So grateful to all of you ☺"

"I had a series of online weekly therapy sessions with Amanda. When I first came to access the services provided by Nia I was in a very low place mentally and emotionally, often feeling hopeless and unhappy. I was also experiencing these symptoms as physical pain. This was due to a traumatic experience that I had been unable to deal with.

Through the course of these sessions, Amanda was able to help me in several ways; I was able to change my perspective, Amanda coaxed me into a more positive space, and I started to believe in, and like myself, for the first time in my life. By the end of my sessions with Amanda I felt empowered.

Because of my experience with the services provided by NIA, and because of Amanda, I was able to put in the hard work of recovering from my traumatic experience and in turn improve my wellbeing and outlook on life.

The word that most describes my experience is that I was 'transformed'. When I reflect back to the start of the sessions, my head was full and swimming with difficult images, self-doubt and uncertainty. Now, I am clear-minded and confident in myself that I can live a happy and fulfilled life.

the nia project

Trustees' Report

For the year ended 31 March 2023

Thank you to Amanda and the important services that NIA provided for me - I'm not sure what I would have done without access to this."

*"Thank you for listening to me even when I'm stressed out. You make me laugh **A LOT** and I always have a good and fun time talking to you. You are a very kind person and have one of those nice and calm feeling ways of being. Thank you so much for being a positive part of my journey and another role-model for me. I will miss you."*

"I loved meeting up altogether 😊. Fiaz & Natasha are the best. I am so touched to have been made to feel so welcome. They have restored my faith in institutions supporting women. They always strike the tone perfectly in sessions and create such a friendly, open environment. They clearly put their hearts into their work and its inspiring to see"

"The police referred me to counselling, I was pretty devastated and in a difficult place. Nia got in touch, and even though I didn't have much information about the workshops. I really wanted some support. Getting to know Fiaz, Natasha and other young women, has been really important to me, even though (or maybe precisely because) we don't talk about our experiences. Just knowing there are people who take what happens to women seriously, and are committed to educating & preventing violence against women & girls has made these sessions incredibly useful and therapeutic. I have learnt about the law and resources out there and I am encouraged by what I have learnt. I have been so impressed by the warmth, dedication and professionalism of Natasha and Fiaz and am so grateful for the workshops. I'd recommend them to anyone"

"My experience in the self-care workshops has been really positive, although the content was very useful, I found the first session a little stressful and I wasn't as clear as to what they were about, having being referred without prior knowledge. I'm really glad I stuck with them and having access to the slides was useful to me in processing the content too. I feel like I learnt a lot, and has put me in a reflective place having access to that structure. I have been able to direct others to nia services, as I found them to be useful. I feel a lot more grounded after the sessions, and am keen to know how I can become more involved in the future. This has been the only support I have managed to get access to since the assault 5 months ago. Thank-you for proving this support. I feel like it's made a positive difference to the way I have been processing things. My only note would be for there to be more workshops"

"The facilitators are lovely, very welcoming and make you feel comfortable (especially in person). The presentations were very clear and useful. I think a further reading optional sort of sign could have also been useful for those who are interested or links to where the information came from, as I found some topics very interesting"

"I truly believe that I wouldn't be alive if it were not for your support and ELRC... the endless phone calls with you and you standing in my corner and fighting on my behalf... I don't have any fight in me any more to do it myself and I am very grateful to you, the checking up on me when you were on annual leave, the perpetrator was released from prison and someone called to check in... I was a mess and it saved me that day. Plus the incredible woman who I speak to each week for counselling... she has been a lifeline... understands me completely and is incredible."

The prosecutor, Mark Milligan-Smith QC commented on how well all the ISVA's did and pitched themselves at the right level for the girls. You and the role are invaluable for victims of crime. Please share this message far and wide, credit where credit is due!

the nia project

Trustees' Report

For the year ended 31 March 2023

Thank you

We would like to say thank you to our partners, funders and to individuals and organisations who have supported nia including:

Advocacy After Fatal Domestic Abuse (AAFDA) LB Redbridge	
Ashiana Network	LB Tower Hamlets
BBC Children-in- Need	LB Waltham Forest
Big Lottery Fund	Linc Community Centre
Brookhill Children's Centre	London Councils
Centre for Women's Justice	Luminaire Bakery
Comet at Thomas Fairchild Children's Centre	Making Herstory
City & Hackney PCT	Mapledene Children's Centre
Deloitte	M & J Ethical Luxury
Edith Eligator	MOPAC
Freshfields, Brickhaus, Deringer	Onjali Rauf
Garfield Weston	Public Health Hackney and City of London
Greenwich Housing Rights	Rape Crisis England and Wales
Hackney Migrant Centre	Rights of Women
Indigo Trust	Rape Crisis South London
Jean Hatchet	Samworth Foundation
LB Barking and Dagenham	Solace Women's Aid
LB Camden	Southall Black Sisters
LB Enfield	Trust for London
LB Hackney	Women's Aid
LB Greenwich	Women and Girls Network
LB Haringey	Women's Resource Centre
LB Havering	Woodberry Down Children's Centre, Hackney
LB Houslow	Woodside Children's Centre, Haringey
LB Islington	Women for Refugee Women
LB Newham	Zonta - London Club 11

Financial review and reserves

The Trustees aim to have unrestricted funds not committed or invested in tangible fixed assets ('the free reserves') held by the charity between 3 and 6 months of resources expended. At this level, the Trustees feel that they would be able to continue the current activities of the charity in the event of a significant drop in funding. At the 31 March 2023 the free reserves amount to a surplus of £445,590. Whilst 3 to 6 months of resources expanded is the desired level of free reserves, the Trustees recognise that this is often difficult as the majority of income the charity receives is restricted. Restricted reserves at 31 March 2023 total £1,323,112, these are not available for general purposes. Designated funds at 31 March 2023 total £44,436.

The trading results for the year and the charity's financial position at the end of the year are shown in the attached financial statements. The net surplus for the year is £213,518.

the nia project

Trustees' Report

For the year ended 31 March 2023

Risk review

The Trustees monitor the major risks to which the company is exposed through their own risk register, in particular those related to the operations and finances of the company, these are reviewed annually by members of the Board of Trustees and staff.

The main risks identified at the last review were:

Risk identified	Controlled measures
Unable to successfully forward plan in long-term due to the uncertainty of income streams.	The Trustees try to forecast financial planning for at least 2 years. There is also an annual board strategy away-day to ensure focus is on the direction and future plans.
Insufficient project funding achieved.	There will be an increased focus on core costs and full cost recovery in fundraising. CE has the authority to decline projects/tenders on grounds of unrealistic costings.
Loss of key staff and board members.	Succession planning is carried out and information of systems, plans and projects is documented. Policies for recruitment and retention of staff are in place.
Overstretched management structure could result in key tasks/services not being delivered to target levels.	The Trustees regularly review the structure and organisation chart, which details roles and duties of each member of staff. The use of volunteers to provide additional support.
Loss/turnover/long-term absence of frontline staff and direct line management leading to service delivery, case management and staff management gaps	The organisation has efficient recruitment practices, robust staff absence procedures, staff retention practices and has addressed communication issues. Agency staff are used where there are vacancies which must be filled urgently.
Inability to compete for contracts with larger organisations.	Regular monitoring of our performance and service delivery to maintain a quality service. Strong emphasis is placed on maintaining good relationships with funders and increasing public awareness of profile.
Change in government policy affects our service delivery.	Regular monitoring of legal and regulatory changes.

Volunteers

A huge thank you to our incredible volunteers who gave 306 hours of their time to help women and girls through the East London Rape Crisis Information & Support Services.

Structure, governance and management

Governing document

The company is a charitable company limited by guarantee (company number 02673624) and was set up by a Memorandum of Association which is its constitution on 20 December 1991, amended on 1 May 2013. The full name of the registered charity is 'the nia project', the charity also refers to itself as just 'nia'.

the nia project

Trustees' Report

For the year ended 31 March 2023

The registered office is Wenlock Studios, 50 – 52 Wharf Road, London, N1 7EU which is the principal office. The company is a registered charity, number 1037072.

Organisational structure and decision making

The Board of Trustees are responsible for overseeing the management of the Charity and delegates this responsibility on a day to day basis to the Chief Executive Officer.

The Chief Executive is supported by a Senior Management Team of two who are responsible for the projects.

The Chief Executive and Senior Management Team are supported by a staff team of over 50 paid (full and part time) staff.

A strategic plan is prepared every three periods. The plan is developed by the Chief Executive with input from service users, staff members, the Management Team and the Board. Final approval of the plan rests with the Board. Once approved, the plan is executed with any deviations being subsequently approved. Strategic decisions are routed through the Chief Executive.

Appointment of trustees

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

the nia project is committed to having a Board of Trustees that reflects both the service users and the community in which it provides a service. It is also committed to attracting Board members with a wide variety of skills and attributes.

The board is also required to have at least one ex-service user member.

The Chair of the Board, in conjunction with the Chief Executive, is responsible for developing a recruitment strategy for the board. This includes identifying skills and representational gaps on the Board and then inviting appropriate people to join the Board in order to meet those gaps.

Induction and training of new trustees

All new board members are inducted into the company during their first three months on **the nia project**. Current board members taking on new roles within the board (e.g. Chair, Secretary and Treasurer) will also be inducted into these positions

The aim of the induction is to assist the new board member in understanding both the role and tasks of their position and the company itself. This is achieved by providing essential information relevant to the position and by giving the board member an opportunity to familiarise themselves with the company before taking on full responsibilities.

The company has developed a standardised package for induction of new board members. This package includes:

- Trustee regulations, policies and procedures
- Organisational policies and procedures
- Employment policies and procedures
- Board job descriptions
- Minutes of the last two board meetings

the nia project**Trustees' Report****For the year ended 31 March 2023**

Induction includes the following elements:

- Introduction to other trustees
- Meeting with the Chair and Chief Executive (when inducting a new Chair the meeting will be between the outgoing Chair, the Chief Executive and the new Chair)
- Tour of the company's premises
- Introduction to the Senior Management Team
- Introduction to service users where appropriate / possible

New board members are also provided with information on relevant training courses and are encouraged to attend these within the first twelve months of their membership of the board. **the nia project** will cover the cost of board members attending training courses.

After six months, the board member will meet with the Chair and the Chief Executive in order to review the induction process. This is an opportunity for the new board member to ask questions regarding their role and to gain further information about both their role and the charity itself.

the nia project is committed to supporting Trustees in their development. The company recognises that an effective board is essential for the functioning and development of the Charity. To this end the company invests in on-going training for Trustees which includes governance-specific issues (e.g. charity and employment law) as well as other relevant areas e.g. domestic violence awareness, general gender violence awareness and public-speaking.

Employees

Employees have been consulted on issues of concern to them through team meetings and focused away sessions. The recognised union within the company is Unite. The union negotiates on behalf of staff on issues relating to terms and conditions.

The Charity carries out exit reviews for all staff resigning from the company.

In accordance with the Charity's equalities and diversity strategy, **the nia project** has long established fair employment practices in the recruitment, selection, retention and training of all staff. Full details of these policies are available from the Charity's offices.

Remuneration is ultimately set by the board; the charity uses the London living wage rate and bandings set by local councils as benchmarks.

Related parties

the nia project is a member of Rape Crisis England and Wales and Women's Aid Federation, England. The company is also a member of a range of local and wider partnerships that contribute to the furtherance of its aims and objectives.

Trustees' responsibilities in relation to the financial statements

The trustees (who are also the directors of the nia project for the purposes of company law) are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (UK GAAP).

the nia project

Trustees' Report

For the year ended 31 March 2023

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 charitable company as at the balance sheet date and of its incoming resources and application of resources, including income and expenditure, for the financial year. In preparing those financial statements, the trustees 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; and
- Prepare the financial statements on the going concern basis unless it is inappropriate to assume that the charity will continue on that basis.

The trustees are responsible for maintaining proper accounting records that 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 charitable company and hence for taking reasonable steps for 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. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Statement of disclosure to our auditors

In so far as the trustees are aware at the time of approving our trustees' annual report:

- there is no relevant information, being information needed by the auditor in connection with preparing their report, of which the group's auditor is unaware, and
- the trustees, having made enquiries of fellow directors and the group's auditor that they ought to have individually taken, have each taken all steps that he/she is obliged to take as a director in order to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

Auditors

A resolution to reappoint Simpson Wreford LLP for the ensuing year will be proposed at the annual general meeting.

This report has been prepared in accordance with the small company regime (section 419 (2)) of the Companies Act 2006 and the Financial Reporting Standard in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015).

The Trustees have complied with their duty in section 17 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission.

Approved by the board of trustees/directors on 19 December 2023 and signed on its behalf by:

.....
R Tweedale - Trustee

Independent Auditors' Report
To the Trustees of the nia project
For the year ended 31 March 2023

Opinion

We have audited the financial statements of the nia project ('the charity') for the year ended 31 March 2023 which comprise the Statement of Financial Activities, Statement of Cashflows, Balance Sheet and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and the 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 charity'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 prepared in accordance with the requirements 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 Charity 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

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the Charity's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

Other information

The trustees are responsible for the other information. The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. 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.

In connection with our audit of the financial statements, 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 audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. 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.

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

Independent Auditors' Report
To the Trustees of the nia project
For the year ended 31 March 2023

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the Charity and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Annual 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;
- the financial statements are not in agreement with the accounting records and returns;
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not obtained all the information and explanations necessary for the purposes of our audit.

Responsibilities of the trustees

As explained more fully in the trustees' responsibilities statement set out on pages 9 - 10, the trustees 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 they 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 Charity'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 Charity or to cease operations, or have no realistic alternative but to do so.

Our 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.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: [www.frc.org.uk/auditorsresponsibilities]. This description forms part of our auditor's report.

Extent to which the audit was considered capable of detecting irregularities, including fraud

- the engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;
- we identified the laws and regulations applicable to the company through discussions with directors and other management, and from our commercial knowledge and experience of the computer software and support 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 company, including the Companies Act 2006, data protection and safeguarding;
- we assessed the extent of compliance with the 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 regularly and the team remained alert to instances of non-compliance throughout the audit.

Audit response to risks identified

We assessed the susceptibility of the 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:

Independent Auditors' Report
To the Trustees of the nia project
For the year ended 31 March 2023

- 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 set out in Note 1 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 documentation and;
- enquiring of management as to actual and potential litigation and claims.

There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the directors and other management and the inspection of regulatory and legal correspondence, if any.

Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

Use of our report

This report is made solely to the Charity'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 Charity'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 Charity's members as a body, for our audit work, for this report, or for the opinions we have formed.

Kate Taylor FCA (Senior Statutory Auditor)
for and on behalf of Simpson Wreford LLP, Statutory Auditors
and Chartered Accountants

Wellesley House
Duke of Wellington Avenue
Royal Arsenal
London
SE18 6SS
Dated: 21 December 2023

the nia project

Statement of Financial Activities

(Including Income and Expenditure account)
For the year ended 31 March 2023

	Notes	Unrestricted Funds	Restricted Funds	Total Funds 2023	Total Funds 2022
		£	£	£	£
INCOME					
Donations and legacies	5.1	122,202	-	122,202	213,140
Charitable activities	5.2	243,850	2,985,840	3,229,690	3,093,762
Investments		8	-	8	4
TOTAL		366,060	2,985,840	3,351,900	3,306,907
EXPENDITURE ON:					
Raising funds		43	519	562	562
Charitable activities		134,453	2,993,850	3,128,303	2,857,349
Other		730	8,787	9,517	8,848
TOTAL	6	135,226	3,003,156	3,138,382	2,866,759
NET INCOME/(EXPENDITURE)		230,834	(17,316)	213,518	440,148
Transfers between funds		(123,196)	123,196	-	-
NET MOVEMENT IN FUNDS		107,638	105,880	213,518	440,148
RECONCILIATION OF FUNDS					
Total funds brought forward	13	382,388	1,217,231	1,599,619	1,159,471
Total funds carried forward		490,026	1,323,111	1,813,137	1,599,619

The results for the year derive from continuing activities, and there are no other gains or losses other than those shown above.

The notes on pages 17 to 29 form part of these financial statements.

the nia project

Balance Sheet at 31 March 2023

	Notes	2023		2022	
		£	£	£	£
FIXED ASSETS					
Tangible assets	10		39,353		1,800
CURRENT ASSETS					
Debtors	11	1,376,489		1,259,981	
Cash at bank and in hand		<u>653,838</u>		<u>761,764</u>	
		2,030,327		2,021,745	
CREDITORS: amounts falling due within one year	12		(256,543)		(423,925)
NET CURRENT ASSETS			<u>1,773,784</u>		<u>1,597,819</u>
TOTAL ASSETS LESS CURRENT LIABILITIES			<u>1,813,137</u>		<u>1,599,619</u>
THE FUNDS OF THE CHARITY	13				
Unrestricted funds			490,026		382,388
Restricted income funds			<u>1,323,111</u>		<u>1,217,231</u>
			<u>1,813,137</u>		<u>1,599,619</u>

The accounts have been prepared in accordance with the special provisions of Part 15 of the Companies Act relating to small companies and constitute the annual accounts required by the Companies Act 2006 and in accordance with the Financial Reporting Standard in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015).

Signed on behalf of the board of trustees on 19 December 2023

.....
R Tweedale - Trustee

Approved on behalf of the board on

Company number - 02673624 (England & Wales)

the nia project

Statement of cashflows

For the year ended 31 March 2023

	Notes	2023 £	2022 £
Cash used in operating activities			
Net cash (used in) operating activities	19	<u>(60,430)</u>	<u>(96,750)</u>
Cash flows from investing activities			
Interest income		8	4
Purchase of tangible fixed assets		(47,504)	-
Cash provided (used)/by investing activities		<u>(47,496)</u>	<u>4</u>
(Decrease) in cash and cash equivalents in the year		(107,926)	(96,746)
Cash and cash equivalents at the beginning of the year		761,764	858,510
Total cash and cash equivalents at the end of the year		<u>653,838</u>	<u>761,764</u>

the nia project**Notes to the financial statements****For the year ended 31 March 2023****1. Accounting Policies**

The principal accounting policies are summarised below. The accounting policies have been applied consistently throughout the year and in the preceding year.

Company information

The nia project is a company limited by guarantee incorporated in England and Wales and registered as a charity with the Charity Commission. The registered office is Wenlock Studio, 50 – 52 Wharf Road, London, N1 7EU.

i. Basis of accounting

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 (FRS102) (effective 1 January 2015) – (Charities SORP (FRS102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) and the Companies Act 2006.

The financial statements are prepared in sterling, which is the functional currency of the company. Monetary amounts in the financial statements are rounded to the nearest £.

The effects of events relating to the year ended 31 March 2023 which occurred before the date of approval of the financial statements by the Trustees has been included in the financial statements to the extent required to show a true and fair view of the state of affairs at 31 March 2023 and the results for the year ended on that date.

The nia 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 note(s).

ii. Reconciliation with previous Generally Accepted Accounting Practice

In preparing the accounts, the trustees have considered whether in applying the accounting policies required by FRS102 and the Charities SORP FRS102 the restatement of comparative items was required. No restatements were required.

iii. Preparation of the accounts on a going concern basis

The charity is considered a going concern. Adequate funding has been achieved to facilitate the charities objectives and activities for the next 12 months. There are no material uncertainties about the charity's ability to continue as a going concern.

iv. Income

Voluntary income is received by way of donations and gifts and is included in full in the statement of Financial Activities when receivable. In accordance with the Charities SORP (FRS 102), the general volunteer time of volunteers is not recognised please refer to the trustees' annual report for more information about their contribution.

v. Incoming grants are recognised in full in the Statement of Financial Activities in the period in which is specified by the donor, on the accruals basis. Multi-period grants are recognised over the period to which the grant relates, normally specified by donor. If a grant remains unspent at the end of the period and is due back to the donor, this proportion is held within deferred grants within creditors. Performance related grants are only recognised to the extent that the services have been provided

the nia project

Notes to the financial statements

For the year ended 31 March 2023

Accounting Policies (continued)

vi. Resources expended

Resources expended are recognised in the period in which they are incurred. Resources expended include attributable VAT, which cannot be recovered.

Costs of generating funds comprise the costs associated with attracting voluntary income.

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Other costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include audit fees and costs linked to the strategic management of the charity.

All costs are allocated between the expenditure categories of the SOFA on a basis designed to reflect the use of the resource. Costs relating to a particular activity are allocated directly; others are apportioned as disclosed in (vii.) below.

- vii. Resources expended are allocated to the particular activity where the cost relates directly to that activity. However, the cost of overall direction and administration of each activity, comprising the salary and overhead costs of the central office function are estimated and allocated on a proportional basis to each activity, based upon the ratio of their time spent servicing each activity. In the case where support costs are predetermined by the request in application for grants, this is the amount used to allocate support costs applicable to that project.

viii. Tangible Fixed Assets

Depreciation is calculated so as to write off the cost of an asset, less its estimated residual value, over the useful economic life of that asset as follows:

Office equipment	-	25% on reducing balance
Computer equipment	-	33.3% on cost
Motor vehicles	-	25% on reducing balance

All purchased fixed assets over £500 are capitalised at cost. There are no internally generated fixed assets.

ix. Unrestricted funds

Unrestricted funds - are donations and other incoming resources receivable or generated for the objects of the charity without further specified purpose and are available as general funds. Designated unrestricted funds – are unrestricted funds designated by the Trustees for a particular project or asset in the future. They may be undesignated at any time.

x. Restricted Funds

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund.

xi. Leases

Rentals payable under operating leases, where substantially all the risks and rewards of ownership remain with the lessor, are charged to the Statement of Financial Activities on an actual basis.

the nia project

Notes to the financial statements

For the year ended 31 March 2023

Accounting Policies (continued)

xii. **Creditors and provisions**

Are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

xiii. **Pension contributions**

The charity provides a defined contribution pension scheme for employees, the assets of which are held separately from those of the company in an independently administered fund. Contributions to this scheme are charged to the income and expenditure account as they become payable. The cost is allocated across the charity's activities based upon the ratio of staff time spent servicing a particular activity.

xiv. **Cash at bank and in hand**

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

xv. **Trade debtors**

Trade and other debtors are recognised at the settlement amount due after any trade discount offered.

xvi. **Financial instruments**

The charity only 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.

2. Net outgoing resources

	Year to 31 Mar 2023	Year to 31 Mar 2022
This is stated after charging:		
Depreciation	9,951	800
Auditors' remuneration	<u>8,400</u>	<u>8,400</u>

3. Related party transactions

No remuneration was paid to any of the trustees. No trustee received reimbursement of expenses or benefits in kind during the year. There have been no other related party transactions in the year.

the nia project

Notes to the financial statements

For the year ended 31 March 2023

4. Staff costs

Staff costs for the year were as follows:	Year to 31 Mar 2023	Year to 31 Mar 2022
Wages and salaries	2,061,167	1,660,709
National Insurance costs	190,310	127,051
Employer pension contributions (Defined contribution scheme)	<u>53,458</u>	<u>36,388</u>
	<u>2,304,938</u>	<u>1,824,148</u>

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

	Year to 31 Mar 2023	Year to 31 Mar 2022
Projects	70	62
Administration	<u>3</u>	<u>4</u>
	<u>73</u>	<u>66</u>

The number of higher paid employees was:

In the band £70,001 to £80,000 – 1 (2022: £70,001 to £80,000 - 1).

In the band £60,001 to £70,000 – 1 (2022: £60,001 to £70,000) – 0)

5.1 Income

DONATIONS AND LEGACIES	<i>Restricted Funds</i> £	<i>Unrestricted Funds</i> £	<i>Total Year to 31 Mar 23</i> £	<i>Total Year to 31 Mar 22</i> £
Other donations	-	72,202	72,202	188,140
	-	72,202	72,202	188,140
Grants received				
Garfield Weston		-	-	25,000
Samworth Foundation	-	50,000	50,000	-
	-	50,000	50,000	25,000
TOTAL	-	122,202	122,202	213,140

the nia project

Notes to the financial statements

For the year ended 31 March 2023

5.2 Income (continued)

<i>Grants and contract income</i>	<i>Restricted Funds £</i>	<i>Unrestricted Funds £</i>	<i>Total Year to 31 Mar 23 £</i>	<i>Total Year to 31 Mar 22 £</i>
Refuge Provision				
London Councils, Ascent (via Ashiana Project) - Emma Project & Daria House	267,740	-	267,740	267,740
Solace women's aid (CASA Project)	24,779	-	24,779	17,936
MOPAC - Safer Accommodation	422,021	-	422,021	
IDVA				
Hackney MOPAC	22,297	-	22,297	49,000
DCLG Camden Partnership	44,506	-	44,506	40,269
LB Haringey - IDVA	195,183	-	195,183	176,000
LB Haringey - Advocacy IDVA	-	-	-	35,000
LB Haringey - Mental health IDVA	-	-	-	40,000
MOPAC - Older Women Fund	100,000	-	100,000	81,450
MOPAC - DA Caseworker & call handler	-	-	-	76,958
LB Haringey - Hardship fund	-	-	-	12,500
ADVISE	40,892	-	40,892	-
Other IDVA	3,803	-	3,803	-
Young Women's advocate				
LB Haringey - YWA KIDVA	17,500	-	17,500	-
MOPAC - MoJ National IDVA	21,768	-	21,768	-
ELRC				
London Councils, Ascent (via Tender) - Schools Engagement	-	-	-	10,121
MOPAC	1,002,911	-	1,002,911	850,789
London Councils, Ascent (via Solace Women's Aid) - Advice	33,299	-	33,299	36,849
Home Office - Young people's advocate	-	-	-	54,503
MOPAC (via Women & Girls Network) - ISVA	-	107,494	107,494	98,487
Comic Relief - BME ISVA	-	-	-	30,000
WGN Mopac community engagement	76,218	-	76,218	78,570
ELRC - Prostitution services				
LB Brent	52,280	-	52,280	57,033
WGN NHS England	105,367	-	105,367	150,170
Solace Women's aid Non Crisis Support	46,465	-	46,465	47,744
MOPAC - Anita Project	187,085	-	187,085	202,915
IRIS				
SBS MOPAC NRPF	127,384	-	127,384	125,315
LB Hackney - IRIS Hackney	88,444	-	88,444	88,444
LB Barking & Dagenham - IRISI	-	-	-	44,619
LEA Project				
Big Lottery Fund	-	-	-	164,207
Funding & Development				
Sisters Trust	-	-	-	16,667
Play Therapy				
BBC Children In Need - Child Therapist	29,203	-	29,203	20,062
Femicide Research Project				
E D Eligator	61,695	-	61,695	93,767
Treebeard Trust	15,000	-	15,000	22,500
Housing benefits received - Designated - Refuge Provision				
Housing rents	-	126,010	126,010	92,815
Service charges	-	2,463	2,463	3,392
Other income				
Other	-	7,884	7,884	7,940
TOTAL	2,985,840	243,850	3,229,690	3,093,762

the nia project

Notes to the financial statements

For the year ended 31 March 2023

6 Expenditure

	<i>Cost of Activities</i> £	<i>Support Costs</i> £	<i>Management & Admin</i> £	<i>Year to 31 Mar 2023</i> £	<i>Year to 31 Mar 2022</i> £
Raising funds					
Fundraising expenses	-	562	-	562	562
Charitable activities					
Rent and rates	156,481	5,712	-	162,193	146,386
Premises maintenance	80,255	30	-	80,285	30,905
Repairs and renewals	29,150	288	-	29,438	37,261
Salaries and national insurance	2,067,144	237,794	-	2,304,938	2,056,281
Legal and professional	1,500	-	-	1,500	-
Recruitment expenses	15,738	-	-	15,738	8,870
Computer maintenance	25,549	580	-	26,129	15,364
Equipment hire	2,879	2,441	-	5,320	6,282
Security costs	21,634	-	-	21,634	-
Light and heat	53,050	166	-	53,217	29,260
Telephone	45,002	4,033	-	49,035	54,520
Travel and subsistence	18,432	3,243	-	21,674	21,283
Printing, postage and stationery	12,694	2,227	-	14,921	3,290
Cleaning	-	2,046	-	2,046	-
Training	-	1,339	-	1,339	890
Subscriptions	454	7,022	-	7,476	6,794
Welfare	21,924	353	-	22,277	52,678
Client welfare	43,106	-	-	43,106	113,006
Consultancy fees	183,752	25,063	-	208,815	165,213
Sundry	7,998	678	-	8,675	8,701
Insurance	-	3,962	-	3,962	3,430
Motor expenses	7,491	-	-	7,491	8,260
Bad debts	-	(400)	-	(400)	-
Depreciation	-	9,951	-	9,951	600
Grants repaid	27,544	-	-	27,544	88,072
	<u>2,821,776</u>	<u>306,527</u>	<u>-</u>	<u>3,128,303</u>	<u>2,857,349</u>
Other					
Bank charges	-	-	1,104	1,104	388
Sundry	-	-	13	13	60
Audit fees	-	-	8,400	8,400	8,400
	<u>-</u>	<u>-</u>	<u>9,517</u>	<u>9,517</u>	<u>8,848</u>
TOTAL	<u>2,821,776</u>	<u>307,089</u>	<u>9,517</u>	<u>3,138,382</u>	<u>2,866,759</u>

the nia project

Notes to the financial statements

For the year ended 31 March 2023

7. Section 37 Statement

The following grant aid was received from London Councils in regard to the following projects.

London Councils – Ascent (via Ashiana Project), £267,740 for the Emma Project.

London Councils – Ascent (via Solace Womens Aid), £36,966 for Pan London Casework.

8. Allocation of support costs, management & administration (refer Note 6)

The basis of allocation is set out in accounting policy vii.

	<i>Direct staff costs</i>	<i>Other direct costs</i>	<i>Allocated support costs</i>	<i>2023</i>
	£	£	£	£
<i>Restricted</i>				
Emma Project	266,511	124,425	-	390,936
IDVA & Community	309,834	39,387	42,870	392,092
ELRC	792,409	293,533	134,695	1,220,637
ELRC - Prostitution Services	268,206	55,499	19,174	342,879
IRIS	124,204	74,352	3,830	202,386
Young Women's Advocate	29,225	3,146	5,068	37,439
Refuge	130,846	100,846	52,207	283,899
Funding & development	18,596	1,365	2,000	21,961
Play Therapy	26,439	4,069	852	31,359
LEA Project	56,920	31,150	6,633	94,703
Femicide	43,263	27,552	837	71,650
	2,066,452	755,323	268,166	3,089,941
<i>Designated</i>				
ELRC			9,334	9,334
<i>Unrestricted</i>				
<i>Unrestricted projects</i>	23,852	2,327	12,928	39,107
Total	2,090,304	757,650	290,428	3,138,382

the nia project

Notes to the financial statements

For the year ended 31 March 2023

9. Breakdown of expenditure by activity (refer Note 6)

	<i>Staff Costs</i>	<i>Other Overheads</i>	<i>Management & administration</i>	<i>Fundraising expenses</i>	<i>2023</i>
	£	£	£	£	£
Restricted					
Emma Project	-	-	-	-	-
IDVA & Community	35,101	10,146	1,405	83	42,870
ELRC	110,284	31,878	4,414	260	134,695
ELRC - Prostitution Services	15,699	4,538	628	37	19,174
IRIS	3,136	906	126	7	3,830
Young Women's Advocate	4,150	1,199	166	10	5,068
Refuge	42,746	12,356	1,711	101	52,207
Funding & development	1,638	473	66	4	2,000
Femicide Research Project	685	198	27	2	837
Play Therapy	698	202	28	2	852
LEA Project	5,431	1,570	217	13	6,633
	219,567	63,465	8,787	519	268,166
Designated					
ELRC	7,642	2,209	306	18	9,334
Unrestricted					
Unrestricted projects	10,585	3,060	424	25	12,928
Total	237,794	68,734	9,517	562	290,428

10. Tangible Fixed Assets

	<i>Computer Equipment</i>	<i>Leasehold Improvements</i>	<i>Office Equipment</i>	<i>Motor Vehicles</i>	<i>Total</i>
	£	£	£	£	£
Cost					
At 1 April 2022	24,881	-	74,403	10,500	109,784
Additions	-	47,504	-	-	47,504
At 31 March 2023	24,881	47,504	74,403	10,500	157,288
Depreciation					
At 1 April 2022	24,881	-	73,849	9,254	107,984
Charge for year	-	9,501	139	311	9,951
At 31 March 2023	24,881	9,501	73,988	9,565	117,935
Net book value					
31 March 2023	-	38,003	415	935	39,353
Net book value					
31 March 2022	-	-	554	1,246	1,800

the nia project

Notes to the financial statements

For the year ended 31 March 2023

11. Debtors

	<i>2023</i>	<i>2022</i>
	<i>£</i>	<i>£</i>
Trade debtors	21,085	37,317
Other debtors	18,546	19,103
Accrued income and grants	1,245,983	1,124,887
Prepayments	90,875	78,674
	<u>1,376,489</u>	<u>1,259,981</u>

12. Creditors: amounts falling due within one year

	<i>2023</i>	<i>2022</i>
	<i>£</i>	<i>£</i>
Trade creditors	111,617	135,876
Taxation and social security	45,899	51,864
Other creditors	41,144	37,456
Deferred income	52,783	192,910
Accruals	5,100	5,820
	<u>256,543</u>	<u>423,925</u>

the nia project

Notes to the financial statements

For the year ended 31 March 2023

13.1 Reconciliation of funds

	<i>Balance B/Fwd £</i>	<i>Incoming Resources £</i>	<i>Resources Expended £</i>	<i>Transfers £</i>	<i>Balance C/Fwd £</i>
Refuge Provision					
London Councils, Ascent (via Ashiana Project)	-	267,740	390,936	123,196	-
Solace women's aid (CASA Project)	8,183	24,779	24,779	-	8,183
MOPAC - Safer London Accommodation Fund	(546)	422,021	259,120	-	162,355
IDVA					
Hackney MOPAC	8,516	22,297	19,239	-	11,574
DCLG Camden Partnership	(559)	44,506	43,727	-	220
LB Haringey	8,369	195,183	187,603	-	15,949
MOJ - London Community Fund	2,443	3,803	3,190	-	3,056
ADVISE	-	40,892	30,864	-	10,028
LB Haringey - Mental health IDVA	22,512	-	22,512	-	-
MOPAC - Older Women Fund	50,992	100,000	81,458	-	69,534
MOPAC - DA Caseworker & call handler	18,669	-	3,499	-	15,170
Young Women's Advocate					
LB Newham - IDVSA	6,708	17,500	15,671	-	8,537
MOPAC - MoJ National IDVA	-	21,768	21,768	-	-
ELRC					
MOPAC - ELRC	352,644	1,002,911	1,023,822	-	331,733
Home Office	55,894	-	-	-	55,894
London Councils, Ascent (via Advice)	66,635	33,299	36,966	-	62,968
OPCNN- Info and support worker	17,559	-	-	-	17,559
Matrix	1,070	-	-	-	1,070
Comic Relief - BME ISVA	2,090	-	2,090	-	-
London Councils, Ascent (via Tender)	11,558	-	-	-	11,558
Violence reduction unit	5,444	-	-	-	5,444
WGN Mopac community engagement - CouRAGEus project	14,660	76,218	71,012	-	19,866
ELRC - Prostitution services					
LB Brent	3,943	52,280	42,326	-	13,897
WGN NHS England	60,595	105,367	91,162	-	74,800
Solace Women's aid Non Crisis Support - Ascent Plus	3,734	46,465	43,662	-	6,537
MOPAC - Anita Project	5,545	187,085	165,067	-	27,563
Brent ISVA	-	-	662	-	(662)
Safe Choices					
Children's Society	22,877	-	-	-	22,877
IRIS					
Health Foundation (via Next Link)	395	-	-	-	395
SBS MOPAC NRPF	37,307	127,384	113,942	-	50,749
LB Hackney - IRIS Hackney	-	88,444	88,444	-	-
Huggetts Womens Centre					
Big Lottery	40,065	-	-	-	40,065
Problematic Substance Abuse					
LB Hackney	767	-	-	-	767
LEA Project					
Big Lottery - LEA Project	226,971	-	94,703	-	132,268
LB Hounslow - LEA Project	3,950	-	-	-	3,950
Charles Hayward Foundation	11,669	-	-	-	11,669
Family Support					
Hackney Community Partnership	4,657	-	-	-	4,657

the nia project

Notes to the financial statements

For the year ended 31 March 2023

13.2 Reconciliation of funds continued

	<i>Balance B/Fwd</i>	<i>Incoming Resources</i>	<i>Resources Expended</i>	<i>Transfers</i>	<i>Balance C/Fwd</i>
	£	£	£	£	£
Funding & Development					
The Henry Smith Charity	6,912	-	-	-	6,912
London Community Foundation - Survivor	351	-	-	-	351
London Borough of Hackney - Survivor Involvement	1,391	-	-	-	1,391
Sisters Trust	24,672	-	21,961	-	2,711
Play Therapy					
Children in Need	39,345	29,203	31,322	-	37,226
Femicide Research Project					
ED Eligator	50,820	61,695	71,650	-	55,865
Treebeard Trust		15,000			
Other	18,424	-	-	-	18,424
Restricted	1,217,231	2,985,840	3,003,156	123,196	1,323,111
Designated					
Emma Project	-	128,473	-	(128,473)	-
MOPAC (via Women & Girls Network)	9,203	107,494	96,082	-	20,615
Samworth Foundation	-	50,000	26,179	-	23,821
	9,203	285,967	122,261	(128,473)	44,436
Unrestricted	373,185	80,093	12,965	5,277	445,590
TOTAL FUNDS	1,599,619	3,351,900	3,138,382	-	1,813,137

14 Analysis of net assets between fund

	<i>Tangible assets</i>	<i>Current assets/(liabilities)</i>	<i>Total</i>
	£	£	£
Restricted funds	935	1,322,176	1,323,111
Unrestricted funds	38,418	451,608	490,026
	39,353	1,773,784	1,813,137

Emma Project

The Emma Project provides refuge and outreach services to women with problematic substance use who have experienced domestic and sexual violence, including prostitution.

IDVA & Community

The Independent Domestic Violence Advocacy Service supports women who have been identified as "high risk" of domestic violence through risk assessment and referral from the Police or any other agency referring into the Multi Agency Risk Assessment Conference (MARAC).

East London Rape Crisis

MOPAC is to provide advocacy, support and counselling after rape and sexual assault.

the nia project

Notes to the financial statements

For the year ended 31 March 2023

IRIS

The IRIS Project improves the quality of care given by GP surgeries to women experiencing domestic violence through a national implementation programme and also local delivery in Hackney.

Play therapy

Play therapy is a therapeutic service for children and young people affected by domestic violence to help them understand and deal with confusing and/or powerful feelings and painful events.

London Exiting Advocacy (LEA Project)

This is a project funded for 3 years by the Big Lottery which came over to Nia from Eaves.

The project is two-fold:

Direct support to women in that it provides specialist support and advocacy to women involved in prostitution who are wishing to exit prostitution.

Training, education and awareness to deliver enhanced responses to women involved in prostitution from other services and practitioners.

Research, development and fundraising

This post came over to nia from Eaves and was funded by Lankelly Chase and now will be partially funded by Trust for London.

This post adds capacity to the senior management team. It is intended that the post holder, in discussion with the CEO and SMT, will identify attend and participate in relevant strategic and policy focussed initiatives. The post holder should also work with colleagues to identify possible opportunities for fundraising with a view to contributing to the organisation's aim of diversifying funding sources. However, the post includes a legacy of existing work to complete, publish, disseminate and campaign on research areas (criminal records of women involved in prostitution, indoor prostitution in Redbridge). In addition, the new funder is keen to see a substantial component of time still directed at working specifically on women in prostitution and exiting.

15 Deferred income

Deferred income relates to money received in advance for services which have yet to be delivered at the year end. Income is deferred based on the length of the contract.

	<i>Deferred Grants £</i>
Balance as at 1 April 2022	192,910
Amount released to income earned from charitable activities	(192,910)
Amount deferred in the year	<u>52,783</u>
Balance as at 31 March 2023	<u><u>52,783</u></u>

16 Limited liability

The Trustees of the company guarantee to contribute an amount not exceeding £10 to the assets of the charity in the event of winding up.

the nia project

Notes to the financial statements

For the year ended 31 March 2023

17 Leasing commitments*Operating leases*

The charity's total commitments for rental payments under non-cancellable operating leases at 31 March 2023 were set out as below:

	2023	2022
	£	£
Total commitments	<u>£48,796</u>	<u>nil</u>

18 Fund Transfers

Transfers have been made from designated funds to restricted projects to make up for the shortfall in income for certain projects. This ensures that the restricted funds are not in deficit. These have been authorised by the management committee.

19 Reconciliation of net movement in funds to net cash flow from operating activities.

	2023	2022
	£	£
Net movements in funds	213,518	440,148
Add back: Depreciation	9,951	600
Deduct: Interest shown in investing activities	(8)	(4)
(Increase) in debtors	(116,508)	(625,841)
(Decrease)/increase in creditors	(167,383)	88,347
	<u>(60,430)</u>	<u>270,542</u>

20 Corporation Tax

The charity is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects

THE NIA PROJECT

England & Wales - Charity number 1037072

Accounts

Charity Number: 1037072
Company Number: 02673624 (England & Wales)

The nia project
(A company limited by guarantee)

Annual Report and Audited Accounts

For the year ended 31 March 2022

the nia project

Charity Information

For the year ended 31 March 2022

Management Committee	A Terry F Slater L Campbell S Antoniazzi R Tweedale M E Buxton A Kishor – Resigned - 10 June 2021 D Baldwin
Chief Executive Officer	K Ingala Smith - Secretary
Registered Office	Wenlock Studios 50 – 52 Wharf Road London N1 7EU
Auditors	Simpson Wreford LLP Wellesley House Duke of Wellington Avenue Royal Arsenal London SE18 6SS
Bankers	Co-operative Bank 1 Islington High Street London N1 9TR
Company Number	02673624 (England & Wales)
Charity Number	1037072

the nia project

Annual Report and Accounts

For the year ended 31 March 2022

Contents

1-11.	Trustees' report
12-14.	Independent Auditors' report
	Accounts comprising
15.	Statement of financial activities
16.	Balance sheet
17.	Statement of cashflows
18-30.	Notes to the accounts

the nia project

Trustees' Report

For the year ended 31 March 2022

The Trustees present their report and the audited 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.

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 (FRS 102) (effective 1 January 2019) – (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006/Charities Act 2011.

The Trustees

The Trustees (who were also the directors for the purpose of company law), who served the charity as the Management Committee during the period were:

A Terry
F Slater
L Campbell
S Antoniazzi
R Tweedale
M E Buxton
A Kishor - Resigned - 10 June 2021
D Baldwin

There have been no changes in the objectives since the last annual report. Day to day management is the responsibility of the chief executive officer, K Ingala Smith.

Objectives and activities

Charitable objectives:

- (1) To relieve the needs of those who are suffering or who have suffered gender-based violence and abuse by providing practical and emotional support and advocacy services.
- (2) To advance the education of the public and professionals in the subject of gender-based violence in particular but not exclusively through partnership work, social and traditional media and by providing training and holding conferences and seminars.

nia's aims are to prevent and reduce men's violence against women and girls

- Provision of high quality and cutting edge services for women, children and young people who have experienced gender based violence against women and abuse
- Empowering women and children to reach their potential
- Challenging inequality and discrimination and celebrating diversity
- Increasing and developing the effectiveness of resources through partnership, collaboration and multi-agency action

In planning activities and delivering services the Trustees have regard to the Charity Commission's guidance on public benefit.

Our mission delivering cutting edge services to end men's violence against women and children.

the nia project

Trustees' Report

For the year ended 31 March 2022

Key themes of our work are

- Protection
- Empowerment
- Prevention
- Diversity/equality
- Partnership

Our strategic aims are:

- The provision of high quality and cutting-edge services for women, children and young people who have experienced gender based violence against women and abuse
- Empowering women and children to reach their potential
- Challenging inequality and discrimination and celebrating diversity
- Increasing and developing the effectiveness of resources through partnership, collaboration and multi-agency action

Our services

nia has been delivering services to women and children who have been subjected to men's violence, particularly sexual and domestic violence and abuse, including prostitution, since 1975. The organisation has three main aims, which are to provide services for women, children and young people who have been subjected to men's violence, working to end male violence against women and girls, and to inform and influence policy and public awareness.

Presently, **nia** is delivering a range of services across London, primarily in the East and North of the city. Our services are continually evolving in order to respond to the needs of women who face multiple disadvantage and barriers to accessing services, they currently include:

- **East London Rape Crisis** for women and girls who have experienced any form of sexual violence -including rape, sexual assault and child sexual abuse - regardless of when it occurred, who it was perpetrated by and whether or not it was reported to the police.
- **The Emma Project** a pioneering service for women who are escaping domestic and sexual violence and who use substances problematically.
- **London Exiting and Advocacy Project, (LEA)**, offering outreach and one-to-one support to women involved in prostitution. The LEA Project helps women access housing, welfare benefits, legal advice, drugs and alcohol services, specialist counselling and routes to exit prostitution. Women are also supported through access to employment training, education, volunteering and sustainable employment. Following the end of the original funding for the services, we were delighted to be able to relaunch community based exiting services in 2019, funded by the Big Lottery.
- **Daria House** is now a refuge for women who have been sexually exploited, with a particular focus on supporting women who have been exploited through involvement in prostitution. We offer non-judgemental support, information and advocacy. We help women to access housing and welfare benefits, legal advice, healthcare, drug and alcohol services and other specialist services for women in prostitution.
- **Independent Domestic Violence Advocacy (IDVA) Services** - We currently operate IDVA services in Haringey and Hackney, where outreach workers support women who have been identified by the MARAC as being at high risk of serious domestic violence and homicide.

the nia project

Trustees' Report

For the year ended 31 March 2022

- **The Anita Project** –a range of services supporting women in prostitution in North and East London, and particularly to exit prostitution
- **IRIS** - a GP training programme and advocacy support to improve the health care responses to domestic violence and abuse. **nia** delivers the service in Hackney and City, Haringey and Barking and Dagenham.

nia is part of **ASCENT** which is a partnership of 22 specialist organisations within the London Violence Against Women and Girls (VAWG) Consortium, delivering a range of services for survivors of domestic and sexual violence.

nia is also part of a number of partnership projects lead by other specialist independent women led organisations responding to men's violence against women and girls, including The London Holistic Wrap Around Service, Wisser, CASA, Courageous.

nia holds the following quality standards:

- Rape Crisis England and Wales National Service Standard
- SafeLives Leading Lights
- Women's Aid Federation (England National Quality Standard)
- Advice Quality Standard (Casework)

Achievements and performance

In the year between **April 2021 and March 2022**, our incredible all-woman staff team provided one-to-one support to **1,485** women, girls and children subjected to sexual and domestic violence and abuse, including prostitution. This breaks down to:

- **278** women at high risk of repeated and serious domestic violence including homicide were supported by our **Independent Domestic Violence Advocacy (IDVA)** services: **214** in Haringey & **64** in Hackney
- **East London Rape Crisis** Independent Sexual Violence Advocates practical and emotional one-to-one support for **232** women; **88** young women and girls and short-term casework to **76** women and girls. The ELRC counselling service worked with **306** women
- **324** women subjected to domestic violence and abuse accessed the **IRIS** service through doctor's surgeries in Hackney and City, Haringey, and Barking and Dagenham
- Our refuges **The Emma Project** and **Daria House** were home to **31 women** who have problematic substance use and had been subjected to sexual and domestic violence and sexual exploitation, including prostitution
- **The Anita Exiting Prostitution and Advocacy and Ascent Projects** supported **85 women** abused through prostitution and/or who have problematic substance use; the **WISER** and **CASA** projects and refuge outreach supported a further **16** women.
- **63** women in street prostitution were supported by our night time outreach team (Some of these women also were in contact with our daytime services so were haven't included them in our overall number of women as we don't want to double count.)
- The **London Holistic Advocacy Wrap Around Service** for women who have insecure immigration status and are subject to no recourse to public funds, supported **39** women.

the nia project

Trustees' Report

For the year ended 31 March 2022

- **26** children under 16 who had been subjected to or witnessed domestic violence and abuse were supported by our **Play Therapy** service, 17 were girls and 9 were boys.
- and we also supported 3 men.

We also worked with and/or supported **9,490** people through our helpline, group work, workshops, school assemblies and training:

- The **East London Rape Crisis Information and Support Line** supported **741** women and girls, 10 males of which 3 had transgender identities, and **1,109** family/friends/agencies enquiring on behalf of victim-survivors of sexual violence by phone, email and video chat. The line also took a 60 further anonymous calls.
- Our women's and young people's awareness raising and group work programmes worked with **6,774** young people and **856** women.

Thank you to our volunteers:

8 volunteers gave **306** hours of their time to help women and girls through the East London Rape Crisis Information & Support Services.

East London Rape Crisis Advocacy and Counselling:

- *76% of women reported improved health and well-being*
- *88% of women reporting they are more informed and empowered to act*
- *70% of women have increased safety.*

Feedback from service users

"It was very uplifting to be in the company of such wonderful people who had been affected similar to myself, it lifted my self-esteem which had been shattered by the incident I had experienced."

"I am very grateful for the support I received from NIA. It was invaluable and it really helped me during a very difficult time. My advocate has been very patient with me, kindly listened to my concerns and offered constructive solutions and support. Thank you."

"The support worker who helped me was an ideal mix of sympathetic and energising, using her knowledge of the legal system to point out ways in which I could take action to improve my situation."

"Feeling heard and understood, understanding my rights. Well informed, understanding, sensitive and supportive."

"I most value the fact that someone can identify that my current mental state is to be expected. I don't feel so lonely and overwhelmed by them. I also feel that someone understands what I am going through and that helps me to cope immensely."

"The same person contacting me and providing support and information that is relevant and in detail in a sensitive and thorough manner."

"I am wanting to make a statement to you about a care worker that I have been interacting with over many months. The allocated person was Laura and I want it to be recorded about how she worked with me. I am 67 years old and have gone through many years of sexual harassment from the daily manager where I live."

the nia project

Trustees' Report

For the year ended 31 March 2022

Laura has been the most professional and sympathetic person I have ever worked with and tried every avenue that she could to direct and help me. Sadly it was not possible to pursue my case with the police but I felt just supported by Laura. I find that her abilities and attributes in the position that she is currently working in to be of the highest standard. In our time communicating together, she gave me so much support and the most amazing amount of support to empower myself. Laura is a very special person working in a role that will change women's lives. I do hope that you will address this and make sure that she is awarded the highest compliment that I have ever given anyone."

East London Rape Crisis Young Women:

- 80% of young women felt heard and believed
- 80% of young women felt less alone
- 80% of young women felt able to recognise abusive behaviours
- 90% of young women felt better able to deal with other organisations

Feedback from young women attending workshops and group work

"What I liked most was how informative it was and how we slowly got comfortable in talking about awkward conversations which we wouldn't usually talk about such as Pornhub"

"I liked that we were able to be open about our opinions. It also helped that the facilitators asked questions so that we could think deeper and elaborate. They were also informative and had answers for many of the questions we had and they weren't afraid to learn with us if they also didn't know, made it comforting."

"These workshops can be difficult to take part in but they give me an opportunity to practise self-care, which I learnt about for the first time. With the more difficult sessions, often it's not until a later date that I realise how helpful they have been because I finally have the words and the language to describe the sexual violence and I know what help is available, but at the time it can feel very raw. Looking back I am glad I persevered, this shows me how much resilient I am"

"Learning about boundaries and respectful relationships- Boundaries a word I knew nothing about until I attended the workshops- and my rights has been immensely helpful. I feel I have more control in my day-to-day life, this in turn has made me feel less vulnerable. Slowly, the pain and fear is being replaced with a quiet strength"

Exiting Prostitution Advocacy and Specialist Refuge

- 42 % reported improved engagement with other services
- 8 women have exited prostitution or maintained their exit.

"When I was totally helpless, when I had no shelter, nowhere to go, on the road, you picked me up, helped me to be where I am today. you are excellent, very good. You helped me in so many ways. Helped me to be who I am today. You have helped me in all the possible ways. I have no words to express my gratitude. No way of saying thank you."

"I am very happy with the service provided at the refuge. You are so supportive and you care. I can walk into the office and get help, or even get someone to help at night. At the same time you don't put pressure on us to do stuff and you let us be our own people. I have written positive stuff and put it up on my walls, so that's how positive I feel staying here."

"I feel safe here. This is the first time in my life I feel like I'm not being judged constantly and I feel like the staff care about what happens to me."

Domestic Violence and Abuse Advocacy

- 90% of women completing feedback questionnaires report feeling safer
- 100% of women completing feedback questionnaires report greater awareness of their options

the nia project

Trustees' Report

For the year ended 31 March 2022

"Thanks I really do appreciate for what you have done for me and I never felt alone in all this. At the start I did not know where to start, but I knew you were there and that really meant a lot. Thank you for everything"

"Really appreciated the time Emma spent supporting me managed to get out of a toxic environment because of this and feeling healthier."

"Thank you for just being a person, being open to me, contacting me and giving emotional support - that's been really helpful."

"I knew I was strong but needed that affirmation that the abuse was not my fault and this was such a support to me. It's been a very empowering process naming what I've been through."

My client send me this in Polish and I translated: "It may be simple to be able to have a bank-card, but for me it meant a lot as I was able to plan and control my finances. I never had a budget in my life that I was in control of. When I received my bank card by post the first thing I did was to take a selfie with it and share it in our family WhatsApp group. This may sound funny and it might come across to people basic but I did this because I was so excited and happy. When I went out for shopping with my bank-card I felt independent and didn't feel that I have to give an account to my abuser or anyone else. I wanted open my arms in the air to scream in joy, "I am freeeee!". I understood with your support so well now that no matter how old you are freedom is very important for a woman. I feel like I became ten years younger. I believe being free is a power that is something else and pressure and abuse is the strongest weapon to destroy women. My support workers recommendation and my family's support made me realise that I was living in immense pressure by my abuser and I was in a state of mind that I was unable to realise this because I lived in this condition for 20 years, such a long time and I didn't know any other way. I was unable to enjoy life; was feeling numb, I didn't want to talk to anyone; I was shut down emotionally. All I wanted was to be left alone. Now all is left behind and I am starting over with a new page."

Financial review and reserves

The Trustees aim to have unrestricted funds not committed or invested in tangible fixed assets ('the free reserves') held by the charity between 3 and 6 months of resources expended. At this level, the Trustees feel that they would be able to continue the current activities of the charity in the event of a significant drop in funding. At the 31 March 2022 the free reserves amount to a surplus of £418,110. Whilst 3 to 6 months of resources expanded is the desired level of free reserves, the Trustees recognise that this is often difficult as the majority of income the charity receives is restricted. Restricted reserves at 31 March 2022 total £1,181,509, these are not available for general purposes. Designated funds at 31 March 2022 total £9,203.

The trading results for the year and the charity's financial position at the end of the year are shown in the attached financial statements. The net surplus for the year is £440,148.

Plans future periods

Our 5-year strategic plan for 2017 -2022 sets out our key objectives which build on our strengths and seek to develop the organisations influence. They include:

- Continued provision of high quality services for and prioritising women, girls and children who have been subjected to sexual and domestic violence.
- Challenging inequality and discrimination and developing services and advocacy for marginalised women.
- Supporting work towards the abolition of prostitution and provision of exiting-support to prostituted women, and campaigning for the clearing of prostitution-specific criminal records.
- Promoting an understanding of the connected nature of all forms of violence against women and girls as a cause and consequence of sex inequality.
- Developing the Femicide Census.
- Holding the state to account for its duty to protect women's human rights through strategic litigation.

the nia project

Trustees' Report

For the year ended 31 March 2022

We are currently preparing our Strategic Plan for the next five years, 2023-2028.

As the year ended, we received notification that our application for funding to open a new refuge. Chief Executive, Karen Ingala Smith, said..

“Women with problematic substance use have often survived a lifetime of men’s violence of abuse, including childhood abuse, domestic and sexual violence, exploitation through prostitution including coercion and control by a partner, drug dealers, pimps, punters, traffickers – and men who promised to help them but ended up using and abusing them. Yet it’s often the women who are seen as the problem. It is rare that they are recognised as women in need of support, and who have had to learn the toughest of lessons for survival. They’re almost always at the bottom of the pile of those seen as deserving victims. Many organisations turn them away, claiming that their needs are too complex. They are often written off as beyond help.

We opened our first specialist refuge, The Emma Project in 2007, and our second Daria House, in 2016 and are delighted that the Mayor has recognised the needs of some of London’s most abused and vulnerable women and will be funding us to open our third specialist refuge, allowing more women the chance to rebuild safe and fulfilling lives.”

Risk review

The Trustees monitor the major risks to which the company is exposed through their own risk register, in particular those related to the operations and finances of the company, these are reviewed annually by members of the Board of Trustees and staff.

The main risks identified at the last review were:

Risk identified	Controlled measures
Unable to successfully forward plan in long-term due to the uncertainty of income streams.	The Trustees try to forecast financial planning for at least 2 years. There is also an annual board strategy away-day to ensure focus is on the direction and future plans.
Insufficient project funding achieved.	There will be an increased focus on core costs and full cost recovery in fundraising. CE has the authority to decline projects/tenders on grounds of unrealistic costings.
Loss of key staff and board members.	Succession planning is carried out and information of systems, plans and projects is documented. Policies for recruitment and retention of staff are in place.
Overstretched management structure could result in key tasks/services not being delivered to target levels.	The Trustees regularly review the structure and organisation chart, which details roles and duties of each member of staff. The use of volunteers to provide additional support.
Loss/turnover/long-term absence of frontline staff and direct line management leading to service delivery, case management and staff management gaps	The organisation has efficient recruitment practices, robust staff absence procedures, staff retention practices and has addressed communication issues. Agency staff are used where there are vacancies which must be filled urgently.
Inability to compete for contracts with larger organisations.	Regular monitoring of our performance and service delivery to maintain a quality service. Strong emphasis is placed on maintaining good relationships with funders and increasing public awareness of profile.
Change in government policy affects our service delivery.	Regular monitoring of legal and regulatory changes.

the nia project

Trustees' Report

For the year ended 31 March 2022

Thank-you

We would like to say thank you to our partners, funders and to individuals and organisations who have supported nia including:

Abbey Lane Children's Centre, Newham	M & J Ethical Luxury
Advocacy After Fatal Domestic Abuse (AAFDA)	Making Herstory
Ashiana Network	Onjali Rauf
BBC Children-in- Need	PKL
Big Lottery Fund	Public Health Hackney and City of London
Brookhill Children's Centre	Rape Crisis England and Wales
Centre for Women's Justice	RASAC
City & Hackney PCT	Rights of Women
Deanery Road Children's Centre, Newham	Samworth Foundation
Deloitte	Sisters' Trust
Dr KS	Solace Women's Aid
Edith Eligator	Southall Black Sisters
Family and friends of Niki Shisler	Staff of BlackRock
Freshfields, Bruckhaus, Deringer	Susan K
Garfield Weston	The Beth Centre
Greenwich Housing Rights	The HER Centre
Hackney Migrant Centre	The John Young Charitable Settlement
Iain M	Trust for London
Jane F	Woman's Place UK
Jean Hatchet	Women and Girls Network
LB Brent	Women for Refugee Women
LB Hackney	Women's Aid
LB Haringey	Women's Resource Centre
Lifeline, Hackney	Woodberry Down Children's Centre, Hackney
London Councils	Woodside Children's Centre, Haringey
London Drug and Alcohol Network	Zonta - London Club 11
Luminaire Bakery	

Volunteers

A huge thank you to our incredible volunteers who gave 306 hours of their time to help women and girls through the East London Rape Crisis Information & Support Services.

Structure, governance and management

Governing document

The company is a charitable company limited by guarantee (company number 02673624) and was set up by a Memorandum of Association which is its constitution on 20 December 1991, amended on 1 May 2013. The full name of the registered charity is 'the nia project', the charity also refers to itself as just 'nia'.

the nia project

Trustees' Report

For the year ended 31 March 2022

The registered office is Wenlock Studios, 50 – 52 Wharf Road, London, N1 7EU which is the principal office. The company is a registered charity, number 1037072.

Organisational structure and decision making

The Board of Trustees are responsible for overseeing the management of the Charity and delegates this responsibility on a day to day basis to the Chief Executive Officer.

The Chief Executive is supported by a Senior Management Team of two who are responsible for the projects.

The Chief Executive and Senior Management Team are supported by a staff team of over 50 paid (full and part time) staff.

A strategic plan is prepared every three periods. The plan is developed by the Chief Executive with input from service users, staff members, the Management Team and the Board. Final approval of the plan rests with the Board. Once approved, the plan is executed with any deviations being subsequently approved. Strategic decisions are routed through the Chief Executive, K Ingala -Smith.

Appointment of trustees

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

the nia project is committed to having a Board of Trustees that reflects both the service users and the community in which it provides a service. It is also committed to attracting Board members with a wide variety of skills and attributes.

The board is also required to have at least one ex-service user member.

The Chair of the Board, in conjunction with the Chief Executive, is responsible for developing a recruitment strategy for the board. This includes identifying skills and representational gaps on the Board and then inviting appropriate people to join the Board in order to meet those gaps.

Induction and training of new trustees

All new board members are inducted into the company during their first three months on **the nia project**. Current board members taking on new roles within the board (e.g. Chair, Secretary and Treasurer) will also be inducted into these positions

The aim of the induction is to assist the new board member in understanding both the role and tasks of their position and the company itself. This is achieved by providing essential information relevant to the position and by giving the board member an opportunity to familiarise themselves with the company before taking on full responsibilities.

The company has developed a standardised package for induction of new board members. This package includes:

- Trustee regulations, policies and procedures
- Organisational policies and procedures
- Employment policies and procedures
- Board job descriptions
- Minutes of the last two board meetings

the nia project

Trustees' Report

For the year ended 31 March 2022

- A copy of the annual report and annual financial report
- The strategic plan

Induction includes the following elements:

- Introduction to other trustees
- Meeting with the Chair and Chief Executive (when inducting a new Chair the meeting will be between the outgoing Chair, the Chief Executive and the new Chair)
- Tour of the company's premises
- Introduction to the Senior Management Team
- Introduction to service users where appropriate / possible

New board members are also provided with information on relevant training courses and are encouraged to attend these within the first twelve months of their membership of the board. **the nia project** will cover the cost of board members attending training courses.

After six months, the board member will meet with the Chair and the Chief Executive in order to review the induction process. This is an opportunity for the new board member to ask questions regarding their role and to gain further information about both their role and the charity itself.

the nia project is committed to supporting Trustees in their development. The company recognises that an effective board is essential for the functioning and development of the Charity. To this end the company invests in on-going training for Trustees which includes governance-specific issues (e.g. charity and employment law) as well as other relevant areas e.g. domestic violence awareness, general gender violence awareness and public-speaking.

Employees

Employees have been consulted on issues of concern to them through team meetings and focused away sessions. The recognised union within the company is Unite. The union negotiates on behalf of staff on issues relating to terms and conditions.

The Charity carries out exit reviews for all staff resigning from the company.

In accordance with the Charity's equalities and diversity strategy, **the nia project** has long established fair employment practices in the recruitment, selection, retention and training of all staff. Full details of these policies are available from the Charity's offices.

Remuneration is ultimately set by the board; the charity uses the London living wage rate and bandings set by local councils as benchmarks.

Related parties

the nia project is a member of Rape Crisis England and Wales and Women's Aid Federation, England. The company is also a member of a range of local and wider partnerships that contribute to the furtherance of its aims and objectives.

Trustees' responsibilities in relation to the financial statements

The trustees (who are also the directors of the nia project for the purposes of company law) are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (UK GAAP).

the nia project

Trustees' Report

For the year ended 31 March 2022

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 charitable company as at the balance sheet date and of its incoming resources and application of resources, including income and expenditure, for the financial year. In preparing those financial statements, the trustees 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; and
- Prepare the financial statements on the going concern basis unless it is inappropriate to assume that the charity will continue on that basis.

The trustees are responsible for maintaining proper accounting records that 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 charitable company and hence for taking reasonable steps for 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. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Statement of disclosure to our auditors

In so far as the trustees are aware at the time of approving our trustees' annual report:

- there is no relevant information, being information needed by the auditor in connection with preparing their report, of which the group's auditor is unaware, and
- the trustees, having made enquiries of fellow directors and the group's auditor that they ought to have individually taken, have each taken all steps that he/she is obliged to take as a director in order to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

Auditors

A resolution to reappoint Simpson Wreford LLP for the ensuing year will be proposed at the annual general meeting.

This report has been prepared in accordance with the small company regime (section 419 (2)) of the Companies Act 2006 and the Financial Reporting Standard in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015).

The Trustees have complied with their duty in section 17 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission.

Approved by the board of trustees/directors on 23 December 2022 and signed on its behalf by:



L Campbell – Treasurer

Independent Auditors' Report
To the Trustees of the nia project
For the year ended 31 March 2022

Opinion

We have audited the financial statements of the nia project ('the charity') for the year ended 31 March 2022 which comprise the Statement of Financial Activities, Statement of Cashflows, Balance Sheet and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and the 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 charity'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 prepared in accordance with the requirements 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 Charity 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

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the Charity's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

Other information

The trustees are responsible for the other information. The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. 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.

In connection with our audit of the financial statements, 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 audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. 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.

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

Independent Auditors' Report
To the Trustees of the nia project
For the year ended 31 March 2022

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the Charity and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Annual 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;
- the financial statements are not in agreement with the accounting records and returns;
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not obtained all the information and explanations necessary for the purposes of our audit.

Responsibilities of the trustees

As explained more fully in the trustees' responsibilities statement set out on pages 10 - 11, the trustees 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 they 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 Charity'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 Charity or to cease operations, or have no realistic alternative but to do so.

Our 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.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: [www.frc.org.uk/auditorsresponsibilities]. This description forms part of our auditor's report.

Extent to which the audit was considered capable of detecting irregularities, including fraud

- the engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;
- we identified the laws and regulations applicable to the company through discussions with directors and other management, and from our commercial knowledge and experience of the computer software and support 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 company, including the Companies Act 2006, data protection and safeguarding;
- we assessed the extent of compliance with the 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 regularly and the team remained alert to instances of non-compliance throughout the audit.

Audit response to risks identified

We assessed the susceptibility of the 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:

Independent Auditors' Report
To the Trustees of the nia project
For the year ended 31 March 2022

- 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 set out in Note 1 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 documentation and;
- enquiring of management as to actual and potential litigation and claims.

There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the directors and other management and the inspection of regulatory and legal correspondence, if any.

Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

Use of our report

This report is made solely to the Charity'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 Charity'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 Charity's members as a body, for our audit work, for this report, or for the opinions we have formed.

Kate Taylor FCA (Senior Statutory Auditor)
for and on behalf of Simpson Wreford LLP, Statutory Auditors
and Chartered Accountants

Wellesley House
Duke of Wellington Avenue
Royal Arsenal
London
SE18 6SS
Dated: 23 December 2022

the nia project

Statement of Financial Activities

**(Including Income and Expenditure account)
For the year ended 31 March 2022**

	Notes	<i>Unrestricted Funds</i>	<i>Restricted Funds</i>	<i>Total Funds 2022</i>	<i>Restated Total Funds 2021</i>
		£	£	£	£
INCOME					
Donations and legacies	5.1	213,140	-	213,140	175,044
Charitable activities	5.2	202,634	2,891,128	3,093,762	2,618,744
Investments		4	-	4	354
TOTAL		<u>415,779</u>	<u>2,891,128</u>	<u>3,306,907</u>	<u>2,794,141</u>
EXPENDITURE ON:					
Raising funds		26	536	562	418
Charitable activities		171,169	2,686,180	2,857,349	2,438,231
Other		404	8,445	8,848	8,713
TOTAL	6	<u>171,598</u>	<u>2,695,161</u>	<u>2,866,759</u>	<u>2,447,361</u>
NET INCOME/(EXPENDITURE)		244,181	195,967	440,148	346,780
Transfers between funds		(99,689)	99,689	-	-
NET MOVEMENT IN FUNDS		<u>144,492</u>	<u>295,656</u>	<u>440,148</u>	<u>346,780</u>
RECONCILIATION OF FUNDS					
Total funds brought forward	13	<u>273,618</u>	<u>885,853</u>	<u>1,159,471</u>	<u>814,563</u>
Total funds carried forward		<u>418,110</u>	<u>1,181,509</u>	<u>1,599,619</u>	<u>1,161,343</u>

The results for the year derive from continuing activities, and there are no other gains or losses other than those shown above.

The notes on pages 18 to 30 form part of these financial statements.


the nia project

Balance Sheet at 31 March 2022

	Notes	2022		Restated 2021	
		£	£	£	£
FIXED ASSETS					
Tangible assets	10		1,800		2,400
CURRENT ASSETS					
Debtors	11	1,259,981		634,140	
Cash at bank and in hand		761,764		858,509	
		<u>2,021,745</u>		<u>1,492,649</u>	
CREDITORS: amounts falling due within one year	12	(423,925)		(335,578)	
NET CURRENT ASSETS			<u>1,597,819</u>		<u>1,157,071</u>
TOTAL ASSETS LESS CURRENT LIABILITIES			<u>1,599,619</u>		<u>1,159,471</u>
THE FUNDS OF THE CHARITY	13				
Unrestricted funds			418,110		273,618
Restricted income funds			1,181,509		885,853
			<u>1,599,619</u>		<u>1,159,471</u>

The accounts have been prepared in accordance with the special provisions of Part 15 of the Companies Act relating to small companies and constitute the annual accounts required by the Companies Act 2006 and in accordance with the Financial Reporting Standard in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015).

Signed on behalf of the board of trustees



 L Campbell

Approved on behalf of the board on 23 December 2022

Company number - 02673624 (England & Wales)

the nia project

Statement of cashflows

For the year ended 31 March 2022

	Notes	2022 £	2021 £
Cash used in operating activities			
Net cash provided by/(used in) operating activities	19	<u>(96,750)</u>	<u>270,542</u>
Cash flows from investing activities			
Interest income		4	354
Purchase of tangible fixed assets		-	-
Cash provided by/ (used) in investing activities		<u>4</u>	<u>354</u>
(Decrease)/Increase in cash and cash equivalents in the year		(96,745)	270,896
Cash and cash equivalents at the beginning of the year		858,509	587,613
Total cash and cash equivalents at the end of the year		<u>761,764</u>	<u>858,509</u>

the nia project

Notes to the financial statements

For the year ended 31 March 2022

1. Accounting Policies

The principal accounting policies are summarised below. The accounting policies have been applied consistently throughout the year and in the preceding year.

Company information

The nia project is a company limited by guarantee incorporated in England and Wales and registered as a charity with the Charity Commission. The registered office is Wenlock Studio, 50 – 52 Wharf Road, London, N1 7EU.

i. Basis of accounting

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 (FRS102) (effective 1 January 2015) – (Charities SORP (FRS102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) and the Companies Act 2006.

The financial statements are prepared in sterling, which is the functional currency of the company. Monetary amounts in the financial statements are rounded to the nearest £.

The effects of events relating to the year ended 31 March 2022 which occurred before the date of approval of the financial statements by the Trustees has been included in the financial statements to the extent required to show a true and fair view of the state of affairs at 31 March 2022 and the results for the year ended on that date.

The nia 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 note(s).

ii. Reconciliation with previous Generally Accepted Accounting Practice

In preparing the accounts, the trustees have considered whether in applying the accounting policies required by FRS102 and the Charities SORP FRS102 the restatement of comparative items was required. No restatements were required.

iii. Preparation of the accounts on a going concern basis

The charity is considered a going concern. Adequate funding has been achieved to facilitate the charities objectives and activities for the next 12 months. There are no material uncertainties about the charity's ability to continue as a going concern.

iv. Income

Voluntary income is received by way of donations and gifts and is included in full in the statement of Financial Activities when receivable. In accordance with the Charities SORP (FRS 102), the general volunteer time of volunteers is not recognised please refer to the trustees' annual report for more information about their contribution.

v. Incoming grants are recognised in full in the Statement of Financial Activities in the period in which is specified by the donor, on the accruals basis. Multi-period grants are recognised over the period to which the grant relates, normally specified by donor. If a grant remains unspent at the end of the period and is due back to the donor, this proportion is held within deferred grants within creditors. Performance related grants are only recognised to the extent that the services have been provided

the nia project

Notes to the financial statements

For the year ended 31 March 2022

Accounting Policies (continued)

vi. **Resources expended**

Resources expended are recognised in the period in which they are incurred. Resources expended include attributable VAT, which cannot be recovered.

Costs of generating funds comprise the costs associated with attracting voluntary income.

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Other costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include audit fees and costs linked to the strategic management of the charity.

All costs are allocated between the expenditure categories of the SOFA on a basis designed to reflect the use of the resource. Costs relating to a particular activity are allocated directly; others are apportioned as disclosed in (vii.) below.

- vii. Resources expended are allocated to the particular activity where the cost relates directly to that activity. However, the cost of overall direction and administration of each activity, comprising the salary and overhead costs of the central office function are estimated and allocated on a proportional basis to each activity, based upon the ratio of their time spent servicing each activity. In the case where support costs are predetermined by the request in application for grants, this is the amount used to allocate support costs applicable to that project.

viii. **Tangible Fixed Assets**

Depreciation is calculated so as to write off the cost of an asset, less its estimated residual value, over the useful economic life of that asset as follows:

Office equipment	-	25% on reducing balance
Computer equipment	-	33.3% on cost
Motor vehicles	-	25% on reducing balance

All purchased fixed assets over £500 are capitalised at cost. There are no internally generated fixed assets.

ix. **Unrestricted funds**

Unrestricted funds - are donations and other incoming resources receivable or generated for the objects of the charity without further specified purpose and are available as general funds. Designated unrestricted funds – are unrestricted funds designated by the Trustees for a particular project or asset in the future. They may be undesignated at any time.

x. **Restricted Funds**

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund.

xi. **Leases**

Rentals payable under operating leases, where substantially all the risks and rewards of ownership remain with the lessor, are charged to the Statement of Financial Activities on an actual basis.

the nia project

Notes to the financial statements

For the year ended 31 March 2022

Accounting Policies (continued)

xii. Creditors and provisions

Are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

xiii. Pension contributions

The charity provides a defined contribution pension scheme for employees, the assets of which are held separately from those of the company in an independently administered fund. Contributions to this scheme are charged to the income and expenditure account as they become payable. The cost is allocated across the charity's activities based upon the ratio of staff time spent servicing a particular activity.

xiv. Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

xv. Trade debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered.

xvi. Financial instruments

The charity only 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.

2. Net outgoing resources

	Year to 31 Mar 2022	Year to 31 Mar 2021
This is stated after charging:		
Depreciation	600	800
Auditors' remuneration	<u>8,400</u>	<u>8,400</u>

3. Related party transactions

No remuneration was paid to any of the trustees. No trustee received reimbursement of expenses or benefits in kind during the year. There have been no other related party transactions in the year.

the nia project

Notes to the financial statements

For the year ended 31 March 2022

4. Staff costs

Staff costs for the year were as follows:	Year to 31 Mar 2022	Year to 31 Mar 2021
Wages and salaries	1,863,797	1,660,709
National Insurance costs	151,273	127,051
Employer pension contributions (Defined contribution scheme)	<u>41,211</u>	<u>36,388</u>
	<u>2,056,281</u>	<u>1,824,148</u>

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

	Year to 31 Mar 2022	Year to 31 Mar 2021
Projects	54	62
Administration	<u>3</u>	<u>4</u>
	<u>57</u>	<u>66</u>

The number of higher paid employees was:

In the band £70,001 to £80,000 – 1 (2021: £60,001 to £70,000 - 1).

5.1 Income

DONATIONS AND LEGACIES	Restricted Funds £	Unrestricted Funds £	Total Year to 31 Mar 22 £	Total Year to 31 Mar 21 £
Other donations	-	188,140	188,140	125,044
	-	188,140	188,140	125,044
Grants received				
Garfield Weston		25,000	25,000	-
Samworth Foundation	-	-	-	50,000
	-	25,000	25,000	50,000
TOTAL	-	213,140	213,140	175,044

the nia project

Notes to the financial statements

For the year ended 31 March 2022

5.2 Income (continued)

<i>Grants and contract income</i>	<i>Restricted Funds</i>	<i>Unrestricted Funds</i>	<i>Total Year to 31 Mar 22</i>	<i>Restated Total Year to 31 Mar 21</i>
	£	£	£	£
Refuge Provision				
London Councils, Ascent (via Ashiana Project) - Emma Project & Daria House	267,740	-	267,740	267,740
LB Haringey - Emma Project	-	-	-	11,236
Solace women's aid (CASA Project)	17,936	-	17,936	12,705
IDVA				
Hackney MOPAC	49,000	-	49,000	49,000
DCLG Camden Partnership	40,269	-	40,269	35,000
LB Haringey - IDVA	176,000	-	176,000	192,000
LB Haringey - Advocacy IDVA	35,000	-	35,000	-
LB Haringey - Mental health IDVA	40,000	-	40,000	-
SBS MOPAC NRPf	125,315	-	125,315	110,622
MOJ - London Community Fund	-	-	-	19,600
MOPAC - Older Women Fund	81,450	-	81,450	-
MOPAC - DA Caseworker & call handler	76,958	-	76,958	-
LB Haringey - Hardship fund	12,500	-	12,500	-
ELRC				
London Councils, Ascent (via Tender) - Schools Engagement	10,121	-	10,121	10,433
MOPAC	850,789	-	850,789	639,174
London Councils, Ascent (via Solace Women's Aid) - Advice	36,849	-	36,849	36,849
Home Office - Young people's advocate	54,503	-	54,503	70,000
MOPAC (via Women & Girls Network) - ISVA	-	98,487	98,487	73,841
Comic Relief - BME ISVA	30,000	-	30,000	20,000
WGN Mopac community engagement	78,570	-	78,570	83,070
ELRC - Prostitution services				
LB Brent	57,033	-	57,033	52,280
WGN NHS England	150,170	-	150,170	99,088
Solace Women's aid Non Crisis Support	47,744	-	47,744	37,374
MOPAC - Anita Project	202,915	-	202,915	110,000
IRIS				
LB Hackney - IRIS Hackney	88,444	-	88,444	88,444
LB Barking & Dagenham - IRISI	44,619	-	44,619	70,250
LEA Project				
Big Lottery Fund	164,207	-	164,207	162,521
Funding & Development				
Sisters Trust	16,667	-	16,667	25,000
Play Therapy				
BBC Children In Need - Child Therapist	20,062	-	20,062	39,886
Femicide Research Project				
E D Eligator	93,767	-	93,767	34,208
Treebeard Trust	22,500	-	22,500	7,500
COVID-19 Specific Grants				
MOJ Extraordinary fund	-	-	-	72,724
Coronavirus job-retention scheme grants	-	-	-	14,833
Comic Relief - COVID Fund	-	-	-	40,000
Ascent Plus - COVID Crisis Accommodation	-	-	-	13,602
Samworth Foundation	-	-	-	19,690
Housing benefits received - Designated - Refuge Provision				
Housing rents	-	92,815	92,815	94,338
Service charges	-	3,392	3,392	1,691
Other income				
Training and conferences	-	-	-	2,000
Other	-	7,940	7,940	2,046
TOTAL	2,891,128	202,634	3,093,762	2,618,744

the nia project

Notes to the financial statements

For the year ended 31 March 2022

6 Expenditure

	<i>Cost of Activities</i>	<i>Support Costs</i>	<i>Management & Admin</i>	<i>Year to 31 Mar 2022</i>	<i>Year to 31 Mar 2021</i>
	£	£	£	£	£
Raising funds					
Fundraising expenses	-	562	-	562	418
Charitable activities					
Rent and rates	140,112	6,274	-	146,386	140,202
Premises maintenance	30,905	-	-	30,905	31,346
Repairs and renewals	37,221	40	-	37,261	28,996
Salaries and national insurance	1,869,138	187,143	-	2,056,281	1,824,243
Recruitment expenses	8,762	108	-	8,870	9,586
Computer maintenance	15,364	-	-	15,364	15,820
Equipment hire	4,321	1,962	-	6,282	9,260
Light and heat	29,230	29	-	29,260	23,730
Telephone	51,604	2,916	-	54,520	61,932
Travel and subsistence	19,611	1,674	-	21,283	14,534
Printing, postage and stationery	1,917	1,372	-	3,290	7,750
Cleaning	-	-	-	-	255
Training	-	890	-	890	1,052
Subscriptions	443	6,352	-	6,794	8,317
Welfare	52,678	-	-	52,678	19,412
Client welfare	113,006	-	-	113,006	16,089
Consultancy fees	145,527	19,687	-	165,213	209,903
Sundry	5,431	3,269	-	8,701	6,138
Insurance	-	3,430	-	3,430	3,275
Motor expenses	8,260	-	-	8,260	5,591
Depreciation	-	600	-	600	800
Grants repaid	88,072	-	-	88,072	-
	<u>2,621,603</u>	<u>235,746</u>	<u>-</u>	<u>2,857,349</u>	<u>2,438,231</u>
Other					
Bank charges	-	-	388	388	313
Sundry	-	-	60	60	-
Audit fees	-	-	8,400	8,400	8,400
	<u>-</u>	<u>-</u>	<u>8,848</u>	<u>8,848</u>	<u>8,713</u>
TOTAL	<u>2,621,603</u>	<u>236,308</u>	<u>8,848</u>	<u>2,866,759</u>	<u>2,447,361</u>

the nia project

Notes to the financial statements

For the year ended 31 March 2022

7. Section 37 Statement

The following grant aid was received from London Councils in regard to the following projects.

London Councils – Ascent (via Ashiana Project), £267,740 for the Emma Project.

London Councils – Ascent (via Solace Womens Aid), £36,849 for Pan London Casework.

London Councils – Ascent (via Tender) £10,121 for ELRC.

8. Allocation of support costs, management & administration (refer Note 6)

The basis of allocation is set out in accounting policy vii.

	<i>Direct staff costs</i>	<i>Other direct costs</i>	<i>Allocated support costs</i>	<i>2022</i>
	£	£	£	£
<i>Restricted</i>				
Emma Project	237,304	130,671	-	367,975
IDVA & Community	295,688	58,226	43,884	397,799
ELRC	621,492	288,461	139,915	1,049,868
ELRC - Prostitution Services	314,935	103,559	10,736	429,231
IRIS	144,234	116,338	9,404	269,978
Funding & development	15,469	291	-	15,760
Play Therapy	23,156	4,852	5,070	33,077
LEA Project	37,927	14,322	15,868	68,117
Femicide	41,508	12,757	9,092	63,356
	1,731,714	729,477	233,969	2,695,161
<i>Designated</i>				
ELRC	75,933	8,489	7,015	91,437
<i>Unrestricted</i>				
<i>Unrestricted projects</i>	61,491	14,498	4,172	80,161
Total	1,869,138	752,464	245,156	2,866,759

the nia project

Notes to the financial statements

For the year ended 31 March 2022

9. Breakdown of expenditure by activity (refer Note 6)

	<i>Staff Costs</i>	<i>Other Overheads</i>	<i>Management & administration</i>	<i>Fundraising expenses</i>	<i>2022</i>
	£	£	£	£	£
Restricted					
Emma Project	-	-	-	-	-
IDVA & Community	33,499	8,700	1,584	101	43,884
ELRC	106,806	27,738	5,050	321	139,915
ELRC - Prostitution Services	8,195	2,128	387	25	10,736
IRIS	7,179	1,864	339	22	9,404
Funding & development	-	-	-	-	-
Femicide Research Project	6,941	1,803	328	21	9,092
Play Therapy	3,870	1,005	183	12	5,070
LEA Project	12,113	3,146	573	36	15,868
COVID related	-	-	-	-	-
	178,604	46,385	8,445	536	233,969
Designated					
ELRC	5,355	1,391	253	16	7,015
Unrestricted					
Unrestricted projects	3,185	827	151	10	4,172
Total	187,143	48,603	8,848	562	245,156

10. Tangible Fixed Assets

	<i>Computer Equipment</i>	<i>Office Equipment</i>	<i>Motor Vehicles</i>	<i>Total</i>
	£	£	£	£
Cost				
At 1 April 2021	24,881	74,403	10,500	109,784
Additions	-	-	-	-
At 31 March 2022	24,881	74,403	10,500	109,784
Depreciation				
At 1 April 2021	24,881	73,664	8,839	107,384
Charge for year	-	185	415	600
At 31 March 2022	24,881	73,849	9,254	107,984
Net book value				
31 March 2022	-	554	1,246	1,800
Net book value				
31 March 2021	-	739	1,661	2,400

the nia project

Notes to the financial statements

For the year ended 31 March 2022

11. Debtors

	2022	<i>Restated</i> 2021
Trade debtors	37,317	34,819
Other debtors	19,103	18,499
Accrued income and grants	1,124,887	556,790
Prepayments	78,674	24,032
	<u>1,259,981</u>	<u>634,140</u>

12. Creditors: amounts falling due within one year

	2022	2021
Trade creditors	135,876	81,913
Taxation and social security	51,864	50,621
Other creditors	37,456	39,648
Deferred income	192,910	157,276
Accruals	5,820	6,120
	<u>423,925</u>	<u>335,578</u>

the nia project

Notes to the financial statements

For the year ended 31 March 2022

13.1 Reconciliation of funds

	<i>Restated</i>				
	Balance B/Fwd	Incoming Resources	Resources Expended	Transfers	Balance C/Fwd
	£	£	£	£	£
Refuge Provision					
London Councils, Ascent (via Ashiana Project)	-	267,740	367,429	99,689	-
Solace women's aid (CASA Project)	-	17,936	9,753	-	8,183
MOPAC - Safer London Accommodation Fund	-	-	546	-	(546)
IDVA					
Hackney MOPAC	-	49,000	40,482	-	8,518
DCLG Camden Partnership	-	40,269	40,828	-	(559)
LB Haringey	1,459	176,000	169,090	-	8,369
LB Newham - IDVSA	6,708	-	-	-	6,708
SBS MOPAC NRPf	32,642	125,315	120,650	-	37,307
MOJ - London Community Fund	2,443	-	-	-	2,443
LB Haringey - Advocacy IDVA	-	35,000	35,000	-	-
LB Haringey - Mental health IDVA	-	40,000	17,488	-	22,512
MOPAC - Older Women Fund	-	81,450	30,458	-	50,992
MOPAC - DA Caseworker & call handler	-	76,958	58,289	-	18,669
LB Haringey - Hardship fund	-	12,500	12,500	-	-
ELRC					
MOPAC - ELRC	305,619	850,789	803,764	-	352,644
Home Office	48,103	54,503	46,712	-	55,894
London Councils, Ascent (via Advice)	62,323	36,849	32,537	-	66,635
OPCEN- Info and support worker	17,559	-	-	-	17,559
Matrix	1,070	-	-	-	1,070
Comic Relief - BME ISVA	4,386	30,000	32,296	-	2,090
London Councils, Ascent (via Tender)	7,019	10,121	5,582	-	11,558
Violence reduction unit	5,444	-	-	-	5,444
WGN Mopac community engagement - CouRAGEus project	13,257	78,570	77,167	-	14,660
ELRC - Prostitution services					
LB Brent	3,445	57,033	56,535	-	3,943
WGN NHS England	41,741	150,170	131,316	-	60,595
Solace Women's aid Non Crisis Support - Ascent Plus	-	47,744	44,010	-	3,734
MOPAC - Anita Project	-	202,915	197,370	-	5,545
Safe Choices					
Children's Society	22,877	-	-	-	22,877
IRIS					
Health Foundation (via Next Link)	395	-	-	-	395
LB Hackney - IRIS Hackney	-	88,444	88,444	-	-
LB Barking & Dagenham - IRISI	16,264	44,619	60,883	-	-
Huggets Womens Centre					
Big Lottery	40,065	-	-	-	40,065
Problematic Substance Abuse					
LB Hackney	767	-	-	-	767
LEA Project					
Big Lottery - LEA Project	130,881	164,207	68,117	-	226,971
LB Hounslow - LEA Project	3,950	-	-	-	3,950
Charles Hayward Foundation	11,669	-	-	-	11,669
Family Support					
Hackney Community Partnership	4,657	-	-	-	4,657
Funding & Development					
The Henry Smith Charity	6,912	-	-	-	6,912
London Community Foundation - Survivor	351	-	-	-	351
London Borough of Hackney - Survivor Involvement	1,391	-	-	-	1,391
Sisters Trust	23,764	16,667	15,759	-	24,672
Play Therapy					
Children in Need	52,360	20,062	33,077	-	39,345
Femicide Research Project					
ED Eligator	(2,090)	93,767	63,357	-	50,820
Treebeard Trust	-	22,500	-	-	-
Other	18,424	-	-	-	18,424
Restricted	885,853	2,891,128	2,659,439	99,689	1,217,231

the nia project

Notes to the financial statements

For the year ended 31 March 2022

13.2 Reconciliation of funds continued

	<i>Restated</i> Balance B/Fwd £	Incoming Resources £	Resources Expended £	Transfers £	Balance C/Fwd £
Designated					
Emma Project	-	96,207	-	(96,207)	-
Samworth Foundation - COVID-19	19,690	-	23,938	4,248	-
MOPAC (via Women & Girls Network)	2,153	98,487	91,437	-	9,203
Samworth Foundation	44,258	-	44,258	-	-
Unrestricted	207,517	221,084	47,687	(7,730)	373,185
TOTAL FUNDS	1,159,471	3,306,907	2,866,759	-	1,599,619

14 Analysis of net assets between fund

	<i>Tangible</i> <i>assets</i> £	<i>Current</i> <i>assets/(liabilities)</i> £	<i>Total</i> £
Restricted funds	1,246	1,215,985	1,217,231
Unrestricted funds	554	381,834	382,388
	1,800	1,597,819	1,599,619

Emma Project

The Emma Project provides refuge and outreach services to women with problematic substance use who have experienced domestic and sexual violence, including prostitution.

IDVA & Community

The Independent Domestic Violence Advocacy Service supports women who have been identified as "high risk" of domestic violence through risk assessment and referral from the Police or any other agency referring into the Multi Agency Risk Assessment Conference (MARAC).

East London Rape Crisis

MOPAC is to provide advocacy, support and counselling after rape and sexual assault.

IRIS

The IRIS Project improves the quality of care given by GP surgeries to women experiencing domestic violence through a national implementation programme and also local delivery in Hackney.

Play therapy

Play therapy is a therapeutic service for children and young people affected by domestic violence to help them understand and deal with confusing and/or powerful feelings and painful events.

the nia project

Notes to the financial statements

For the year ended 31 March 2022

London Exiting Advocacy (LEA Project)

This is a project funded for 3 years by the Big Lottery which came over to Nia from Eaves.

The project is two-fold:

Direct support to women in that it provides specialist support and advocacy to women involved in prostitution who are wishing to exit prostitution.

Training, education and awareness to deliver enhanced responses to women involved in prostitution from other services and practitioners.

Research, development and fundraising

This post came over to nia from Eaves and was funded by Lankelly Chase and now will be partially funded by Trust for London.

This post adds capacity to the senior management team. It is intended that the post holder, in discussion with the CEO and SMT, will identify attend and participate in relevant strategic and policy focussed initiatives. The post holder should also work with colleagues to identify possible opportunities for fundraising with a view to contributing to the organisation's aim of diversifying funding sources. However, the post includes a legacy of existing work to complete, publish, disseminate and campaign on research areas (criminal records of women involved in prostitution, indoor prostitution in Redbridge). In addition, the new funder is keen to see a substantial component of time still directed at working specifically on women in prostitution and exiting.

15 Deferred income

Deferred income relates to money received in advance for services which have yet to be delivered at the year end. Income is deferred based on the length of the contract.

	Deferred Grants £
Balance as at 1 April 2021	157,276
Amount released to income earned from charitable activities	(81,227)
Amount deferred in the year	116,861
Balance as at 31 March 2022	192,910

16 Limited liability

The Trustees of the company guarantee to contribute an amount not exceeding £10 to the assets of the charity in the event of winding up.

the nia project

Notes to the financial statements

For the year ended 31 March 2022

17 Leasing commitments

Operating leases

The charity's total commitments for rental payments under non-cancellable operating leases at 31 March 2022 were set out as below:

	2022	2021
	£	£
Total commitments	<u>£nil</u>	<u>20,551</u>

18 Fund Transfers

Transfers have been made from designated funds to restricted projects to make up for the shortfall in income for certain projects. This ensures that the restricted funds are not in deficit. These have been authorised by the management committee.

19 Reconciliation of net movement in funds to net cash flow from operating activities.

	2022	2021
	£	£
Net movements in funds	416,497	177,315
Add back: Depreciation	600	800
Deduct: Interest shown in investing activities	(4)	(354)
(Increase)/decrease in debtors	(602,189)	65,512
(Decrease)/ increase in creditors	88,347	27,269
	<u>(96,750)</u>	<u>270,542</u>

20 Corporation Tax

The charity is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects

21 Prior period adjustment

Accrued income and income from charitable activities, as at 31 March 2021, were understated by £169,465. The error arose as the income had yet to be received as at 31 March 2021, and it was incorrectly missed from income in the year to 31 March 2021. The income is funded by MOPAC for ELRC services. The financial statements of 31 March 2022 have been restated to correct this error. As at 31 March 2022 this income is still included within accrued income and has been received after the year.

THE NIA PROJECT

England & Wales - Charity number 1037072

Accounts

Charity Number: 1037072
Company Number: 02673624 (England & Wales)

The nia project
(A company limited by guarantee)

Annual Report and Audited Accounts

For the year ended 31 March 2021

the nia project

Charity Information

For the year ended 31 March 2021

Management Committee	A Terry F Slater L Campbell S Antoniazzi R Tweedale M E Buxton A Kishor D Baldwin
Chief Executive Officer	K Ingala Smith - Secretary
Registered Office	Unit 2B, Leroy House 436 Essex Road London N1 3QP
Auditors	Simpson Wreford LLP Wellesley House Duke of Wellington Avenue Royal Arsenal London SE18 6SS
Bankers	Co-operative Bank 1 Islington High Street London N1 9TR
Company Number	02673624 (England & Wales)
Charity Number	1037072

the nia project
Annual Report and Accounts
For the year ended 31 March 2021

Contents

1-12.	Trustees' report
13-15.	Independent Auditors' report
	Accounts comprising
16.	Statement of financial activities
17.	Balance sheet
18.	Statement of cashflows
19-31.	Notes to the accounts

the nia project

Trustees' Report

For the year ended 31 March 2021

The Trustees present their report and the audited financial statements for the year ended 31 March 2021 which are also prepared to meet the requirements for a directors' report and accounts for Companies Act purposes.

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 (FRS 102) (effective 1 January 2019) – (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006/Charities Act 2011.

The Trustees

The Trustees (who were also the directors for the purpose of company law), who served the charity as the Management Committee during the period were:

A Terry
F Slater
L Campbell
S Antoniazzi
R Tweedale
M E Buxton
A Kishor
D Baldwin

There have been no changes in the objectives since the last annual report. Day to day management is the responsibility of the chief executive officer, K Ingala Smith.

Objectives and activities

Charitable objectives:

- (1) To relieve the needs of those who are suffering or who have suffered gender-based violence and abuse by providing practical and emotional support and advocacy services.
- (2) To advance the education of the public and professionals in the subject of gender-based violence in particular but not exclusively through partnership work, social and traditional media and by providing training and holding conferences and seminars.

nia's aims are to prevent and reduce men's violence against women and girls

- Provision of high quality and cutting edge services for women, children and young people who have experienced gender based violence against women and abuse
- Empowering women and children to reach their potential
- Challenging inequality and discrimination and celebrating diversity
- Increasing and developing the effectiveness of resources through partnership, collaboration and multi-agency action

In planning activities and delivering services the Trustees have regard to the Charity Commission's guidance on public benefit.

Our mission delivering cutting edge services to end men's violence against women and children.

the nia project

Trustees' Report

For the year ended 31 March 2021

Key themes of our work are

- Protection
- Empowerment
- Prevention
- Diversity/equality
- Partnership

Our strategic aims are:

- The provision of high quality and cutting-edge services for women, children and young people who have experienced gender based violence against women and abuse
- Empowering women and children to reach their potential
- Challenging inequality and discrimination and celebrating diversity
- Increasing and developing the effectiveness of resources through partnership, collaboration and multi-agency action

Our services

nia has been delivering services to women and children who have been subjected to men's violence, particularly sexual and domestic violence and abuse, including prostitution, since 1975. The organisation has three main aims, which are to provide services for women, children and young people who have been subjected to men's violence, working to end male violence against women and girls, and to inform and influence policy and public awareness.

Presently, nia is delivering a range of services across London, primarily in the East and North of the city. Our services are continually evolving in order to respond to the needs of women who face multiple disadvantage and barriers to accessing services, they currently include:

- **East London Rape Crisis** for women and girls who have experienced any form of sexual violence -including rape, sexual assault and child sexual abuse - regardless of when it occurred, who it was perpetrated by and whether or not it was reported to the police.
- **The Emma Project** a pioneering service for women who are escaping domestic and sexual violence and who use substances problematically.
- **London Exiting and Advocacy Project, (LEA)**, offering outreach and one-to-one support to women involved in prostitution. The LEA Project helps women access housing, welfare benefits, legal advice, drugs and alcohol services, specialist counselling and routes to exit prostitution. Women are also supported through access to employment training, education, volunteering and sustainable employment. Following the end of the original funding for the services, we were delighted to be able to relaunch community based exiting services in 2019, funded by the Big Lottery.
- **Daria House** is new a refuge for women who have been sexually exploited, with a particular focus on supporting women who have been exploited through involvement in prostitution. We offer non-judgemental support, information and advocacy. We help women to access housing and welfare benefits, legal advice, healthcare, drug and alcohol services and other specialist services for women in prostitution.
- **Independent Domestic Violence Advocacy (IDVA) Services** - We currently operate IDVA services in Haringey and Hackney, where outreach workers support women who have been identified by the MARAC as being at high risk of serious domestic violence and homicide.

the nia project

Trustees' Report

For the year ended 31 March 2021

- **The Anita Project** –a range of services supporting women in prostitution in North and East London, and particularly to exit prostitution
- **IRIS** - a GP training programme and advocacy support to improve the health care responses to domestic violence and abuse. **nia** delivers the service in Hackney and City, Haringey and Barking and Dagenham.

nia is part of **ASCENT** which is a partnership of 22 specialist organisations within the London Violence Against Women and Girls (VAWG) Consortium, delivering a range of services for survivors of domestic and sexual violence.

nia is also part of a number of partnership projects lead by other specialist intended women led organisations responding to men's violence against women and girls, including The London Holistic Wrap Around Service, Wisser, CASA, Courageous.

nia holds the following quality standards:

- Rape Crisis England and Wales National Service Standard
- SafeLives Leading Lights
- Women's Aid Federation (England National Quality Standard
- Advice Quality Standard (Casework)

Achievements and performance

In the year between **April 2020 and March 2021**, despite the COVID pandemic and two national lock-downs, our incredible all-woman staff team provided one-to-one support to **1,381** women, girls and children. This breaks down to:

- **322** women at high risk of repeated and serious domestic violence including homicide were supported by our **Independent Domestic Violence Advocacy (IDVA)** services: **270** in Haringey & **52** in Hackney
- **East London Rape Crisis** Independent Sexual Violence Advocates practical and emotional one-to-one support for **185** women; **106** young women and girls and short-term casework to **63** women and girls. The ELRC counselling service worked with **205** women
- **198** women subjected to domestic violence and abuse accessed the **IRIS** service through doctor's surgeries in Hackney and City, Haringey, and Barking and Dagenham
- Our refuges **The Emma Project** and **Daria House** became home to **24 women** who have problematic substance use and had been subjected to sexual and domestic violence and sexual exploitation, including prostitution
- **The Anita Exiting Prostitution and Advocacy Project** supported **32** women abused through prostitution, and the Ascent Advice and Outreach Service for women who have been sexually exploited and/or subjected to sexual or domestic violence and who have problematic substance use supported **108** women; the **WiSER** and **CASA** projects supported a further **14** women
- The **London Holistic Advocacy Wrap Around Service** for women and children who have been subjected to men's violence and who have insecure immigration status and are subject to no recourse to public funds, supported **52** women
- **33** children under 16 who had been subjected to or witnessed domestic violence and abuse were supported by our **Play Therapy** service, 14 were girls and 19 were boys. The project also supported **15** women (their mothers)
- and we also supported 11 men and 1 person who identified as transgender.

the nia project

Trustees' Report

For the year ended 31 March 2021

And also...

- The **East London Rape Crisis Information and Support Line** supported **1,702** women and/or family/friends/agencies enquiring on behalf of victim-survivors of sexual violence by phone, email and video chat
- **East London Rape Crisis** Information and Support Line workers and volunteers delivered **100 Online Chat** sessions to survivors nationally, on behalf of Rape Crisis England and Wales
- Our **Schools Engagement Worker** delivered the following work across 4 schools in East London: a 2-day a Healthy Relationships Project to **30 pupils**, assemblies to **120 girls** on sexism, abuse and how to support your friends, training to **95 teachers** on abuse in young people's relationships and weekly core-groups to **38 pupils** on: violence against women and girls, how to support your friends, and power and control in relationships. She additionally delivered an online event called Turning Anger into Activism with **5 young women**.

Delivering Services to women and girls during the COVID-19 pandemic

During 2020/21, the UK went into national lock-down due to the unfolding coronavirus pandemic. Where possible **nia** moved to homebased working, over the phone and internet since 16 March 2020. Both our refuges, The Emma Project and Daria House, each staffed hours a day, remained open and home to some of the most excluded and marginalised women in London, throughout the pandemic. We are incredibly proud to see the staff team of **nia** adapting creatively and demonstrating their laudable commitment to supporting women subjected to men's violence.

Feedback from service users

"This service is so good. I was so happy, I was so grateful. I have no words, you tried your best to take into consideration all my needs. Even when I moved into this current accommodation I was thinking that why do I have to move to other service. You are so polite, kind and you explained things to me with kindness, you would listen to me, you would explain things to me. I have prayed a lot for you. Actually, for all of your service. I was so scared and stressed in the previous accommodation. You gave me a good accommodation, you made me forget all about my pain when you spoke to me with kindness. Your approach was so assuring. I was so upset before I got in touch with you. Thank you."

"Your service is fantastic, Specially you. You heard me because of what I was going through. I was short tempered, you listened to me. honestly your service is good. Kind, caring and very patient with your clients. and you take time to listen to me. you explain things to me. you were so polite. "

'When I was totally helpless, when I had no shelter, nowhere to go, on the road, you picked me up, helped me to be where I am today. you are excellent, very good. You helped me in so many ways. Helped me to be who I am today. You have helped me in all the possible ways. I have no words to express my gratitude. No way of saying thank you.'

I am very happy with the service provided at the refuge. You are so supportive and you care. I can walk into the office and get help, or even get someone to help at night. At the same time you don't put pressure on us to do stuff and you let us be our own people. I have written positive stuff and put it up on my walls, so that's how positive I feel staying here.

I feel safe here. This is the first time in my life I feel like I'm not being judged constantly and I feel like the staff care about what happens to me.

the nia project**Trustees' Report****For the year ended 31 March 2021**

"My name is [redacted] and I was allocated Mona as my ISVA about a year ago. Mona has been the main factor in helping me fight for justice and it's only right of me to highlight the extremely positive affect she has had on me personally and also for future women who face the difficulties I have had. There have been many people involved in my case and every single person has walked away and advised me that there is nothing we can do. Every person has reminded me that I am a victim and left me feeling as though I will also be just that. There has been many times that I wanted to give up in everything. But without fail, Mona was always pop randomly and check how I am and more often then not end the conversation telling me she is going off to explore something, coming back to me with a new route for us to take. Had I listened to all those involved, I wouldn't be here today and I wouldn't be continuing to fight for justice. Further to that, I would still carry the mentality of being a victim, that alone brings its own burden. Mona stayed, listened and never stopped exploring more options for me, paving the way for my case but also opening new options for future case so that the same mistakes aren't made and difficulties faced. We took a call last week whereby the National Crime Agency apologised for mistakes made with my case and advised us that they are changing internal processes and supplying additional training to staff - Mona helped me achieve that. Today I am a completely different person i was before getting the opportunity to work with Mona. Her positive outlook on such a negative situation is remarkable and thanks to her support I remember who I am. I am a survivor and I have a voice. Every person in my situation deserves the support she has given, she has been the only person to show me what fight is, to not give up if you don't want to, to hold my head high and follow my gut feeling. Three years on I can proudly say I am a survivor. I'd like to thank you for the opportunity you have given me to work with such an amazing ISVA, she really has helped me change my life and is an absolute credit to Nia."

"When you called and came into my life, it really felt like my grandparents had sent you from heaven as my guardian angel to help me through this whole process. Thank you for all of your time, support, guidance and positive energy throughout this whole difficult period. Because of you, I wasn't as scared, worried, anxious and nervous as I otherwise would have been. You have no idea what a huge difference you've made when I was going through a challenging time. Thank you."

"Natalie has been so professional and knowledgeable, and shown so much empathy and compassion. Your service has been a lifeline, when things, at times have felt so desperate for me. Whenever I have thanked Natalie, she will always say "I'm just doing my job" but I know that potentially, other people could be in this role with a very different attitude. Nothing was ever to much trouble, and even though at times I felt a bit of a burden, Natalie had a way of making me feel that I wasn't. The mixture of knowledge, experience and attitude, that she has, is quite remarkable. Natalie helped me understand what was going on, when I was in a state of confusion at the beginnings of my journey, and has been the catalyst for my continued learning and reflection. I cannot put into words how helpful it has been to feel believed, and I seriously cannot put into words how helpful it has been to have her support and understanding. Nothing was ever to much trouble, and I felt she went above and beyond any expectation I might of had, always fighting for the best possible outcome."

Claudia referred [redacted], this was a very concerning case mainly due to the fact that [redacted] was not engaging with your agency and the risk to her couldn't be fully assessed. Claudia spoke at length to me after the meeting and we established several lines of enquiry. We kept in contact on a regular basis and any recommendations I had, Claudia was always willing to help. It was refreshing to work with someone with such passion and genuine concern for their clients. I can't praise Claudia enough for her relentless efforts, as a result of our joint working we were able to establish that [redacted] was well and Claudia has since spoken to her. This is the first time I have worked with your agency and I very much look forward to working with you all again."

"I'm just so grateful there is this service. I didn't know this type of support existed. Thank you for being so kind you really have no idea the difference it makes and I really just want to acknowledge that."

"This has been healing. Everything was chaotic before. Now someone understands me."

the nia project

Trustees' Report

For the year ended 31 March 2021

"You are the best person I've ever spoken with about this. You seem to completely understand and have helped me to make so many connections in such a short space of time."

"Can I give you some feedback? I'm not sure if you are autism or learning disability trained but the way you have just gone through this referral with me and have asked me these questions and prepped me before each section about what would be coming up was perfect for someone like me to be able to understand and process. It is exceptional and should be more common place but it's really not so thank you."

"When ELRC call I actually understand what's going on."

"Through this I have decided that I would like to be a police officer one day. I'd like to change the system and help other women. It's not that you can't report, it's that you are made to believe that you can't because of fear of all of the threats and consequences. I genuinely believed that if I reported I would have ended up in a grave the next day. Speaking to you has helped me so much, because even though you are a stranger, you just get it. I thought I would be judged because it happened more than once- you have helped me to understand all of that better too. The support from you has been the most positive part of this process. I have learnt who I am and I am so much stronger than I thought."

"Thank you so much for coming on Wednesday (to report at the police station). I don't think I would have been able to speak without you there. It was even better once the female officer joined. I just feel horrible telling a man about rape. No matter how professional they are, it's so uncomfortable."

"This was, frankly, amazing. Other conversations I've had about this have been so emotional, it made it really scary. To have a reasoned conversation about the practicalities of reporting has really helped. I'm so glad your organisation exists. Thank you."

Feedback from nia's East London Rape Crisis service volunteers

"I really value being able to offer frontline support, particularly emotional support, because at work I am often referring out to organisations such as Nia for this. It means I can do help both with the wider strategic work of changing laws and policy, while also helping individual women. It feels like I am providing valuable support that they don't really get anywhere else. The word 'frontline' is used to describe organisations like Nia and I think that's a great way to put it. You really feel like you're the first line of support, often the only line, that these women can rely on. I think that's invaluable and it feels very different to traditional activism. I could go on, but I'd also mention that I have never been part of such a feminist sisterhood before and it's been wonderful to meet so many other like-minded women and to form lasting friendships with them. That outlet has really been invaluable to me this year when my work and volunteering can both be rage-inducing. It's so important to have those female-spaces you can rely on."

"I most value everything I have learned, the introduction to radical feminism, all the incredible women I have met through volunteering and the fact it helped me get a new job (within the VAWG sector)!"

"I most value feeling like I am making an impact to the lives of women, and I really appreciate how much other team members emphasise the importance of the work volunteers do. I feel like I am utilising skills that I have in an area that I'm really passionate about and really like the opportunity to keep developing skills."

"ELRC has given me so much more confidence than I use to have, have managed to solely work in the charity sector because of my experience with ELRC which is great! Next hunt will be working within the sector completely. It has given me so much scope to allow myself to have challenging conversations with friends family and strangers and give them an in-depth understanding of male violence."

the nia project

Trustees' Report

For the year ended 31 March 2021

Giulia [Paralegal at CWJ]: "Even with the many difficulties this year, I'm so thankful to be a Nia volunteer. I am certain I would never have gotten my dream job at CWJ without the training and all the other webinars and events (sent by Taryn) I attended over the past year. The ELRC book club has also been wonderful and has gotten me to read so many books I wouldn't have otherwise - not mention the friends I have made there and during volunteer training. It's been fantastic exposure to radical feminist topics and discussions - I've truly been radicalised since I started at Nia and I say that in the absolute best way possible. The way I see the world has changed and the type of work I want to do for the rest of my life is very clear to me now. So I really can't overstate how wonderful it's been in so many different ways and how much volunteering at Nia has changed my life for the better. I can only hope I'll be able to continue volunteering for a long time in the future. Thanks for everything."

Umi [ISVA at Advance]: 'Honestly, if it weren't for nia I would never have got the job! They were seriously shocked that I hadn't had any paid experience as they thought due to my knowledge and experience that I was a paid worker. I proudly told them that my detailed knowledge and strong feminist ethos was completely down to the volunteer training and experiences at nia. They were so impressed and said that they were 'wow-ed' that the training covered such a deep understanding of different forms of VAW including prostitution and FGM.'

Financial review and reserves

The Trustees aim to have unrestricted funds not committed or invested in tangible fixed assets ('the free reserves') held by the charity between 3 and 6 months of resources expended. At this level, the Trustees feel that they would be able to continue the current activities of the charity in the event of a significant drop in funding. At the 31 March 2021 the free reserves amount to a surplus of £207,517. Whilst 3 to 6 months of resources expanded is the desired level of free reserves, the Trustees recognise that this is often difficult as the majority of income the charity receives is restricted. Restricted reserves at 31 March 2021 total £716,388, these are not available for general purposes. Designated funds at 31 March 2021 total £66,101, of this £44,258 relates to a grant received from the Samworth foundation which is to be used towards the core costs of restructuring.

The trading results for the year and the charity's financial position at the end of the year are shown in the attached financial statements. The net surplus for the year is £177,315. This was mainly due to some one off COVID-19 relief grants which have been carried forward into 2021/22.

Plans future periods

Our 5-year strategic plan for 2017 -2022 sets out our key objectives which build on our strengths and seek to develop the organisations influence. They include:

- Continued provision of high quality services for and prioritising women, girls and children who have been subjected to sexual and domestic violence.
- Challenging inequality and discrimination and developing services and advocacy for marginalised women.
- Supporting work towards the abolition of prostitution and provision of exiting-support to prostituted women, and campaigning for the clearing of prostitution-specific criminal records.
- Promoting an understanding of the connected nature of all forms of violence against women and girls as a cause and consequence of sex inequality.
- Developing the Femicide Census.
- Holding the state to account for its duty to protect women's human rights through strategic litigation.

the nia project

Trustees' Report

For the year ended 31 March 2021

Risk review

The Trustees monitor the major risks to which the company is exposed through their own risk register, in particular those related to the operations and finances of the company, these are reviewed annually by members of the Board of Trustees and staff.

The main risks identified at the last review were:

Risk identified	Controlled measures
Unable to successfully forward plan in long-term due to the uncertainty of income streams.	The Trustees try to forecast financial planning for at least 2 years. There is also an annual board strategy away-day to ensure focus is on the direction and future plans.
Insufficient project funding achieved.	There will be an increased focus on core costs and full cost recovery in fundraising. CE has the authority to decline projects/tenders on grounds of unrealistic costings.
Loss of key staff and board members.	Succession planning is carried out and information of systems, plans and projects is documented. Policies for recruitment and retention of staff are in place.
Overstretched management structure could result in key tasks/services not being delivered to target levels.	The Trustees regularly review the structure and organisation chart, which details roles and duties of each member of staff. The use of volunteers to provide additional support.
Loss/turnover/long-term absence of frontline staff and direct line management leading to service delivery, case management and staff management gaps	The organisation has efficient recruitment practices, robust staff absence procedures, staff retention practices and has addressed communication issues. Agency staff are used where there are vacancies which must be filled urgently.
Inability to compete for contracts with larger organisations.	Regular monitoring of our performance and service delivery to maintain a quality service. Strong emphasis is placed on maintaining good relationships with funders and increasing public awareness of profile.
Change in government policy affects our service delivery.	Regular monitoring of legal and regulatory changes.

the nia project

Trustees' Report

For the year ended 31 March 2021

Thank-you

We would like to say thank you to our partners, funders and to individuals and organisations who have supported **nia** including:

Abbey Lane Children's Centre, Newham	LB Houslow
Advocacy After Fatal Domestic Abuse (AAFDA)	LB Islington
Ashiana Network	LB Newham
BBC Children-in- Need	LB Redbridge
The Beth Centre	LB Tower Hamlets
Big Lottery Fund	LB Waltham Forest
Brookhill Children's Centre	London Councils
Centre for Women's Justice	London Drug and Alcohol Network
Community Safety Service – Redbridge	Luminaire Bakery
City & Hackney PCT	Making Herstory
Deanery Road Children's Centre, Newham	M & J Ethical Luxury
Deloitte	Onjali Rauf
Edie Eligator	Public Health Hackney and City of London
Freshfields, Brickhaus, Deringer	Rape Crisis England and Wales
Garfield Weston	Rights of Women
Greenwich Housing Rights	RASAC
Hackney Migrant Centre	Samworth Foundation
The HER Centre	Solace Women's Aid
Jean Hatchet	Southall Black Sisters
Lifeline, Hackney	Trust for London
LB Barking and Dagenham	Women's Aid
LB Camden	Women and Girls Network
LB Enfield	Women's Resource Centre
LB Hackney	Woodberry Down Children's Centre, Hackney
LB Greenwich	Woodside Children's Centre, Haringey
LB Haringey	Women for Refugee Women
LB Havering	Zonta - London Club 11

Volunteers

A huge thank you to our incredible volunteers who gave 609 hours of their time to help women and girls through the East London Rape Crisis Information & Support Services.

Structure, governance and management

Governing document

The company is a charitable company limited by guarantee (company number 02673624) and was set up by a Memorandum of Association which is its constitution on 20 December 1991, amended on 1 May 2013. The full name of the registered charity is 'the nia project', the charity also refers to itself as just 'nia'.

the nia project

Trustees' Report

For the year ended 31 March 2021

The registered office is Unit 2B, Leroy house, 436 Essex Road, London N1 3QP, which is the principal office. The company is a registered charity, number 1037072.

Organisational structure and decision making

The Board of Trustees are responsible for overseeing the management of the Charity and delegates this responsibility on a day to day basis to the Chief Executive Officer.

The Chief Executive is supported by a Senior Management Team of two who are responsible for the projects.

The Chief Executive and Senior Management Team are supported by a staff team of over 50 paid (full and part time) staff.

A strategic plan is prepared every three periods. The plan is developed by the Chief Executive with input from service users, staff members, the Management Team and the Board. Final approval of the plan rests with the Board. Once approved, the plan is executed with any deviations being subsequently approved. Strategic decisions are routed through the Chief Executive, K Ingala -Smith.

Appointment of trustees

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

the nia project is committed to having a Board of Trustees that reflects both the service users and the community in which it provides a service. It is also committed to attracting Board members with a wide variety of skills and attributes.

The board is also required to have at least one ex-service user member.

The Chair of the Board, in conjunction with the Chief Executive, is responsible for developing a recruitment strategy for the board. This includes identifying skills and representational gaps on the Board and then inviting appropriate people to join the Board in order to meet those gaps.

Induction and training of new trustees

All new board members are inducted into the company during their first three months on **the nia project**. Current board members taking on new roles within the board (e.g. Chair, Secretary and Treasurer) will also be inducted into these positions

The aim of the induction is to assist the new board member in understanding both the role and tasks of their position and the company itself. This is achieved by providing essential information relevant to the position and by giving the board member an opportunity to familiarise themselves with the company before taking on full responsibilities.

The company has developed a standardised package for induction of new board members. This package includes:

- Trustee regulations, policies and procedures
- Organisational policies and procedures
- Employment policies and procedures
- Board job descriptions
- Minutes of the last two board meetings
- A copy of the annual report and annual financial report

the nia project

Trustees' Report

For the year ended 31 March 2021

- The strategic plan

Induction includes the following elements:

- Introduction to other trustees
- Meeting with the Chair and Chief Executive (when inducting a new Chair the meeting will be between the outgoing Chair, the Chief Executive and the new Chair)
- Tour of the company's premises
- Introduction to the Senior Management Team
- Introduction to service users where appropriate / possible

New board members are also provided with information on relevant training courses and are encouraged to attend these within the first twelve months of their membership of the board. **the nia project** will cover the cost of board members attending training courses.

After six months, the board member will meet with the Chair and the Chief Executive in order to review the induction process. This is an opportunity for the new board member to ask questions regarding their role and to gain further information about both their role and the charity itself.

the nia project is committed to supporting Trustees in their development. The company recognises that an effective board is essential for the functioning and development of the Charity. To this end the company invests in on-going training for Trustees which includes governance-specific issues (e.g. charity and employment law) as well as other relevant areas e.g. domestic violence awareness, general gender violence awareness and public-speaking.

Employees

Employees have been consulted on issues of concern to them through team meetings and focused away sessions. The recognised union within the company is Unite. The union negotiates on behalf of staff on issues relating to terms and conditions.

The Charity carries out exit reviews for all staff resigning from the company.

In accordance with the Charity's equalities and diversity strategy, **the nia project** has long established fair employment practices in the recruitment, selection, retention and training of all staff. Full details of these policies are available from the Charity's offices.

Remuneration is ultimately set by the board; the charity uses the London living wage rate and bandings set by local councils as benchmarks.

Related parties

the nia project is a member of Rape Crisis England and Wales and Women's Aid Federation, England. The company is also a member of a range of local and wider partnerships that contribute to the furtherance of its aims and objectives.

Trustees' responsibilities in relation to the financial statements

The trustees (who are also the directors of the nia project for the purposes of company law) are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (UK GAAP).

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 charitable company as at the balance sheet date and of its incoming resources and

the nia project

Trustees' Report

For the year ended 31 March 2021

application of resources, including income and expenditure, for the financial year. In preparing those financial statements, the trustees 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; and
- Prepare the financial statements on the going concern basis unless it is inappropriate to assume that the charity will continue on that basis.

The trustees are responsible for maintaining proper accounting records that 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 charitable company and hence for taking reasonable steps for 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. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Statement of disclosure to our auditors

In so far as the trustees are aware at the time of approving our trustees' annual report:

- there is no relevant information, being information needed by the auditor in connection with preparing their report, of which the group's auditor is unaware, and
- the trustees, having made enquiries of fellow directors and the group's auditor that they ought to have individually taken, have each taken all steps that he/she is obliged to take as a director in order to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

Auditors

A resolution to reappoint Simpson Wreford LLP for the ensuing year will be proposed at the annual general meeting.

This report has been prepared in accordance with the small company regime (section 419 (2)) of the Companies Act 2006 and the Financial Reporting Standard in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015).

The Trustees have complied with their duty in section 17 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission.

Approved by the board of trustees/directors on 31 January 2022 and signed on its behalf by:

.....
Karen Ingala Smith

.....
L Campbell – Treasurer

Independent Auditors' Report
To the Trustees of the nia project
For the year ended 31 March 2021

Opinion

We have audited the financial statements of the nia project ('the charity') for the year ended 31 March 2021 which comprise the Statement of Financial Activities, Statement of Cashflows, Balance Sheet and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and the 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 charity's affairs as at 31 March 2021 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 prepared in accordance with the requirements 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 Charity 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

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the Charity's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

Other information

The trustees are responsible for the other information. The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. 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.

In connection with our audit of the financial statements, 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 audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. 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.

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

Independent Auditors' Report
To the Trustees of the nia project
For the year ended 31 March 2021

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the Charity and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Annual 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;
- the financial statements are not in agreement with the accounting records and returns;
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not obtained all the information and explanations necessary for the purposes of our audit.

Responsibilities of the trustees

As explained more fully in the trustees' responsibilities statement set out on pages 11 & 12, the trustees 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 they 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 Charity'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 Charity or to cease operations, or have no realistic alternative but to do so.

Our 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.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: [www.frc.org.uk/auditorsresponsibilities]. This description forms part of our auditor's report.

Extent to which the audit was considered capable of detecting irregularities, including fraud

- the engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;
- we identified the laws and regulations applicable to the company through discussions with directors and other management, and from our commercial knowledge and experience of the computer software and support 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 company, including the Companies Act 2006, data protection and safeguarding;
- we assessed the extent of compliance with the 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 regularly and the team remained alert to instances of non-compliance throughout the audit.

Audit response to risks identified

We assessed the susceptibility of the 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:

Independent Auditors' Report
To the Trustees of the nia project
For the year ended 31 March 2021

- 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 set out in Note 1 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 documentation and;
- enquiring of management as to actual and potential litigation and claims.

There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the directors and other management and the inspection of regulatory and legal correspondence, if any.

Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

Use of our report

This report is made solely to the Charity'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 Charity'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 Charity's members as a body, for our audit work, for this report, or for the opinions we have formed

Kate Taylor FCA (Senior Statutory Auditor)
for and on behalf of Simpson Wreford LLP, Statutory Auditors
and Chartered Accountants

Wellesley House
Duke of Wellington Avenue
Royal Arsenal
London
SE18 6SS
Dated: 31 January 2022

the nia project

Statement of Financial Activities

(Including Income and Expenditure account)

For the year ended 31 March 2021

	Notes	Unrestricted Funds	Restricted Funds	Total Funds 2021	Total Funds 2020
		£	£	£	£
INCOME					
Donations and legacies	5.1	175,044	-	175,044	89,147
Charitable activities	5.2	332,398	2,116,881	2,449,279	2,105,676
Investments		354	-	354	432
TOTAL		507,795	2,116,881	2,624,676	2,195,255
EXPENDITURE ON:					
Raising funds		68	350	418	180
Charitable activities		214,765	2,223,465	2,438,231	2,011,414
Other		1,413	7,300	8,713	8,218
TOTAL	6	216,246	2,231,115	2,447,361	2,019,812
NET INCOME/(EXPENDITURE)		291,549	(114,234)	177,315	175,443
Transfers between funds		(138,571)	138,571	-	-
NET MOVEMENT IN FUNDS		152,978	24,337	177,315	175,443
RECONCILIATION OF FUNDS					
Total funds brought forward	13	120,640	692,051	812,691	637,248
Total funds carried forward		273,618	716,388	990,006	812,691

The results for the year derive from continuing activities, and there are no other gains or losses other than those shown above.

The notes on pages 19 to 31 form part of these financial statements.

the nia project

Balance Sheet at 31 March 2021

	Notes	2021		2020	
		£	£	£	£
FIXED ASSETS					
Tangible assets	10		2,400		3,200
CURRENT ASSETS					
Debtors	11	464,675		530,187	
Cash at bank and in hand		858,509		587,613	
		1,323,184		1,117,800	
CREDITORS: amounts falling due within one year	12		(335,578)		(308,309)
NET CURRENT ASSETS			987,606		809,491
TOTAL ASSETS LESS CURRENT LIABILITIES			990,006		812,691
THE FUNDS OF THE CHARITY	13				
Unrestricted funds			273,618		120,640
Restricted income funds			716,388		692,051
			990,006		812,691

The accounts have been prepared in accordance with the special provisions of Part 15 of the Companies Act relating to small companies and constitute the annual accounts required by the Companies Act 2006 and in accordance with the Financial Reporting Standard in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015).

Signed on behalf of the board of trustees

.....
Karen Ingala Smith

.....
L Campbell

Approved on behalf of the board on 31 January 2022

Company number - 02673624 (England & Wales)

the nia project

Statement of cashflows

For the year ended 31 March 2021

	Notes	2021 £	2020 £
Cash used in operating activities			
Net cash provided by/(used in) operating activities	19	<u>270,542</u>	<u>160,346</u>
Cash flows from investing activities			
Interest income		354	432
Purchase of tangible fixed assets		-	-
Cash provided by/ (used) in investing activities		<u>354</u>	<u>432</u>
(Decrease)/Increase in cash and cash equivalents in the year		270,896	160,778
Cash and cash equivalents at the beginning of the year		587,613	426,835
Total cash and cash equivalents at the end of the year		<u>858,509</u>	<u>587,613</u>

the nia project**Notes to the financial statements****For the year ended 31 March 2021****1. Accounting Policies**

The principal accounting policies are summarised below. The accounting policies have been applied consistently throughout the year and in the preceding year.

Company information

The nia project is a company limited by guarantee incorporated in England and Wales and registered as a charity with the Charity Commission. The registered office is Unit 2B, Leroy House, 436 Essex Road, London N1 3QP.

i. Basis of accounting

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 (FRS102) (effective 1 January 2015) – (Charities SORP (FRS102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) and the Companies Act 2006.

The financial statements are prepared in sterling, which is the functional currency of the company. Monetary amounts in the financial statements are rounded to the nearest £.

The effects of events relating to the year ended 31 March 2021 which occurred before the date of approval of the financial statements by the Trustees has been included in the financial statements to the extent required to show a true and fair view of the state of affairs at 31 March 2021 and the results for the year ended on that date.

The nia 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 note(s).

ii. Reconciliation with previous Generally Accepted Accounting Practice

In preparing the accounts, the trustees have considered whether in applying the accounting policies required by FRS102 and the Charities SORP FRS102 the restatement of comparative items was required. No restatements were required.

iii. Preparation of the accounts on a going concern basis

The charity is considered a going concern. Adequate funding has been achieved to facilitate the charities objectives and activities for the next 12 months. There are no material uncertainties about the charity's ability to continue as a going concern.

iv. Income

Voluntary income is received by way of donations and gifts and is included in full in the statement of Financial Activities when receivable. In accordance with the Charities SORP (FRS 102), the general volunteer time of volunteers is not recognised please refer to the trustees' annual report for more information about their contribution.

v. Incoming grants are recognised in full in the Statement of Financial Activities in the period in which is specified by the donor, on the accruals basis. Multi-period grants are recognised over the period to which the grant relates, normally specified by donor. If a grant remains unspent at the end of the period and is due back to the donor, this proportion is held within deferred grants within creditors. Performance related grants are only recognised to the extent that the services have been provided

the nia project

Notes to the financial statements

For the year ended 31 March 2021

Accounting Policies (continued)

vi. Resources expended

Resources expended are recognised in the period in which they are incurred. Resources expended include attributable VAT, which cannot be recovered.

Costs of generating funds comprise the costs associated with attracting voluntary income.

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Other costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include audit fees and costs linked to the strategic management of the charity.

All costs are allocated between the expenditure categories of the SOFA on a basis designed to reflect the use of the resource. Costs relating to a particular activity are allocated directly; others are apportioned as disclosed in (vii.) below.

- vii. Resources expended are allocated to the particular activity where the cost relates directly to that activity. However, the cost of overall direction and administration of each activity, comprising the salary and overhead costs of the central office function are estimated and allocated on a proportional basis to each activity, based upon the ratio of their time spent servicing each activity. In the case where support costs are predetermined by the request in application for grants, this is the amount used to allocate support costs applicable to that project.

viii. Tangible Fixed Assets

Depreciation is calculated so as to write off the cost of an asset, less its estimated residual value, over the useful economic life of that asset as follows:

Office equipment	-	25% on reducing balance
Computer equipment	-	33.3% on cost
Motor vehicles	-	25% on reducing balance

All purchased fixed assets over £500 are capitalised at cost. There are no internally generated fixed assets.

ix. Unrestricted funds

Unrestricted funds - are donations and other incoming resources receivable or generated for the objects of the charity without further specified purpose and are available as general funds. Designated unrestricted funds – are unrestricted funds designated by the Trustees for a particular project or asset in the future. They may be undesignated at any time.

x. Restricted Funds

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund.

xi. Leases

Rentals payable under operating leases, where substantially all the risks and rewards of ownership remain with the lessor, are charged to the Statement of Financial Activities on an actual basis.

the nia project

Notes to the financial statements

For the year ended 31 March 2021

Accounting Policies (continued)

xii. **Creditors and provisions**

Are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

xiii. **Pension contributions**

The charity provides a defined contribution pension scheme for employees, the assets of which are held separately from those of the company in an independently administered fund. Contributions to this scheme are charged to the income and expenditure account as they become payable. The cost is allocated across the charity's activities based upon the ratio of staff time spent servicing a particular activity.

xiv. **Cash at bank and in hand**

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

xv. **Trade debtors**

Trade and other debtors are recognised at the settlement amount due after any trade discount offered.

xvi. **Financial instruments**

The charity only 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.

2. Net outgoing resources

	Year to 31 Mar 2021	Year to 31 Mar 2020
This is stated after charging:		
Depreciation	800	1,067
Auditors' remuneration	<u>8,400</u>	<u>7,800</u>

3. Related party transactions

No remuneration was paid to any of the trustees. No trustee received reimbursement of expenses or benefits in kind during the year. There have been no other related party transactions in the year.

the nia project

Notes to the financial statements

For the year ended 31 March 2021

4. Staff costs

Staff costs for the year were as follows:	Year to 31 Mar 2021	Year to 31 Mar 2020
Wages and salaries	1,660,709	1,335,269
National Insurance costs	127,051	109,146
Employer pension contributions (<i>Defined contribution scheme</i>)	<u>36,388</u>	<u>32,356</u>
	<u>1,824,148</u>	<u>1,476,771</u>

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

	Year to 31 Mar 2021	Year to 31 Mar 2020
Projects	62	55
Administration	<u>4</u>	<u>3</u>
	<u>66</u>	<u>58</u>

The number of higher paid employees was:

In the band £70,001 to £80,000 – 1 (2020: £60,001 to £70,000 - 1).

5.1 Income

DONATIONS AND LEGACIES	<i>Restricted Funds</i>	<i>Unrestricted Funds</i>	<i>Total Year to 31 Mar 21</i>	<i>Total Year to 31 Mar 20</i>
	£	£	£	£
Other donations	-	125,044	125,044	39,147
	-	125,044	125,044	26,562
Grants received				
Samworth Foundation	-	50,000	50,000	50,000
	-	50,000	50,000	90,000
TOTAL	-	175,044	175,044	116,562

the nia project

Notes to the financial statements

For the year ended 31 March 2021

5.2 Income (continued)

<i>Grants and contract income</i>	<i>Restricted Funds £</i>	<i>Unrestricted Funds £</i>	<i>Total Year to 31 Mar 21 £</i>	<i>Total Year to 31 Mar 20 £</i>
Refuge Provision				
London Councils, Ascent (via Ashiana Project) - Emma Project & Daria House	267,740	-	267,740	267,740
LB Haringey - Emma Project	-	11,236	11,236	29,724
Solace women's aid (CASA Project)	12,705	-	12,705	-
IDVA				
Hackney MOPAC	49,000	-	49,000	48,996
DCLG Camden Partnership	35,000	-	35,000	35,916
LB Haringey - IDVA	192,000	-	192,000	147,000
LB Newham - IDVSA	-	-	-	30,000
SBS MOPAC NRPf	110,622	-	110,622	-
MOJ - London Community Fund	19,600	-	19,600	-
ELRC				
London Councils, Ascent (via Tender) - Schools Engagement	10,433	-	10,433	20,244
MOPAC	469,709	-	469,709	544,416
London Councils, Ascent (via Solace Women's Aid) - Advice	36,849	-	36,849	36,852
Home Office - Young people's advocate	70,000	-	70,000	70,000
MOPAC (via Women & Girls Network) - ISVA	-	73,841	73,841	45,000
Rape Crisis England & Wales (via women & girls network) - Digital transformation	-	-	-	19,712
Matrix	-	-	-	1,628
Comic Relief - BME ISVA	20,000	-	20,000	40,000
WGN Mopac community engagement	83,070	-	83,070	11,703
Violence reduction unit	-	-	-	50,000
ELRC - Prostitution services				
LB Brent	52,280	-	52,280	47,530
WGN NHS England	99,088	-	99,088	107,736
Solace Women's aid Non Crisis Support	37,374	-	37,374	-
MOPAC - Anita Project	110,000	-	110,000	-
IRIS				
LB Hackney - IRIS Hackney	88,444	-	88,444	88,440
LB Hackney - IRIS Advocate	-	-	-	24,717
LB Barking & Dagenham - IRISI	70,250	-	70,250	-
Problematic Substance Abuse				
LB Hackney	-	-	-	29,988
LEA Project				
Big Lottery Fund	162,521	-	162,521	161,114
Funding & Development				
Sisters Trust	25,000	-	25,000	50,000
Play Therapy				
BBC Children In Need - Child Therapist	39,886	-	39,886	39,210
Femicide Research Project				
Freshfields	-	-	-	2,000
E D Eligator	34,208	-	34,208	59,674
Treebeard Trust	7,500	-	7,500	7,500
COVID-19 Specific Grants				
MOJ Extraordinary fund	-	72,724	72,724	-
Coronavirus job-retention scheme grants	-	14,833	14,833	-
Comic Relief - COVID Fund	-	40,000	40,000	-
Ascent Plus - COVID Crisis Accommodation	13,602	-	13,602	-
Samworth Foundation	-	19,690	19,690	-
Housing benefits received - Designated - Refuge Provision				
Housing rents	-	94,338	94,338	86,112
Service charges	-	1,691	1,691	2,704
Other income				
Training and conferences	-	2,000	2,000	-
Other	-	2,046	2,046	20
TOTAL	2,116,881	332,398	2,449,279	2,105,676

the nia project

Notes to the financial statements

For the year ended 31 March 2021

6 Expenditure

	<i>Cost of Activities</i>	<i>Support</i>	<i>Management</i>	<i>Year to 31</i>	<i>Year to 31</i>
	<i>£</i>	<i>Costs</i>	<i>& Admin</i>	<i>Mar 2021</i>	<i>Mar 2020</i>
	<i>£</i>	<i>£</i>	<i>£</i>	<i>£</i>	<i>£</i>
Raising funds					
Fundraising expenses	-	418	-	418	180
Charitable activities					
Rent and rates	133,485	6,717	-	140,202	144,272
Premises maintenance	31,146	200	-	31,346	27,672
Repairs and renewals	28,933	64	-	28,996	33,871
Salaries and national insurance	1,626,284	197,960	-	1,824,243	1,476,771
Legal and professional	-	-	-	-	1,807
Recruitment expenses	6,836	2,750	-	9,586	5,708
Computer maintenance	15,820	-	-	15,820	16,548
Website update	-	-	-	-	9,050
Equipment hire	4,199	5,062	-	9,260	14,315
Security costs	-	-	-	-	198
Light and heat	23,710	19	-	23,730	20,296
Telephone	59,971	1,961	-	61,932	42,593
Travel and subsistence	12,851	1,684	-	14,534	7,268
Printing, postage and stationery	5,837	1,912	-	7,750	9,157
Cleaning	-	255	-	255	272
Training	-	1,052	-	1,052	760
Subscriptions	626	7,691	-	8,317	4,756
Welfare	19,370	42	-	19,412	306
Client welfare	14,715	1,374	-	16,089	1,086
Consultancy fees	190,445	19,459	-	209,903	180,963
Sundry	3,339	2,797	-	6,138	2,729
Insurance	-	3,275	-	3,275	4,069
Motor expenses	5,591	-	-	5,591	5,880
Depreciation	-	800	-	800	1,067
	<u>2,183,157</u>	<u>255,074</u>	<u>-</u>	<u>2,438,231</u>	<u>2,011,414</u>
Other					
Bank charges	-	-	313	313	391
Sundry	-	-	-	-	27
Audit fees	-	-	8,400	8,400	7,800
	<u>-</u>	<u>-</u>	<u>8,713</u>	<u>8,713</u>	<u>8,218</u>
TOTAL	<u>2,183,157</u>	<u>255,491</u>	<u>8,713</u>	<u>2,447,361</u>	<u>2,095,005</u>

the nia project

Notes to the financial statements

For the year ended 31 March 2021

7. Section 37 Statement

The following grant aid was received from London Councils in regard to the following projects.

London Councils – Ascent (via Ashiana Project), £267,740 for the Emma Project.

London Councils – Ascent (via Solace Womens Aid), £36,849 for Pan London Casework.

London Councils – Ascent (via Tender) £10,433 for ELRC.

8. Allocation of support costs, management & administration (refer Note 6)

The basis of allocation is set out in accounting policy vii.

	<i>Staff Costs</i>	<i>Other Overheads</i>	<i>Management & administration</i>	<i>Fundraising expenses</i>	<i>2021</i>
	£	£	£	£	£
<i>Restricted</i>					
Emma Project	-	-	-	-	-
IDVA & Community	28,121	8,113	1,238	59	37,531
ELRC	79,614	22,970	3,504	168	106,255
ELRC - Prostitution Services	25,486	7,353	1,122	54	34,014
IRIS	10,353	2,987	456	22	13,817
Funding & development	1,086	313	48	2	1,450
Femicide Research Project	4,824	1,392	212	10	6,438
Play Therapy	4,341	1,253	191	9	5,794
LEA Project	10,846	3,129	477	23	14,475
COVID related	1,189	343	52	3	1,587
	165,859	47,852	7,300	350	221,361
<i>Designated</i>					
ELRC	29,344	8,466	1,291	62	39,163
<i>Unrestricted</i>					
Unrestricted projects	2,757	796	121	6	3,680
Total	197,960	57,114	8,713	418	264,204

the nia project

Notes to the financial statements

For the year ended 31 March 2021

9. Breakdown of expenditure by activity (refer Note 6)

	<i>Direct staff costs</i>	<i>Other direct costs</i>	<i>Allocated support costs</i>	<i>2021</i>
	£	£	£	£
<i>Restricted</i>				
Emma Project	287,121	128,241	-	415,362
IDVA & Community	314,904	87,809	37,531	440,245
ELRC	335,070	221,188	106,255	662,513
ELRC - Prostitution Services	242,260	27,192	34,014	303,467
IRIS	99,410	29,203	13,817	142,430
COVID related	12,015	-	1,587	13,602
Funding & development	23,389	1,472	1,450	26,311
Play Therapy	34,347	7,282	5,794	47,423
LEA Project	87,406	17,554	14,475	119,435
Femicide	44,269	9,622	6,438	60,328
	1,480,191	529,562	221,361	2,231,115
<i>Designated</i>				
ELRC	29,677	5,001	39,163	73,841
<i>Unrestricted</i>				
<i>Unrestricted projects</i>	116,415	22,310	3,680	142,405
	146,092	27,311	42,843	216,246
Total	1,626,283	556,873	264,204	2,447,361

10. Tangible Fixed Assets

	<i>Computer Equipment</i>	<i>Office Equipment</i>	<i>Motor Vehicles</i>	<i>Total</i>
	£	£	£	£
Cost				
At 1 April 2020	24,881	74,403	10,500	109,784
Additions	-	-	-	-
At 31 March 2021	24,881	74,403	10,500	109,784
Depreciation				
At 1 April 2020	24,881	73,418	8,285	106,584
Charge for year	-	246	554	800
At 31 March 2021	24,881	73,664	8,839	107,384
Net book value				
31 March 2021	-	739	1,661	2,400
Net book value				
31 March 2020	-	985	2,215	3,200

the nia project

Notes to the financial statements

For the year ended 31 March 2021

11. Debtors

	<i>2021</i>	<i>2020</i>
Trade debtors	34,819	35,606
Other debtors	18,499	58,428
Accrued income and grants	387,325	409,625
Prepayments	24,032	26,528
	<u>464,675</u>	<u>530,187</u>

12. Creditors: amounts falling due within one year

Trade creditors	81,913	86,110
Taxation and social security	50,621	37,525
Other creditors	39,648	35,034
Deferred income	157,276	138,770
Accruals	6,120	10,870
	<u>335,578</u>	<u>308,309</u>

the nia project

Notes to the financial statements

For the year ended 31 March 2021

13.1 Reconciliation of funds

	Balance B/Fwd £	Incoming Resources £	Resources Expended £	Transfers £	Balance C/Fwd £
Refuge Provision					
London Councils, Ascent (via Ashiana Project)	-	267,740	402,657	134,917	-
Solace women's aid (CASA Project)	-	12,705	12,705	-	-
IDVA					
Hackney MOPAC	-	49,000	49,000	-	-
DCLG Camden Partnership	(5,517)	35,000	29,483	-	-
LB Haringey	660	192,000	191,201	-	1,459
LB Newham - IDVSA	6,708	-	-	-	6,708
SBS MOPAC NRPf	-	110,622	77,980	-	32,642
MOJ - London Community Fund	-	19,600	17,157	-	2,443
WGN Mopac community engagement	5,610	83,070	75,423	-	13,257
ELRC					
MOPAC - ELRC	192,194	469,709	525,749	-	136,154
Ministry of Justice	-	-	-	-	-
Home Office	26,794	70,000	48,691	-	48,103
London Councils, Ascent (via Advice)	58,388	36,849	32,914	-	62,323
OPCNN- Info and support worker	17,559	-	-	-	17,559
Matrix	1,070	-	-	-	1,070
Comic Relief - BME ISVA	18,554	20,000	34,168	-	4,386
Violence reduction unit	26,435	-	20,991	-	5,444
ELRC - Prostitution services					
LB Brent	18,110	52,280	66,945	-	3,445
WGN NHS England	31,801	99,088	89,148	-	41,741
Solace Women's aid Non Crisis Support	-	37,374	37,374	-	-
MOPAC - Anita Project	-	110,000	110,000	-	-
Safe Choices					
Children's Society	22,877	-	-	-	22,877
IRIS					
Health Foundation (via Next Link)	395	-	-	-	395
LB Hackney - IRIS Hackney	-	88,444	88,444	-	-
LB Barking & Dagenham - IRISI	-	70,250	53,986	-	16,264
Huggetts Womens Centre					
Big Lottery	40,065	-	-	-	40,065
Problematic Substance Abuse					
LB Hackney	767	-	-	-	767
LEA Project					
Big Lottery - LEA Project	87,795	162,521	119,435	-	130,881
LB Hounslow - LEA Project	3,950	-	-	-	3,950
Charles Hayward Foundation	11,669	-	-	-	11,669
Family Support					
Hackney Community Partnership	4,657	-	-	-	4,657
Funding & Development					
The Henry Smith Charity	6,912	-	-	-	6,912
London Community Foundation - Survivor	6,464	-	-	(6,113)	351
London Borough of Hackney - Survivor Involment	1,391	-	-	-	1,391
Trust for London	(4)	-	-	4	-
EHRC	(6,109)	-	-	6,109	-
Sisters Trust	25,075	25,000	26,311	-	23,764
Play Therapy					
Children in Need	48,709	39,886	36,235	-	52,360
London Councils, Ascent (via Tender)	7,774	10,433	11,188	-	7,019
Femicide Research Project					
ED Eligator	12,877	34,208	60,328	3,654	(2,090)
Treebeard Trust	-	7,500	-	-	-
Other	18,424	13,602	13,602	-	18,424
Restricted	692,051	2,116,881	2,231,115	138,571	716,388

the nia project

Notes to the financial statements

For the year ended 31 March 2021

13.2 Reconciliation of funds continued

	Balance B/Fwd £	Incoming Resources £	Resources Expended £	Transfers £	Balance C/Fwd £
Designated					
Emma Project	-	107,264	-	(107,264)	-
Samworth Foundation - COVID-19	-	19,690	-	-	19,690
MOPAC (via Women & Girls Network)	2,153	73,841	73,841	-	2,153
Rape Crisis England & Wales (via women & girls network)	5	-	-	(5)	-
Rape Crisis England & Wales (via women & girls network)	(3,146)	-	-	3,146	-
Samworth Foundation	44,258	50,000	50,000	-	44,258
Designated - Computer Equip	-	-	-	-	-
Unrestricted	77,370	257,000	92,405	(34,448)	207,517
TOTAL FUNDS	812,691	2,624,676	2,447,361	-	990,006

14 Analysis of net assets between fund

	<i>Tangible assets</i> £	<i>Current assets/(liabilitie</i> £	<i>Total</i> £
Restricted funds	1,661	714,727	716,388
Unrestricted funds	739	272,879	273,618
	2,400	987,606	990,006

Emma Project

The Emma Project provides refuge and outreach services to women with problematic substance use who have experienced domestic and sexual violence, including prostitution.

IDVA & Community

The Independent Domestic Violence Advocacy Service supports women who have been identified as "high risk" of domestic violence through risk assessment and referral from the Police or any other agency referring into the Multi Agency Risk Assessment Conference (MARAC).

East London Rape Crisis

MOPAC is to provide advocacy, support and counselling after rape and sexual assault.

IRIS

The IRIS Project improves the quality of care given by GP surgeries to women experiencing domestic violence through a national implementation programme and also local delivery in Hackney.

Play therapy

Play therapy is a therapeutic service for children and young people affected by domestic violence to help them understand and deal with confusing and/or powerful feelings and painful events.

the nia project

Notes to the financial statements

For the year ended 31 March 2021

London Exiting Advocacy (LEA Project)

This is a project funded for 3 years by the Big Lottery which came over to Nia from Eaves.

The project is two-fold:

Direct support to women in that it provides specialist support and advocacy to women involved in prostitution who are wishing to exit prostitution.

Training, education and awareness to deliver enhanced responses to women involved in prostitution from other services and practitioners.

Research, development and fundraising

This post came over to nia from Eaves and was funded by Lankelly Chase and now will be partially funded by Trust for London.

This post adds capacity to the senior management team. It is intended that the post holder, in discussion with the CEO and SMT, will identify attend and participate in relevant strategic and policy focussed initiatives. The post holder should also work with colleagues to identify possible opportunities for fundraising with a view to contributing to the organisation's aim of diversifying funding sources. However, the post includes a legacy of existing work to complete, publish, disseminate and campaign on research areas (criminal records of women involved in prostitution, indoor prostitution in Redbridge). In addition, the new funder is keen to see a substantial component of time still directed at working specifically on women in prostitution and exiting.

Designated funds

The Trustees have designated a grant received from the Samworth Foundation, the grant totals £150,000 over 3 years to 31 March 2019, this was increased by an additional £50,000 for the year to 31 March 2020 and again £50,000 in the year to 31 March 2021. As at 31 March 2021 £250,000 has been received and of this £205,742 has been expended. The remaining unspent funds of £44,258 has been designated for the costs of restructuring the charity's operations in the year 2021/2022.

15 Deferred income

Deferred income relates to money received in advance for services which have yet to be delivered at the year end. Income is deferred based on the length of the contract.

Balance as at 1 April 2020	138,770
Amount released to income earned from charitable activities	(81,031)
Amount deferred in the year	99,537
Balance as at 31 March 2021	<u>157,276</u>

16 Limited liability

The Trustees of the company guarantee to contribute an amount not exceeding £10 to the assets of the charity in the event of winding up.

the nia project

Notes to the financial statements

For the year ended 31 March 2021

17 Leasing commitments

Operating leases

The charity's total commitments for rental payments under non-cancellable operating leases at 31 March 2021 were set out as below:

	2021	2020
	£	£
Total commitments	<u>20,551</u>	<u>60,821</u>

18 Fund Transfers

Transfers have been made from designated funds to restricted projects to make up for the shortfall in income for certain projects. This ensures that the restricted funds are not in deficit. These have been authorised by the management committee.

19 Reconciliation of net movement in funds to net cash flow from operating activities.

	2021	2020
	£	£
Net movements in funds	177,315	175,443
Add back: Depreciation	800	1,067
Deduct: Interest shown in investing activities	(354)	(432)
(Increase)/decrease in debtors	65,512	(178,442)
(Decrease)/ increase in creditors	27,269	162,710
	<u>270,542</u>	<u>160,346</u>

20 Corporation Tax

The charity is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.