

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 |

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Annual Report and Accounts
For the year ended 31 March 2021

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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.

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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.

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- **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, Wiser, 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.

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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.

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"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 too 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 too 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."

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"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."

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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.

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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. |

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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'.

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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

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- 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

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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 | |
| | | <u>1,323,184</u> | | <u>1,117,800</u> | |
| CREDITORS: amounts falling due within one year | | | | | |
| | 12 | (335,578) | | (308,309) | |
| NET CURRENT ASSETS | | | <u>987,606</u> | | <u>809,491</u> |
| TOTAL ASSETS LESS CURRENT LIABILITIES | | | <u>990,006</u> | | <u>812,691</u> |
| THE FUNDS OF THE CHARITY | | | | | |
| | 13 | | | | |
| Unrestricted funds | | | 273,618 | | 120,640 |
| Restricted income funds | | | 716,388 | | 692,051 |
| | | | <u>990,006</u> | | <u>812,691</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

.....
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.

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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

| | Year to 31 Mar 2021 | Year to 31 Mar 2020 |
|-------------------------------------------|--------------------------------|--------------------------------|
| Staff costs for the year were as follows: | | |
| Wages and salaries | 1,660,709 | 1,335,269 |
| National Insurance costs | 127,051 | 109,146 |
| Employer pension contributions | <u>36,388</u> | <u>32,356</u> |
| <i>(Defined contribution scheme)</i> | <u><u>1,824,148</u></u> | <u><u>1,476,771</u></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><u>66</u></u> | <u><u>58</u></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

| | <i>Restricted Funds</i> | <i>Unrestricted Funds</i> | <i>Total Year to 31 Mar 21</i> | <i>Total Year to 31 Mar 20</i> |
|-------------------------------|------------------------------------|--------------------------------------|-------------------------------------------|-------------------------------------------|
| | £ | £ | £ | £ |
| DONATIONS AND LEGACIES | | | | |
| 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 | <u><u>-</u></u> | <u><u>175,044</u></u> | <u><u>175,044</u></u> | <u><u>116,562</u></u> |

the nia project

Notes to the financial statements

For the year ended 31 March 2021

5.2 Income (continued)

| | <i>Restricted Funds £</i> | <i>Unrestricted Funds £</i> | <i>Total Year to 31 Mar 21 £</i> | <i>Total Year to 31 Mar 20 £</i> |
|----------------------------------------------------------------------------------|-----------------------------------|-------------------------------------|----------------------------------------------|----------------------------------------------|
| Grants and contract income | | | | |
| 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>Costs</i> £ | <i>Management</i> <i>& Admin</i> £ | <i>Year to 31</i> <i>Mar 2021</i> £ | <i>Year to 31</i> <i>Mar 2020</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 |
| | 2,183,157 | 255,074 | - | 2,438,231 | 2,011,414 |
| Other | | | | | |
| Bank charges | - | - | 313 | 313 | 391 |
| Sundry | - | - | - | - | 27 |
| Audit fees | - | - | 8,400 | 8,400 | 7,800 |
| | - | - | 8,713 | 8,713 | 8,218 |
| TOTAL | 2,183,157 | 255,491 | 8,713 | 2,447,361 | 2,095,005 |

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 |

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Notes to the financial statements

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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 |

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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> |

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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 |
| OPCEN- 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 Involvement | 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 |

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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/(liabilities)</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.

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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><u>157,276</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.

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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.