

# ASIAN WOMEN'S RESOURCE CENTRE

England & Wales · Charity number 1049058

## Details

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Other names	ASIAN WOMAEN'S RESOURCE CENTRE (BRENT), ASIAN WOMEN'S RESOURCE CENTRE (BRENT)
Status	Registered
Legal form	Charitable company
Company number	<a href="#">01942925</a>
Registered	1995-09-07
Register	<a href="#">View on the Charity Commission register</a>

## Contact

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Address	108 Craven Park Harlesden London NW10 8QE
Phone	07932714535
Email	<a href="mailto:info@asianwomencentre.org.uk">info@asianwomencentre.org.uk</a>
Website	<a href="http://www.asianwomencentre.org.uk">www.asianwomencentre.org.uk</a>

## Activities

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**Objects:** (A) TO RELIEVE POVERTY AMONGST WOMEN AND CHILDREN PARTICULARLY BUT NOT EXCLUSIVELY OF ASIAN ORIGIN BY THE PROVISION OF ADVICE AND INFORMATION IN THE AREAS OF HOUSING AND EMPLOYMENT. (B) TO ADVANCE EDUCATION OF THE PUBLIC BY THE PROVISION OF CLASSES WORKSHOPS AND SEMINARS IN THE AREAS OF HEALTH AND CHILDCARE AND THE PROVISION OF TRAINING FOR EMPLOYMENT

**Activities:** The charity provides holistic support services to BMER ( Black,Minority, Ethnic, Refugee) women and children and prioritises work on issues around violence against women ( which includes domestic violence, rape, forced marriages and honour killings). The Charity also works on the challenges associated with violence such as homelessness, welfare benefits, child contact and Immigration.

## Classification

- **How:** Provides Services, Provides Advocacy/advice/information, Other Charitable Activities
- **What:** General Charitable Purposes, Education/training, The Prevention Or Relief Of Poverty, Other Charitable Purposes
- **Who:** Children/young People, Elderly/old People, People With Disabilities, People Of A Particular Ethnic Or Racial Origin

## Geography

- **Area of benefit:** NOT DEFINED - IN PRACTICE LONDON
- Throughout London

## Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£2,678,221	£3,007,835	£457,398	26
2024-03-31	£2,266,633	£2,313,131	£787,012	29
2023-03-31	£3,054,151	£2,605,405	£833,510	20
2021-09-30	£2,065,255	£1,975,026	£383,986	0
2020-09-30	£1,606,304	£1,396,588	£293,754	10

## Trustees

Name	Role	Appointed
Anneka Singh		2024-07-01
Anusha Pache		2023-01-19
Kashi Syal		2024-07-01
Nithee Kotecha		2020-08-11
RUBY SAYED BARRISTER		
TAJINDER NIJJAR		
Tina Siddiqui		2020-08-11

**ASIAN WOMEN'S RESOURCE CENTRE**

England & Wales - Charity number 1049058

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# Accounts

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# Annual Report

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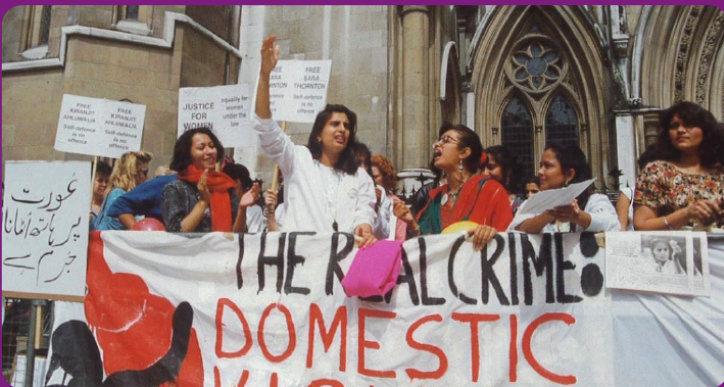
# Who we are

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## An introduction to AWRC

AWRC is a led **by-and-for** women's organisation based in the London Borough of Brent. We specialise in supporting Black and Minority Ethnic (BME) women and their children affected by domestic abuse and harmful practices.

We **exist** because BME women and girls are **more likely to die** from domestic abuse and harmful practices. This is because structural inequalities prevent them from accessing the help they need to escape abuse and live safely, especially women with No Recourse to Public Funds (NRPF).



# Our purpose

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Our **purpose** is to enable survivors to lead thriving, self-determined lives and our **vision** is for them to live free from the fear of domestic abuse and harmful practice.

Our specialist-led, by-and-for approach delivers holistic, **trauma-informed services** that address the diverse and complex needs of BME survivors across London.

We provide culturally competent, anti-racist services that recognise the critical role that structural racism plays in shaping BME women's **access to safety, justice and support.**



# Celebrating 45 years of service

The year 2025 marked 45 years of service for AWRC.

From humble beginnings as part of the ASRAA refuge project in the 1970s, to becoming an independent organisation in 1980, AWRC has remained a constant for thousands of domestic abuse survivors, with **upwards of 1,000 women supported each year.**

AWRC has resisted injustice and demanded change, organising campaigns and challenging discriminatory institutions and practices to support survivors.

Our history charts **persistent advocacy, activism and landmark contributions** to women's rights in the UK.

This milestone was recognised and celebrated by a visit from Her Majesty Queen Camilla in February 2025.





# Message from our Chair

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As we mark our 45th anniversary, we find ourselves at a pivotal moment, one filled with renewed energy and opportunity to drive meaningful change in pursuit of our mission.

Over the past year, we have continued to work collaboratively with partners, policymakers, funders, and key stakeholders to address the systemic challenges facing our sector. At the same time, we have remained deeply committed to delivering the high-quality services that define us.

Our working model has been redefined through a new Theory of Change, designed to increase our efficiency and effectiveness. This has allowed us to integrate systems and processes more seamlessly, and to empower our staff to maximise their skills in delivering exceptional support to women.

A highlight of the year was the visit from Her Majesty Queen Camilla, who officially opened our new Healing Garden, a peaceful space for reflection and renewal at the heart of our Centre. As she met with staff, survivors, trustees, volunteers, supporters, and friends, she described AWRC as a *lifeline for women*. Her words reminded us all of the vital role we play, and of the lives we continue to change each and every year.

I am deeply grateful to everyone who contributes to this work. Your dedication, compassion, and tireless efforts, especially in such a challenging climate are the foundation of our strength.

With your continued support, our commitment remains unwavering. We will keep pushing forward, upholding our values, championing our principles, and providing strong leadership in the sector, to help achieve the transformative change we all know is possible.

*N. Patel*

Nithee Patel, Chair of Board of Trustees



# Director's statement

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I am proud to present AWRC's Annual Report for 2024–2025, marking **45 years** of delivering vital, specialist services for Black and minoritised women and girls affected by domestic abuse and harmful practices.

This year, we supported **over 1,000 women** in **23 community languages**, including many with **No Recourse to Public Funds (NRPF)**, through holistic, trauma-informed, and culturally responsive services. We also launched the **UK's first accredited Harmful Practices IDVA programme**.

Our work is grounded in a **by-and-for model**, shaped by survivors' voices and an intersectional understanding of violence. Through partnerships with organisations such as London Violence Against Women & Girls consortium and women's sector organisations, we expanded access to housing, legal support, health, and crisis services.

We hosted the **Unlocking Doors Conference** to address housing barriers for NRPF women.

While we've made significant progress, **fundraising continues to be a critical challenge**. Sustained investment is essential to ensure that by-and-for organisations like AWRC can continue meeting rising demand.

We remain committed to building safety, dignity, and justice for BME women. My sincere thanks to our funders, partners, staff, Trustees, and to the women who trust us every day.

Sarbjit Ganger, Director



# A word from our Patron

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*“AWRC epitomises the vital and unique role led by-and-for organisations play in supporting BME women experiencing domestic abuse and harmful practice, by addressing inequalities and representing the communities which they serve. I have seen first-hand how women’s lives have been transformed.”*

Baroness Helena Kennedy of The Shaws LT KC



# We support women who are experiencing domestic abuse and harmful practices.

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## How we do this:

AWRC deploys a multifaceted strategy, supporting women through frontline services and building capacity, knowledge and understanding within service organisations.

### **Direct intervention and prevention**

We support women to rebuild their lives, and secure long-term safety and stability.

### **Specialist training and professional development**

We work to build capacity and knowledge within public and voluntary services, so that professionals know how to respond effectively to harmful practices and support women with insecure immigration status.

### **Advocacy and policy engagement**

We amplify voices of BME survivors and issue informed responses to government policies in a way that is equitable, inclusive, and shaped by lived experiences.

We lead **three pan-London projects** and collaborate on multiple partnerships with organisations focused on ending domestic abuse and violence against women and girls.

# Our impact

In the year 2024-25 we have:



Supported upwards of **1,000 women**



Provided services in **23 community languages**



Directly supported **216 women** with advice, advocacy, and crisis response via our **No Recourse to Public Funds (NRPF) Helpline**



Supported more than **250 migrant women** (who have NRPF) via the Domestic Abuse Safe Accommodation and Support (DASA) programme and London Holistic Advocacy Wrap Around Service (LHAWAS)



Provided **emergency financial aid** to **40 women**, enabling safe exits and access to essentials



**Delivered training** to **116** local Multi-Agency Risk Assessment Conference (MARAC) Coordinators in England and Wales



Delivered our **accredited Harmful Practices Advocate Training**, enhancing specialist capacity in the Independent Domestic Violence Advisers (IDVA) workforce

# Our work in action

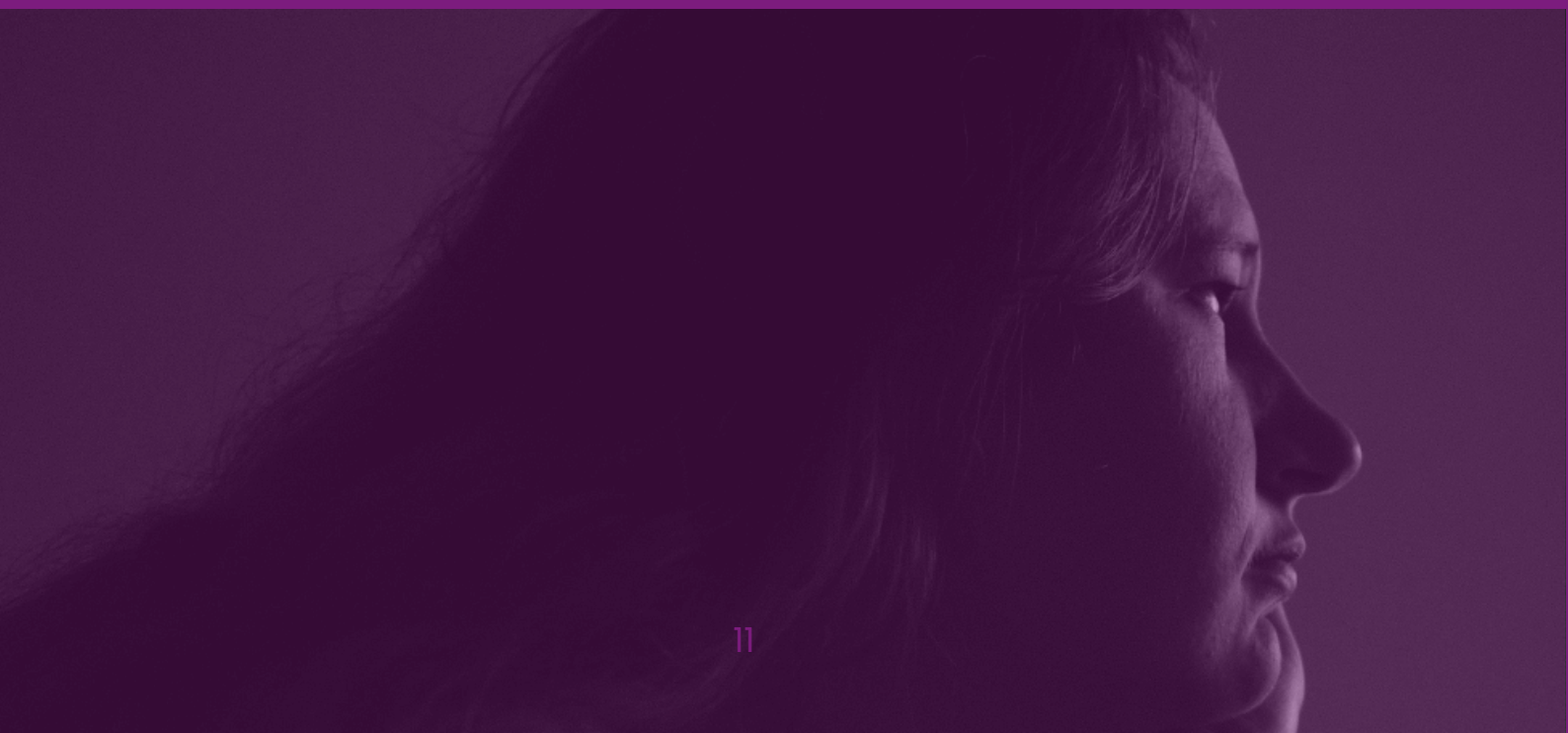
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*“After leaving a domestic violence situation two years ago, I felt completely lost but, with my caseworker’s help, **I was able to slowly rebuild my life.**”*

*They guided me through every step, from accessing benefits, managing homelessness, and securing stable accommodation, to getting **support with my immigration status.** Their knowledge, patience, and compassion made a huge difference at a time when I didn’t know where to turn.*

*Thanks to their support, I am now settled and in a much better place emotionally and physically.”*

– **Survivor who received support from AWRC**



# Changing women's lives

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## Frontline services

*Our frontline services and partnerships focus on preventing homelessness and providing women with access to safe accommodation, support and the resources they need to escape domestic abuse and harmful practices.*

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### **Safe accommodation for women with NRPF status**


Facing homelessness is one of the biggest barriers to escaping abuse, as many BME survivors have No Recourse to Public Funds (NRPF).

#### **What is NRPF?**

NRPF means that a person is not allowed to claim benefits, tax credits, or housing help from the government because of their immigration status.

Leading the Greater London Authority (GLA) Safe Accommodation NRPF Project, AWRC provides support to improve access to safe accommodation for domestic abuse survivors with NRPF.

The project also provides a Pan-London NRPF Helpline which offers a direct point of entry for survivors with NRPF to access the support and services they urgently need.



AWRC is also part of the London Whole Housing Service Partnership (LWHSP), led by ADVANCE Charity, and Pan-London Floating Support, led by Refuge. These projects aim to enhance pathways to housing support for women experiencing domestic abuse.

The partnerships work to remove immediate harm, provide safe, sustainable and borough-specific housing support, and aid recovery and resettlement of women.

*“Thanks to my case worker’s exceptional support, I am now able to focus on my future and am thrilled to share that I will be starting university this September.”*

– **Ms H, a survivor supported by LWHSP**

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## Supporting women who have no recourse to public funds

The majority of women we support have NRPF status, which places them in an impossible position where they must choose between homelessness or abuse.

We support them to gain access to secure accommodation, financial support and the services they need in order to escape abuse.

AWRC is a partner of the London Holistic Advocacy Wrap Around Service (LHAWAS) which supports women with NRPF status.

The project aims to meet the needs of women with NRPF and insecure immigration status who are survivors of domestic, sexual, and other forms of gendered abuse (including prostitution, trafficking, and harmful practices).



## Tackling harmful practices

Harmful practices are forms of gender-based violence and domestic abuse where escalation happens due to notions of power and control. In these cases, religion, culture and perceived ideas of 'honour' are used as an excuse for coercive control, threats and abuse.

AWRC delivers two projects that offer tailored, holistic support within a **culturally competent framework**, addressing gaps often left by mainstream services.

Prevention and Action Through Community Engagement and Training (P&ACT) is **one of the largest by-and-for collaborations** tackling Violence Against Women and Girls (VAWG) in the UK, bringing together 11 specialist organisations.

The project provides trauma-informed services for BME women experiencing harmful practice abuses such as forced marriage, female genital mutilation (FGM), and 'honour'-based abuse.

### After receiving support from P&ACT:




Of survivors **felt safer**



Of survivors **felt empowered** to know their rights and make decisions



Of survivors reported **improved wellbeing**



AWRC also leads the Ascent Ending Harmful Practices Partnership, which aims to improve service provision for women affected by harmful practices.

Funded by London Councils, the partnership supports survivors by providing high quality front-line and support services to voluntary and statutory organisations.

## A Survivor's Story

Ms. B, a 22-year-old woman from Turkey, arrived in the UK in September 2024. She immediately experienced emotional, physical and financial abuse from her husband and his family. She was also a victim of modern-day slavery and forced into marriage.

As the abuse worsened, she eventually fled the family home in April 2025 and was referred to AWRC where her case was assessed as high risk due to threats to kill her.

### **Support provided:**

- One-to-one case worker support to manage her immigration status and financial needs
- Asda vouchers for necessities and financial support
- A comprehensive safety plan and referrals to other support services



**Outcome:**

With AWRC's support Ms. B was given safe emergency accommodation and her Migrant Victims of Domestic Abuse Concession was approved.

*"I am really pleased with the support I have received – I can't thank you enough. I don't know what I would have done in this country without your service. Thank you for checking in on me regularly."*

**– Ms B on receiving support from AWRC**

# Professional training

*Our professional training programmes and partnerships equip practitioners with a detailed understanding of the needs of BME and NRPF survivors, teaching them to take an intersectional approach and to spot the signs of domestic and harmful practice abuses so that more informed action can be taken.*

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## **Harmful Practice Independent Domestic Abuse Advocate (HPIDVA) Programme**

The HPIDVA Programme was launched in March 2024. This pioneering training programme equips practitioners with the specialised knowledge and skills essential for navigating the challenges associated with harmful practice.

**The only training course of its kind in the UK**, HPIDVA is accredited by the Association for Accredited Learning and endorsed by the Northern Council for Further Education.

Rooted in a **Black feminist perspective** and an intersectional approach, HPIDVA is designed to enhance the skills of frontline workers working within the ending VAWG sector and beyond.

*“Discussions around intersectionality and how it affects people, ourselves and our clients [...] made me realise the value of reflecting on my own experiences and biases, and how I can use this lens to apply in my own practice.”*

**- Programme participant**

## Identification and Referral to Improve Safety Project (IRIS)

The IRIS project, a collaboration between AWRC and Advance, offers free training to GPs and practice staff in the London Boroughs of Hillingdon, Harrow, Westminster and Hammersmith and Fulham to spot and respond to signs of domestic abuse.

The project's mission is simple: Bridge the gap between healthcare professionals and domestic abuse and VAWG services, ensuring a coordinated and compassionate response to those in need.

### Impact in 2024-25:

90

Clinicians trained



15

Practices received training



45

Administrative staff trained



## A Survivor's Story

AWRC supported a 25-year-old woman who arrived in the UK on a spousal visa to join her husband. She spoke very little English and had a one-year-old son.

She was subjected to physical, verbal and emotional abuse by her husband who isolated her from her family and friends, cutting her off from any support network.

### **Support provided:**

- Advising and assisting in obtaining a court injunction for protection
- Enabling access to legal representation to initiate divorce proceedings
- Supporting her to secure safe accommodation through a housing association

### **Outcome:**

Although this took place nearly 30 years ago, the woman continues to have strong ties to AWRC.

*"Thanks to AWRC, today I am emotionally and physically in a much better place. And my son, once a toddler, now has a successful career with Goldman Sachs.*

*The AWRC community helped me to find strength, stability, and belonging."*

**- Survivor on receiving support from AWRC**

# Providing opportunities

*At AWRC we recognise that offering a healing environment and a space for self-expression are key to aiding recovery from the trauma of domestic abuse. We work to rebuild women's confidence and provide opportunities through workshops and volunteering.*

## From surviving to thriving

As well as providing women with direct assistance, AWRC's **Surviving Abuse and Thriving Project (SAAT)** works with survivors to rebuild self-esteem and develop skills. We host a range of creative group workshops which provide:

- A safe environment for social interaction and building friendships
- Opportunities for personal and professional growth
- A therapeutic outlet for self-expression and creativity

Our events span **mental and physical wellbeing** workshops, arts and crafts sessions, and employability-focused activities such as CV support and volunteering opportunities.

*"Thank you so much for organising these wonderful workshops – they've been incredibly helpful and inspiring. Through them I have been able to evolve and realise my potential."*

**- Workshop participant**



# Research: Influencing policy & prevention through engagement

*Beyond training and frontline services, we also work to influence government policy to better recognise the needs of BME survivors. We are continually working with professionals in the sector to raise awareness of training opportunities and strengthen commitment to better supporting BME survivors.*

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## Collaboration is key

Working in collaboration with other organisations is fundamental to achieving our mission. The **Coaction Hub** is a unique partnership between AWRC and the Standing Together Against Domestic Abuse charity.

The project centres the needs of BME survivors – which have been largely overlooked within Coordinated Community Response.

As part of this project Coaction Hub coordinates the pan-London **Harmful Practices Strategic Partnership (HPSP)**, a space for agencies to work strategically and collaboratively to create change in response to harmful practices.



# Events & engagement

*This year we celebrated a series of landmark moments with events which recognised and celebrated our achievements and looked ahead to how we can continue meeting the needs of BME women.*

## A visit from Her Majesty the Queen

On 20th February 2025 Her Majesty Queen Camilla visited our newly renovated Centre to mark our 45th anniversary and to open our Healing Garden, a safe space for survivors to spend time in nature and help support recovery.

The Queen met staff, volunteers, supporters and survivors who shared their stories of resilience.

“This visit was a momentous occasion for AWRC, and a profound recognition from Her Majesty of the challenges faced by BME women affected by domestic violence,” said Sarbjit Ganger, Director of AWRC.

“We are proud of the impact that AWRC has had over the past 45 years, but our work is far from over”.



# The AWRC Conference 2025

*Unlocking Doors: Sustainable Solutions to the Housing Crisis Facing BME Women with No Recourse to Public Funds (NRPF)*

In March 2025, AWRC convened a landmark 'Unlocking Doors' conference to highlight the housing crisis faced by the many BME survivors who lack access to government funds due to their immigration status.

More than 85% of women supported by AWRC in 2024-25 had NRPF status.

These numbers reflect a human rights crisis: a surge of survivors locked out of benefits and housing support, forced to choose between abuse and homelessness.

Keynote speakers at the conference were:

- Nicole Jacobs, Domestic Abuse Commissioner of England and Wales
- Pragna Patel, Co-Founder and Co-Director of Project Resist





***"A hostile immigration environment fuelled by growing racism intersects with entrenched patriarchal control to effectively trap women with NRPF."***

*Pragna Patel, Co-Founder and Co-President of Project Resist*

A powerful consensus emerged: no woman should be denied safety and support because of her immigration status.

Speaking on the systemic challenges that BME NRPF women face, Zarreen Mohi, Contracts Manager at AWRC, said:

"These barriers are not accidental. They are the direct result of structural and institutional racism. And they demand change."

## **The Outcome**

The discussions reinforced the need for both immediate solutions and long-term systemic change to ensure all women, regardless of immigration status, have access to safety, shelter, and support.

Going forward, the role of by-and-for organisations in bridging gaps and enabling access to safe housing remains critical.



# Financials

## Income 2024-25



# Financials

## Asian Women's Resource Centre

(Registration number: 01942925)  
Balance Sheet as at 31 March 2025

	Note	2025 £	2024 £
<b>Fixed assets</b>			
Tangible assets	12	24,817	20,944
<b>Current assets</b>			
Debtors	13	492,493	730,666
Cash at bank and in hand	14	395,522	489,364
		<u>888,015</u>	<u>1,220,030</u>
<b>Creditors: Amounts falling due within one year</b>	15	<u>(455,434)</u>	<u>(453,962)</u>
<b>Net current assets</b>		<u>432,581</u>	<u>766,068</u>
<b>Net assets</b>		<u>457,398</u>	<u>787,012</u>
<b>Funds of the charity:</b>			
<b>Restricted income funds</b>			
Restricted funds		-	252,955
<b>Unrestricted income funds</b>			
Unrestricted funds		<u>457,398</u>	<u>534,057</u>
<b>Total funds</b>	16	<u>457,398</u>	<u>787,012</u>

The financial statements on pages 15 to 34 were approved by the trustees, and authorised for issue on 20 September 2025 and signed on their behalf by:

*N. Patel*

N Patel  
Chair and trustee



T Siddiqui  
Trustee

The notes on pages 19 to 34 form an integral part of these financial statements.

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# Our funders

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We gratefully acknowledge our funders for their crucial support to our work in the year 2024-2025.



The work of the AWRC would not be possible without the enormous efforts of our dedicated and committed trustees, staff, senior management team, volunteers, partners and stakeholders and above all, the women who access our services.

We would sincerely like to thank everyone who has been involved in making a positive impact on the lives of some of the most marginalised women in our society.

# Glossary of terms

## **By-and-for organisations**

Organisations which are run by the community they service. In this report we are specifically referring to services run by-and-for BME women with the aim of ending violence against women and girls.

## **Coordinated Community Response (CCR)**

CCR is an approach where agencies and specialist services collaborate to address domestic abuse and other forms of violence. It prioritises survivor safety, ensures consistent responses across sectors, and seeks to hold perpetrators accountable through joint working and shared protocols.

## **Domestic Abuse (DA)**

Domestic abuse is any behaviour by a partner, ex-partner, or family member that harms or controls someone. This can include physical or sexual abuse, threats, emotional or psychological abuse, controlling or coercive behaviour, and financial abuse. Children can also be affected if they see, hear, or experience the impact of the abuse.

## **Female Genital Mutilation (FGM)**

FGM is defined by the World Health Organisation as “all procedures involving partial or total removal of the external female genitalia or other injury to the female genital organs for non-medical reasons.” More information on FGM can be found [here](#).

## **Harmful Practices (HP)**

Harmful practices are: forms of gender-based violence and domestic abuse where escalation happens due to notions of power and control within intersectional contexts of oppression. In these cases, religion, culture, patriarchal codes of behaviour and perceived notions of honour are used by one or more perpetrators as an excuse for coercive control, threats and abuse.

## **‘Honour’-Based Abuse (HBA)**

Abuse which is committed because there is a misguided notion around ‘honour’ and ‘dishonourable’ behaviour in a relationship, family and/or community. It often occurs in response to individuals trying to break away from constraining ‘norms’ that their family or community are imposing.

We use quotation marks around the term ‘honour’ to indicate that, whilst honour is used as a justification for abuse, there can never be honour in abusive behaviour. More information on HBA can be found [here](#).

## **No Recourse to Public Funds (NRPF)**

NRPF means that a person is not allowed to claim benefits, tax credits, or housing help from the government because of their immigration status.

## **Multi-Agency Risk Assessment Conferences (MARAC)**

A coordinated meeting where local agencies (such as police, health, social services, housing, and domestic abuse services) share information and collaboratively plan actions to safeguard victim-survivors identified as at high risk of serious harm or homicide from domestic abuse.

## **Violence Against Women and Girls (VAWG)**

VAWG refers to forms of gender-based violence that are directed at women and girls or disproportionately affect them. It encompasses domestic abuse, sexual violence, stalking, harassment, forced marriage, so-called ‘honour-based’ abuse, and female genital mutilation (FGM).

# Contact us

 020 8961 6549/5701

 [www.awrc.org.uk](http://www.awrc.org.uk)

 [info@awrc.org.uk](mailto:info@awrc.org.uk)

 108 Craven Park, Harlesden, Brent,  
London, NW10 8QE



Dr Penelope Mendonca live illustrates the Unlocking Doors conference

Company registration number: 01942925

Charity registration number: 1049058

# Asian Women's Resource Centre

(A company limited by guarantee)

Annual Report and Financial Statements

for the Year Ended 31 March 2025

Field Sullivan Limited  
9 Hare & Billet Road  
Blackheath  
SE3 0RB

## Asian Women's Resource Centre

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## **Asian Women's Resource Centre**

### **Reference and Administrative Details**

#### **Chair**

N Patel

#### **Charity Registration Number**

1049058

#### **Company Registration Number**

01942925

The charity is incorporated in England and Wales.

#### **Registered Office**

108 Craven Park  
Harlesden  
London  
NW10 8QE

#### **Auditor**

Field Sullivan Limited  
9 Hare & Billet Road  
Blackheath  
SE3 0RB

#### **Bankers**

HSBC  
Kilburn  
50-52 Kilburn High Road  
North Maida Vale  
London  
NW6 4HJ

## Asian Women's Resource Centre

### Trustees' Report

The trustees, who are directors of the company for Companies Act purposes, present their report and the audited financial statements for the year ended 31 March 2025

This is a directors' report required by S417 of the Companies Act 2006. The trustees confirm that the financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015).

The AWRC's charitable objectives, as outlined in the governing documents, are as follows:

#### Objectives and Activities

1. The purposes of the Charity as set out in the Memorandum of Association are: To relieve the poverty, distress and suffering of women, girls, and children, particularly but not exclusively, of Asian origin through the provision of advice and information in the areas of housing, health, employment, and childcare.
2. To advance the education for the public benefit by the provision of classes, workshops, seminars in areas of housing, health, employment and childcare and the provision for training for employment.

Our guiding principles are as follows:

**"By and For" Delivery:** AWRC is led by and for BME women.

**Women-Centred Approach:** Women-only spaces are central to our model, grounded in a gendered and intersectional understanding of VAWG.

**Intersectionality:** Our services address how gender intersects with race, age, disability, class, and sexuality.

**Trauma-Informed Practice:** All services reflect an understanding of trauma and are delivered within psychologically informed environments.

**Survivor Voice:** BME women lived experiences shape our strategy, design, and delivery.

**Partnership Working:** We collaborate with like-minded organisations to drive systemic change.

**Empowerment:** We support women to build on their strengths, make informed choices, and shape their futures.

#### Need, vision and purpose

**Need:** BME women are disproportionately affected by domestic abuse and harmful practices. Structural racism, immigration restrictions, and economic inequality create barriers that prevent timely access to the support needed for safety and recovery—particularly for those with no recourse to public funds (NRPF).

**Vision:** Black and Minoritised Ethnic women and girls live free from the fear of domestic abuse and harmful practices.

## Asian Women's Resource Centre

### Trustees' Report

**Purpose:** To enable BME women and girls to escape domestic abuse and harmful practices and lead thriving, self-determined lives. We do this by addressing structural barriers and providing access to specialist, trauma-informed support.

The trustees have received appropriate briefings and training to ensure that AWRC's work aligns with the Charity Commission's guidance on "Charities and Public Benefit" and continues to advance AWRC's charitable purposes for the public benefit. In fulfilling their responsibilities under Section 4 of the Charities Act 2011, the trustees carefully considered the restrictions that limit services to a specific section of the public based on ethnic or national origin, and gender. They concluded that these limitations are consistent with AWRC's charitable objectives. No other restrictions apply with regard to access to facilities, level of need, or any other factors.

#### **Public benefit:**

The Asian Women's Resource Centre (AWRC) is a registered charity established to advance the protection and empowerment of Black and minoritised women and girls who are experiencing or at risk of gender-based violence, including domestic abuse, harmful practices, and structural inequalities.

AWRC ensures that all its work furthers these charitable purposes and delivers clear, demonstrable benefit to the public, particularly to those most marginalised and at risk of harm.

AWRC's services address severe and complex needs at the intersection of gender, race, migration status, and socio-economic inequality. By delivering culturally competent, trauma-informed, and linguistically accessible support, AWRC removes barriers to safety, justice, and recovery for women who often fall through the gaps in mainstream provision.

The charity's public benefit is realised through a combination of:

- **Direct intervention and prevention**, supporting women and children to escape domestic abuse, rebuild their lives, and secure long-term safety and stability.
- **Specialist training and professional development**, building capacity within statutory and voluntary services to respond more effectively to harmful practices and support women with insecure immigration status.
- **Advocacy and policy engagement**, amplifying the voices of BME survivors and shaping responses that are equitable, inclusive, and informed by lived experience.
- AWRC is committed to continuous evaluation and learning to ensure its services are responsive, evidence-based, and aligned with both sectors' best practice and community needs. The organisation does not operate for private gain, and access to services is free at the point of need, without discrimination.
- Through this work, AWRC provides substantial public benefit by reducing harm, promoting human rights, and contributing to the long-term eradication of Violence Against Women and Girls (VAWG) within minoritised communities.

## Asian Women's Resource Centre

### Trustees' Report

The trustees have received briefing and training to ensure that the work of AWRC adheres to the Charity Commission's guidance on "Charities and Public Benefit" and strictly furthers AWRC ' charitable purposes for public benefit. In implementing their duties under Section 4 of the Charities Act 2011, the trustees considered the restrictions to benefit a section of the public, based on ethnic/national origin, and gender, to strictly fall within our charitable objects. No other restrictions apply in terms of access to facilities, degree of need or any other factors, and our services are free.

#### **Policy on grant making**

AWRC is not a grant making body, but we lead and deliver partnership projects with other BME women's providers addressing VAWG. Our partnerships are formal partnerships requiring joint collaborations we have partnership agreements in place that sets out delivery targets, outcomes, and payment schedules.

#### **Policy on social investment including program related investment**

These are laid out in our business plan and fundraising documentation.

#### **Contribution made by volunteers**

We have a volunteer policy which outlines the principles upon which volunteers are involved in AWRC. In this policy we define the roles, rights and responsibilities of volunteers.

#### **Achievements and Performance**

During the reporting period (2024–2025), AWRC continued to deliver high-impact, specialist services to Black and minoritised women and children affected by domestic abuse, harmful practices, No Recourse to Public Funds (NRPF), and address broader structural inequalities.

We supported more than **1,000 women** including survivors with NRPF, through a **holistic, culturally responsive, and trauma-informed approaches**. Our services included:

- Specialist domestic abuse outreach and advocacy
- Risk assessment and safety planning
- Housing, welfare, immigration, and NRPF casework, including through our dedicated NRPF Helpline
- Emotional wellbeing and peer support groups
- Confidence-building and personal development workshops
- Employability support and training opportunities

To ensure accessibility, services were delivered in 23 community languages.

#### **Delivery Through Partnerships**

AWRC continued to play a leading role in delivering specialist services through three major partnerships:

**Ascent Ending Harmful Practices** – delivering targeted support to survivors of forced marriage, 'honour'-based abuse, and other harmful practices.

## Asian Women's Resource Centre

### Trustees' Report

- **P&ACT (Prevention and Action through Community Transformation)** – strengthening referral pathways, capacity-building, and multi-agency collaboration to address harmful practices.
- **DASA GLA Helpline Project** – providing direct support to migrant women with NRPF on spouse visas, offering specialist advice, legal navigation, housing assistance, and crisis intervention through the pan-London helpline.

AWRC are also partners in delivering:

**IRIS Project** (in partnership with Advance): in **Harrow & Hillingdon, Hammersmith & Fulham, and Westminster**, providing **domestic abuse training to GP practices** and **specialist advocacy support** within primary care settings.

**LHAWAS Project** (partnership with Southall Black Sisters): Delivering **tailored support to women with No Recourse to Public Funds (NRPF)**, addressing complex legal, housing, and welfare needs.

**Ascent Advice and Counselling Partnership** (with Women and Girls Network): Providing **advice, information, and casework** to women affected by **gender-based violence**, ensuring access to specialist, trauma-informed support.

**London Whole Housing Partnership** (led by Advance): Delivers a coordinated housing response for survivors of domestic abuse, including access to safe and sustainable accommodation.

**Floating Support Services** (led by Refuge): Provides **housing-related floating support** to women fleeing domestic abuse, helping them to **maintain tenancies**, rebuild independence, and access wraparound services.

These partnerships expanded our reach, deepened cross-sector collaboration, and enhanced access to specialist support for some of the most marginalised groups.

#### Wider Impact and Sector Leadership

This year marked our **45th anniversary**, recognised by a visit from **Her Majesty The Queen, Camilla**, who formally opened the **AWRC Healing Garden**—a safe, therapeutic garden for Black and minoritised women and children recovering from abuse.

We also undertook an organisational review, renewing our strategy, vision and developing a comprehensive **Theory of Change** to guide our future direction.

In March 2025, we hosted the landmark **Unlocking Doors Housing and NRPF Conference**, bringing together statutory and non-statutory partners to co-create solutions to the housing crisis affecting migrant survivors.

#### Influence, Research, and Training

Through our **Coaction Hub**, AWRC continued to lead in national learning on harmful practices and domestic homicide, including:

- Publishing *Are MARACs Effective for Harmful Practices?* and new guidance for expert panel members in DHRs
- Delivering training to **116 MARAC coordinators** across England and Wales
- Publishing sector-first guidance on **caste- and dowry-related abuse**
- Hosting national conferences and workshops to build capacity among by-and-for services

## Asian Women's Resource Centre

### Trustees' Report

#### Direct Support

Our **NRPF Helpline** directly supported **216 women** with advice, advocacy, and crisis response

Over 250 **migrant women with NRPF** were supported through the **DASA and LHAWAS projects**, with specialist casework and housing support

**Emergency financial aid** was provided to **40 women**, enabling safe exits and access to essentials

Continued delivery of our **accredited Harmful Practices Advocate Training**, with **six BME professionals** trained to enhance specialist capacity in the IDVA workforce

#### Organisational Development and Staff Support

Conducted external salary benchmarking to promote fairness and retention

- Conducted external salary benchmarking to promote fairness and retention
- Prioritised staff wellbeing and vicarious trauma support
- Implemented the **OASIS case management system** to improve monitoring and data management
- Enhanced our **social media and communications strategy** to improve visibility and engagement

#### Quality and Compliance

AWRC maintained or renewed the following accreditations:

- **Advice Quality Standard (AQS)** – General Help with Casework
- **OISC exemption** – to provide Level 1 immigration advice
- **Ofsted registration** – for our on-site crèche
- **Women's Aid Quality Standards**
- **Imkaan Accredited Quality Standards (IAQS)** – *Award Level: Distinctive*

#### The Difference we Made

AWRC's work in 2024–2025 delivered meaningful, life-changing outcomes for women and children facing multiple barriers to safety and justice. Through both frontline support and systemic advocacy, we improved survivors' access to protection, resources, and dignity, while influencing national conversations on domestic abuse, harmful practices, and migrant women's rights. Our culturally competent, trauma-informed approach continues to shape the standard of care across the sector.

#### Financial Review

The trustees aim to hold reserves equivalent to six months of core running costs, currently estimated at £117,010. This level is considered sufficient to ensure operational continuity in the event of unexpected income shortfalls or delays. As at year end, the charity held total reserves of £457,398 (2023: £787,012), which exceeds the target level and supports the organisation's financial stability. The reserves position and policy are reviewed annually.

The charity held reserves totalling £457,398 (2024: £787,012) at the year end.

## Asian Women's Resource Centre

### Trustees' Report

#### Principal risk facing the charity

- Compliance with legislation and regulations appropriate to the activities, size and structure of the organisation;
- Competition from larger organisations; and
- Loss of key staff/high staff turnover.

#### Structure, Governance and Management

Governing instrument Asian Women's Resource Centre (AWRC) is a charitable company incorporated on 29th August 1985 and registered as a charity on 7th September 1995. The company was established under a memorandum of association which established the objects and powers of the charitable company and is governed under its articles of association.

In the event of the company being wound up members are required to contribute an amount not exceeding £10.

#### Organisational structure

The Board of Directors is responsible for strategic direction, policy-making and overall control of the charity. Members bring a variety of backgrounds and skills relevant to their governance roles and AWRC's work.

In addition to office holding posts (chair, vice chair, secretary and treasurer), individual trustees support specific areas of the work as lead trustees for specific projects, and are accountable to the full committee.

The Board meets every two months. The Board of Directors makes decisions on strategy, compliance, accountability and monitors risk, budget, and operations. As part of its work, the Board approves the charity's business plan, annual work programmes, annual budget and receives quarterly financial reports to control the charity's performance against budgets. Day-to-day operations, staff management and operational decisions are delegated to the Director who receives supervision from the Chair.

**AWRC Directors' induction and training** Following election/appointment each new director receives a Trustee Information Pack detailing roles and responsibilities, legal and financial information of the company, its business plan, and its operational policies. An in-house trustee induction is delivered following election of new members, which may include spending at least half a day in the offices of the charity to acquaint themselves with everyday operations, staff, and services.

## Asian Women's Resource Centre

### Trustees' Report

#### Risk mitigation

The trustees reviewed their risk assessment in November 2024. The trustees at various meeting during the year have examined likely risks of constitutional, financial, governance, management, operations, fundraising, external Influences, human resources and health and safety and agreed measures to reduce and mitigate risks. Agreed actions, systems, and procedures to mitigate risks have been implemented. Policies and legislation affecting migrant women, cuts in the welfare system, reduced avenues to access justice, and the demonization of migration coupled with increased demand for services, against a reduction in funding continue to present risks to the financial sustainability of the organisation. The AWRC staff have returned to the office working hybrid and activities for women have resumed from the premises. Despite good results this year, the Trustees continue to consider measures to mitigate risks associated with dependency on grant funding and continue attempting to diversify funding streams and secure financial sustainability.

The directors of the company are also charity trustees for the purposes of charity law. Under the company's Articles they are known as company directors. AWRC is a membership organisation. Members (100 as of 31 March 2025), are entitled to vote and to stand for election to the Board of Directors at the AGM.

Directors are elected to serve for 3-year terms. Under the requirements of the Articles of Association, one third of the Board members, specifically those who have been longest in office since the last election, shall retire from office. A retiring officer shall be eligible for re-election. Directors are entitled to appoint new directors for vacancies on the Board to ensure it has a range of skills and competences.

#### Trustees and officers

The trustees and officers serving during the year and since the year end were as follows:

Trustees:

R Bologna (Resigned 16 September 2024)

A Dixit-Bhardwaj (appointed 1 July 2024)

T Nijjar

A Pache

N Patel

R Sayed

T Siddiqui

A Singh (appointed 1 July 2024)

Kashi Syal (appointed 1 July 2024)

Chair:

N Patel

## Asian Women's Resource Centre

### Trustees' Report

#### **Statement of trustees' responsibilities**

The trustees (who are also the directors of Asian Women's Resource Centre 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 (United Kingdom Generally Accepted Accounting Practice), including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

Company law requires the trustees to prepare financial statements for each financial year. Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including its income and expenditure, of the charitable company for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards, comprising FRS 102 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 presume that the charitable company will continue in business.

The trustees are responsible for keeping proper accounting records that can disclose with reasonable accuracy at any time the financial position of the charitable company and 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 the prevention and detection of fraud and other irregularities.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

#### **Disclosure of information to auditor**

Each trustee has taken steps that they ought to have taken as a trustee in order to make themselves aware of any relevant audit information and to establish that the charity's auditor is aware of that information. The trustees confirm that there is no relevant information that they know of and of which they know the auditor is unaware.

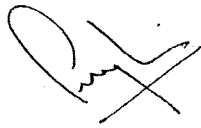
## Asian Women's Resource Centre

### Trustees' Report

The annual report was approved by the trustees of the charity on 20 September 2025 and signed on its behalf by:

*N. Patel*

N Patel  
Chair and trustee

A handwritten signature in black ink, appearing to be 'T Siddiqui', with a stylized, cursive script.

T Siddiqui  
Trustee

## Asian Women's Resource Centre

### Independent Auditor's Report to the Members of Asian Women's Resource Centre

#### Opinion

We have audited the financial statements of Asian Women's Resource Centre (the 'charity') for the year ended 31 March 2025, which comprise the Statement of Financial Activities, Balance Sheet, Statement of Cash Flows, 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 United Kingdom Accounting Standards, comprising Charities SORP - FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and applicable law (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 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

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

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

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

#### Other information

The 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.

## **Asian Women's Resource Centre**

### **Independent Auditor's Report to the Members of Asian Women's Resource Centre**

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.

#### **Opinion on other matter 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 for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Trustees' Report has been prepared in accordance with applicable legal requirements.

#### **Matters on which we are required to report by exception**

In the light of our knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Report.

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

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

#### **Responsibilities of trustees**

As explained more fully in the Statement of trustees' responsibilities (set out on page 9), 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 the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the 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.

## Asian Women's Resource Centre

### Independent Auditor's Report to the Members of Asian Women's Resource Centre

#### Auditor 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.

The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

Discussions were held with the directors with a view to identifying those laws and regulations that could be expected to have a material impact on the financial statements.

The following laws and regulations were identified as being of significance to the entity:

- Those laws and regulations considered to have a direct effect on the financial statements include UK financial reporting standards and Company Law.
- It is considered that there are no laws and regulations for which non-compliance may be fundamental to the operating aspects of the business.

Audit procedures undertaken in response to the potential risks relating to irregularities (which include fraud and non-compliance with laws and regulations) consisted of: inquiries of management and those charged with governance as to whether the entity complies with such laws and regulations; enquiries with the same concerning any actual or potential litigation or claims; inspection of relevant legal correspondence; review of board minutes; testing the appropriateness of entries in the nominal ledger, including journal entries; reviewing transactions around the end of the reporting period; and the performance of analytical procedures to identify unexpected movements in account balances which may be indicative of fraud.

No instances of material non-compliance were identified. However, the likelihood of detecting irregularities, including fraud, is limited by the inherent difficulty in detecting irregularities, the effectiveness of the entity's controls, and the nature, timing and extent of the audit procedures performed. Irregularities that result from fraud might be inherently more difficult to detect than irregularities that result from error. As explained above, there is an unavoidable risk that material misstatements may not be detected, even though the audit has been planned and performed in accordance with ISAs (UK).

#### Use of our report

This report is made solely to the charitable company's trustees, 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 trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and its trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Asian Women's Resource Centre

Independent Auditor's Report to the Members of Asian Women's Resource Centre



.....  
Timothy Sullivan FCA (Senior Statutory Auditor)  
For and on behalf of Field Sullivan Limited, Statutory Auditor

9 Hare & Billet Road  
Blackheath  
SE3 ORB

Date: 26/9/25

**Asian Women's Resource Centre**

**Statement of Financial Activities for the Year Ended 31 March 2025  
(Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)**

	Note	Unrestricted £	Restricted £	Total 2025 £	Unrestricted £	Restricted £	Total 2024 £
<b>Income and Endowments from:</b>							
Donations and legacies	3	24,307	-	24,307	985	-	985
Charitable activities	4	6,275	2,644,868	2,651,143	30,421	2,234,329	2,264,750
Investment income	5	2,771	-	2,771	898	-	898
<b>Total income</b>		<b>33,353</b>	<b>2,644,868</b>	<b>2,678,221</b>	<b>32,304</b>	<b>2,234,329</b>	<b>2,266,633</b>
<b>Expenditure on:</b>							
Charitable activities	6	(605,451)	(2,402,384)	(3,007,835)	(435,785)	(1,877,346)	(2,313,131)
Total expenditure		(605,451)	(2,402,384)	(3,007,835)	(435,785)	(1,877,346)	(2,313,131)
Net (expenditure)/income		(572,098)	242,484	(329,614)	(403,481)	356,983	(46,498)
Transfers between funds		495,439	(495,439)	-	437,737	(437,737)	-
Net movement in funds		(76,659)	(252,955)	(329,614)	34,256	(80,754)	(46,498)
<b>Reconciliation of funds</b>							
Total funds brought forward		534,057	252,955	787,012	499,801	333,709	833,510
Total funds carried forward	16	457,398	-	457,398	534,057	252,955	787,012

The notes on pages 19 to 34 form an integral part of these financial statements.

**Asian Women's Resource Centre**

**Statement of Financial Activities for the Year Ended 31 March 2025  
(Including Income and Expenditure Account and Statement of Total Recognised Gains and  
Losses)**

All of the charity's activities derive from continuing operations during the above two periods.

The funds breakdown for 2024 is shown in note 16.

The notes on pages 19 to 34 form an integral part of these financial statements.

**Asian Women's Resource Centre**  
**(Registration number: 01942925)**  
**Balance Sheet as at 31 March 2025**

	Note	2025 £	2024 £
<b>Fixed assets</b>			
Tangible assets	12	24,817	20,944
<b>Current assets</b>			
Debtors	13	492,493	730,666
Cash at bank and in hand	14	395,522	489,364
		<u>888,015</u>	<u>1,220,030</u>
<b>Creditors: Amounts falling due within one year</b>	15	<u>(455,434)</u>	<u>(453,962)</u>
<b>Net current assets</b>		<u>432,581</u>	<u>766,068</u>
<b>Net assets</b>		<u>457,398</u>	<u>787,012</u>
<b>Funds of the charity:</b>			
<b>Restricted income funds</b>			
Restricted funds		-	252,955
<b>Unrestricted income funds</b>			
Unrestricted funds		<u>457,398</u>	<u>534,057</u>
<b>Total funds</b>	16	<u>457,398</u>	<u>787,012</u>

The financial statements on pages 15 to 34 were approved by the trustees, and authorised for issue on 20 September 2025 and signed on their behalf by:

*N. Patel*

N Patel  
Chair and trustee



T Siddiqui  
Trustee

The notes on pages 19 to 34 form an integral part of these financial statements.

## Asian Women's Resource Centre

### Statement of Cash Flows for the Year Ended 31 March 2025

	Note	2025 £	2024 £
<b>Cash flows from operating activities</b>			
Net cash expenditure		(329,614)	(46,498)
<b>Adjustments to cash flows from non-cash items</b>			
Depreciation		15,735	11,324
Investment income	5	(2,771)	(898)
		(316,650)	(36,072)
<b>Working capital adjustments</b>			
Decrease/(increase) in debtors	13	238,173	(203,370)
Increase in creditors	15	1,472	25,164
Decrease in deferred income		-	(24,545)
		(77,005)	(238,823)
<b>Net cash flows from operating activities</b>			
<b>Cash flows from investing activities</b>			
Interest receivable and similar income	5	2,770	898
Purchase of tangible fixed assets	12	(19,607)	(27,738)
		(16,837)	(26,840)
<b>Net cash flows from investing activities</b>			
Net decrease in cash and cash equivalents		(93,842)	(265,663)
Cash and cash equivalents at 1 April		489,364	755,027
		395,522	489,364
Cash and cash equivalents at 31 March		395,522	489,364

All of the cash flows are derived from continuing operations during the above two periods.

The notes on pages 19 to 34 form an integral part of these financial statements.

## Asian Women's Resource Centre

### Notes to the Financial Statements for the Year Ended 31 March 2025

#### 1 Charity status

The charity is limited by guarantee, incorporated in England and Wales, and consequently does not have share capital. Each of the trustees is liable to contribute an amount not exceeding £1 towards the assets of the charity in the event of liquidation.

The address of its registered office is:

108 Craven Park  
Harlesden  
London  
NW10 8QE

These financial statements were authorised for issue by the trustees on 20 September 2025.

#### 2 Accounting policies

##### Summary of significant accounting policies and key accounting estimates

The principal accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

##### Statement of compliance

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) - Second edition October 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102). They also comply with the Companies Act 2006 and Charities Act 2011.

##### Basis of preparation

Asian Women's Resource Centre meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

##### Going concern

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern nor any significant areas of uncertainty that affect the carrying value of assets held by the charity.

## Asian Women's Resource Centre

### Notes to the Financial Statements for the Year Ended 31 March 2025

#### **Judgements and key sources of estimation uncertainty**

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

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

#### **Income and endowments**

All income is recognised once the charity has entitlement to the income, it is probable that the income will be received and the amount of the income receivable can be measured reliably.

#### ***Investment income***

Dividends are recognised once the dividend has been declared and notification has been received of the dividend due.

#### **Expenditure**

All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable settlement is required and the amount can be measured reliably. All costs are allocated to the applicable expenditure heading that aggregate similar costs to that category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of resources, with central staff costs allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Other support costs are allocated based on the spread of staff costs.

#### ***Charitable activities***

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

#### **Support costs**

Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources, for example, allocating property costs by floor areas, or per capita, staff costs by the time spent and other costs by their usage.

#### **Governance costs**

These include the costs attributable to the charity's compliance with constitutional and statutory requirements, including audit, strategic management and trustees meetings and reimbursed expenses.

## Asian Women's Resource Centre

### Notes to the Financial Statements for the Year Ended 31 March 2025

#### Taxation

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

#### Tangible fixed assets

Individual fixed assets costing £500 or more are initially recorded at cost, less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

#### Depreciation and amortisation

Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual value, over their expected useful economic life as follows:

Asset class	Depreciation method and rate
Office equipment	3 year straight line method
Computer equipment	5.5 year straight line method

#### Trade debtors

Trade debtors are amounts due from customers for merchandise sold or services performed in the ordinary course of business.

Trade debtors are recognised initially at the transaction price. They are subsequently measured at amortised cost using the effective interest method, less provision for impairment. A provision for the impairment of trade debtors is established when there is objective evidence that the charity will not be able to collect all amounts due according to the original terms of the receivables.

#### Cash and cash equivalents

Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

#### Trade creditors

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Accounts payable are classified as current liabilities if the charity does not have an unconditional right, at the end of the reporting period, to defer settlement of the creditor for at least twelve months after the reporting date. If there is an unconditional right to defer settlement for at least twelve months after the reporting date, they are presented as non-current liabilities.

Trade creditors are recognised initially at the transaction price and subsequently measured at amortised cost using the effective interest method.

## Asian Women's Resource Centre

### Notes to the Financial Statements for the Year Ended 31 March 2025

#### Fund structure

Unrestricted income funds are general funds that are available for use at the trustees discretion in furtherance of the objectives of the charity.

Designated funds are unrestricted funds set aside for specific purposes at the discretion of the trustees.

Restricted income funds are those donated for use in a particular area or for specific purposes, the use of which is restricted to that area or purpose.

#### Pensions and other post retirement obligations

The charity operates a defined contribution pension scheme which is a pension plan under which fixed contributions are paid into a pension fund and the charity has no legal or constructive obligation to pay further contributions even if the fund does not hold sufficient assets to pay all employees the benefits relating to employee service in the current and prior periods.

Contributions to defined contribution plans are recognised in the Statement of Financial Activities when they are due. If contribution payments exceed the contribution due for service, the excess is recognised as a prepayment.

#### 3 Income from donations and legacies

	Total 2025 £	Total 2024 £
Regular giving and capital donations	24,307	985
	<hr/> 24,307	<hr/> 985

## Asian Women's Resource Centre

### Notes to the Financial Statements for the Year Ended 31 March 2025

#### 4 Income from charitable activities

	Unrestricted funds General £	Restricted funds £	Total 2025 £	Total 2024 £
London Councils EHP	-	312,700	312,700	308,604
Surviving Abuse and Thriving (SAAT)	-	100,000	100,000	100,000
SOLACE (MOPAC Advice Plus)	-	50,226	50,226	47,834
GLA Safe Accommodation and NRPF	-	944,342	944,342	641,859
Southall Black Sisters LHAWAS ILS2LC	-	131,322	131,322	131,322
MOPAC Tranche 4 (P & ACT EHP)	-	533,230	533,230	533,230
Advance Whole Housing	-	161,512	161,512	152,000
Esme Fairbain Foundation	-	44,350	44,350	40,547
MOPAC IDVA	-	47,500	47,500	47,500
The Pan-London Floating (Refuge)	-	100,320	100,320	85,000
WGN (Ascent A&C)	-	42,166	42,166	41,339
Brent Council	4,025	-	4,025	-
Lloyds Foundation	-	-	-	11,111
IRIS – NWL ICB & Harrow Hillingdon	-	108,300	108,300	39,794
IDVA TOT Course	2,250	68,900	71,150	84,610
	6,275	2,644,868	2,651,143	2,264,750

## Asian Women's Resource Centre

### Notes to the Financial Statements for the Year Ended 31 March 2025

#### 5 Investment income

	Total 2025 £	Total 2024 £
Interest receivable and similar income; Interest receivable on bank deposits	2,771	898

#### 6 Expenditure on charitable activities

	Note	Total 2025 £	Total 2024 £
Delivery costs		98,172	58,191
Repairs		86,052	47,254
Bad debts written off		-	360
Project partner costs		1,359,184	1,145,394
Support costs	7	1,464,427	1,061,932
		3,007,835	2,313,131

## Asian Women's Resource Centre

### Notes to the Financial Statements for the Year Ended 31 March 2025

#### 7 Analysis of support costs

Support costs	Total 2025 £	Total 2024 £
Staff costs		
Wages and salaries	853,301	684,819
Social security costs	77,659	57,926
Pension costs	15,728	12,745
Subcontract costs	228,167	153,871
Fundraising costs	41,683	1,222
Staff welfare	3,070	490
Staff training	48,577	15,358
Staff recruitment	4,350	299
Resources	23,169	-
Computer software	14,148	-
Sundries	9,984	4,735
Travel	2,007	1,980
Advertising	1,823	169
Audit	6,900	6,564
Auditors' remuneration - non audit work	804	-
Legal and professional	52,895	33,811
Volunteer expenses	193	-
Light and heat	4,668	11,461
Insurance	7,855	7,077
Telephone	6,297	6,756
IT costs	14,344	13,015
Printing and postage	836	1,893
Trade subscriptions	23,744	32,396
Leasing costs	1,983	1,180
Cleaning	4,397	2,735
Bank charges	110	106
Depreciation	15,735	11,324
	1,464,427	1,061,932

## Asian Women's Resource Centre

### Notes to the Financial Statements for the Year Ended 31 March 2025

#### 8 Net incoming/outgoing resources

Net outgoing resources for the year include:

	2025	2024
	£	£
Audit fees	6,900	6,564
Depreciation of fixed assets	15,735	6,481
	15,735	6,481

#### 9 Trustees remuneration and expenses

No trustees, nor any persons connected with them, have received any remuneration from the charity during the year.

#### 10 Staff costs

The aggregate payroll costs were as follows:

	2025	2024
	£	£
<b>Staff costs during the year were:</b>		
Wages and salaries	853,301	684,819
Social security costs	77,659	57,926
Pension costs	15,728	12,745
Subcontract costs	228,167	153,871
	1,174,855	909,361

The monthly average number of persons (including senior management / leadership team) employed by the charity during the year expressed as full time equivalents was as follows:

	2025	2024
	No	No
Full time equivalent	28	23

No employee received emoluments of more than £60,000 during the year.

The total employee benefits of the key management personnel of the charity were £292,883 (2024 - £236,590).

## Asian Women's Resource Centre

### Notes to the Financial Statements for the Year Ended 31 March 2025

#### 11 Taxation

The charity is a registered charity and is therefore exempt from taxation.

#### 12 Tangible fixed assets

	Furniture and equipment £	Total £
<b>Cost</b>		
At 1 April 2024	49,566	49,566
Additions	19,607	19,607
At 31 March 2025	69,173	69,173
<b>Depreciation</b>		
At 1 April 2024	28,621	28,621
Charge for the year	15,735	15,735
At 31 March 2025	44,356	44,356
<b>Net book value</b>		
At 31 March 2025	24,817	24,817
At 31 March 2024	20,945	20,945

#### 13 Debtors

	2025 £	2024 £
Trade debtors	488,490	730,666
Other debtors	4,003	-
	492,493	730,666

#### 14 Cash and cash equivalents

	2025 £	2024 £
Cash at bank	395,522	489,364
	395,522	489,364

## Asian Women's Resource Centre

### Notes to the Financial Statements for the Year Ended 31 March 2025

#### 15 Creditors: amounts falling due within one year

	2025	2024
	£	£
Trade creditors	425,140	425,294
Other taxation and social security	-	18,356
Other creditors	3,784	3,748
Accruals	26,510	6,564
	<u>455,434</u>	<u>453,962</u>

## Asian Women's Resource Centre

### Notes to the Financial Statements for the Year Ended 31 March 2025

#### 16 Funds

	Balance at 1 April 2024 £	Incoming resources £	Resources expended £	Transfers £	Balance at 31 March 2025 £
<b>Unrestricted funds</b>					
<i>General</i>					
General Funds	520,469	33,353	(605,451)	495,439	443,810
<i>Designated</i>					
COVID Contingency	13,588	-	-	-	13,588
<b>Total unrestricted funds</b>	<b>534,057</b>	<b>33,353</b>	<b>(605,451)</b>	<b>495,439</b>	<b>457,398</b>
<b>Restricted funds</b>					
London Councils EHP	-	312,700	(285,106)	(27,594)	-
SOLACE (MOPAC Advice Plus)	-	50,226	(42,768)	(7,458)	-
MOPAC Tranche 4	-	533,230	(508,035)	(25,195)	-
Southall Black Sisters LHAWAS ILS2LC	59,227	131,322	(142,624)	(47,925)	-
GLA Safe Accommodation and NRPF	-	944,342	(890,087)	(54,255)	-
IRIS	6,587	66,260	(56,833)	(16,014)	-
Advance	72,978	161,512	(153,256)	(81,234)	-
Coaction Hub Project (Esme)	12,467	44,350	(47,200)	(9,617)	-
MOPAC IDVA	-	47,500	(21,089)	(26,411)	-
The Pan-London Floating (Refuge)	36,161	100,320	(56,825)	(79,656)	-
Surviving Abuse and Thriving (SAAT)	33,511	100,000	(90,982)	(42,529)	-
WGN (Ascent A&C)	13,213	42,166	(33,111)	(22,268)	-
IDVA TOT Course	18,811	68,900	(32,428)	(55,283)	-
IRIS – NWL ICB & Harrow Hillingdon	-	42,040	(42,040)	-	-
	<b>252,955</b>	<b>2,644,868</b>	<b>(2,402,384)</b>	<b>(495,439)</b>	<b>-</b>
<b>Total funds</b>	<b>787,012</b>	<b>2,678,221</b>	<b>(3,007,835)</b>	<b>-</b>	<b>457,398</b>

## **Asian Women's Resource Centre**

### **Notes to the Financial Statements for the Year Ended 31 March 2025**

Overheads were not allocated to each individual project during the period. As usual, at the end of the period we allocated the overheads in line with the project allowances.

## Asian Women's Resource Centre

### Notes to the Financial Statements for the Year Ended 31 March 2025

	Balance at 1 April 2023 £	Incoming resources £	Resources expended £	Transfers £	Balance at 31 March 2024 £
<b>Unrestricted funds</b>					
<i>General</i>					
General Funds	486,213	32,304	(435,785)	437,737	520,469
<i>Designated</i>					
COVID Contingency	13,588	-	-	-	13,588
<b>Total unrestricted funds</b>	<b>499,801</b>	<b>32,304</b>	<b>(435,785)</b>	<b>437,737</b>	<b>534,057</b>
<b>Restricted funds</b>					
London Councils EHP	-	308,604	(253,288)	(55,316)	-
SOLACE (MOPAC Advice Plus)	25,105	47,834	(36,127)	(36,812)	-
MOPAC Tranche 4	-	533,230	(496,397)	(36,833)	-
Southall Black Sisters LHAWAS ILS2LC	59,853	131,322	(79,142)	(52,806)	59,227
GLA Safe Accommodation and NRPF	47,786	641,859	(604,521)	(85,124)	-
IRIS	-	39,794	(33,207)	-	6,587
Advance	78,341	152,000	(80,992)	(76,371)	72,978
Coaction Hub Project (Esme)	19,146	40,547	(47,226)	-	12,467
MOPAC IDVA	22,518	47,500	(62,613)	(7,405)	-
The Pan-London Floating (Refuge)	47,962	85,000	(27,668)	(69,133)	36,161
Surviving Abuse and Thriving (SAAT)	28,138	100,000	(76,690)	(17,937)	33,511
WGN (Ascent A&C)	4,860	41,339	(32,986)	-	13,213
IDVA TOT Course	-	65,300	(46,489)	-	18,811
	<b>333,709</b>	<b>2,234,329</b>	<b>(1,877,346)</b>	<b>(437,737)</b>	<b>252,955</b>
<b>Total funds</b>	<b>833,510</b>	<b>2,266,633</b>	<b>(2,313,131)</b>	<b>-</b>	<b>787,012</b>

## Asian Women's Resource Centre

### Notes to the Financial Statements for the Year Ended 31 March 2025

The specific purposes for which the funds are to be applied are as follows:

London Councils Ascent Ending Harmful Partnership - provides advocacy, counselling, training, community engagement activities to those affected by harmful practices across London.

Surviving Abuse and Rebuilding Lives - provided domestic abuse, advice and information and workshops and classes for women. This project has ended and now we are delivering on SAAT (Surviving Abuse And Thriving).

Solace - Providing advice and counselling services to women experiencing domestic abuse.

Brent Advice Fund - Providing advice and information services and workshops on welfare benefits & housing - this project has ended.

John Lyons - supporting young women experiencing harmful practices, this project has ended.

Southall Black Sisters - LHAWAS project providing direct accomodation and subsistence for women with No recourse to public funds.

London Community Response - supported the setting up of the harmful practices helpline project and an evaluation of the service - This project has ended.

Edward Harvest trust - Installation of security systems at the premises.

IRIS - To provide training to GP's practices and take refferals for women experiencing domestic abuse from GP practices.

Revitalise Project - undertake renovation works to AWRC premises including full access for women with disabilities and training room room for women.

#### 17 Analysis of net assets between funds

	Unrestricted funds General £	Total funds at 31 March 2025 £
Tangible fixed assets	24,817	24,817
Current assets	888,015	888,015
Current liabilities	(455,434)	(455,434)
Total net assets	457,398	457,398

Asian Women's Resource Centre

Notes to the Financial Statements for the Year Ended 31 March 2025

	Unrestricted funds General £	Restricted funds £	Total funds at 31 March 2024 £
Tangible fixed assets	20,944	-	20,944
Current assets	967,075	252,955	1,220,030
Current liabilities	(453,962)	-	(453,962)
Total net assets	<u>534,057</u>	<u>252,955</u>	<u>787,012</u>

## Asian Women's Resource Centre

### Notes to the Financial Statements for the Year Ended 31 March 2025

#### 18 Section 37 statement

Ending Harmful Practices	Grant received (£)	Grant spent (£)
Ashiana Network	35,785	35,785
Asian Women's Resource Centre lead partner	61,030	61,030
DVIP	22,928	22,928
Forward	48,638	48,638
IKWRO	35,785	35,785
IMECE	35,785	35,785
LAWRS	35,785	35,785
Southall Black Sisters	15,884	15,884
Women and Girls Network	21,082	21,082
	<hr/>	<hr/>
	312,700	312,700
Staff costs	<hr/>	<hr/>
	258,439	258,439
Beneficiary costs	9,738	9,738
Other costs	44,523	44,523
	<hr/>	<hr/>
	312,700	312,700

Funding of £312,700 was received from London Councils in 2024/25 for the Ending Harmful Practices project. The total amount spent was £312,700. We also confirm the entirety of the grants received in year end 2022/23 and 2023/24 were spent on agreed project purposes.

#### 19 Related party transactions

During the year the charity made the following related party transactions:

##### Trustees

The trustees were reimbursed for travel and accommodation expenses paid personally during the year, totalling £699. At the balance sheet date the amount due to/from Trustees was £Nil (2024 - £Nil).

##### Persons connected with trustees

The connected person was paid for sessional counselling work as part of the GLA NRPf project during the year, totalling £6,000. At the balance sheet date the amount due to/from Persons connected with trustees was £Nil (2024 - £Nil).

Company registration number: 01942925

Charity registration number: 1049058

# Asian Women's Resource Centre

(A company limited by guarantee)

Annual Report and Financial Statements

for the Year Ended 31 March 2025

Field Sullivan Limited  
9 Hare & Billet Road  
Blackheath  
SE3 0RB

## Asian Women's Resource Centre

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## **Asian Women's Resource Centre**

### **Reference and Administrative Details**

#### **Chair**

N Patel

#### **Charity Registration Number**

1049058

#### **Company Registration Number**

01942925

The charity is incorporated in England and Wales.

#### **Registered Office**

108 Craven Park  
Harlesden  
London  
NW10 8QE

#### **Auditor**

Field Sullivan Limited  
9 Hare & Billet Road  
Blackheath  
SE3 0RB

#### **Bankers**

HSBC  
Kilburn  
50-52 Kilburn High Road  
North Maida Vale  
London  
NW6 4HJ

## Asian Women's Resource Centre

### Trustees' Report

The trustees, who are directors of the company for Companies Act purposes, present their report and the audited financial statements for the year ended 31 March 2025

This is a directors' report required by S417 of the Companies Act 2006. The trustees confirm that the financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015).

The AWRC's charitable objectives, as outlined in the governing documents, are as follows:

#### Objectives and Activities

1. The purposes of the Charity as set out in the Memorandum of Association are: To relieve the poverty, distress and suffering of women, girls, and children, particularly but not exclusively, of Asian origin through the provision of advice and information in the areas of housing, health, employment, and childcare.
2. To advance the education for the public benefit by the provision of classes, workshops, seminars in areas of housing, health, employment and childcare and the provision for training for employment.

Our guiding principles are as follows:

**"By and For" Delivery:** AWRC is led by and for BME women.

**Women-Centred Approach:** Women-only spaces are central to our model, grounded in a gendered and intersectional understanding of VAWG.

**Intersectionality:** Our services address how gender intersects with race, age, disability, class, and sexuality.

**Trauma-Informed Practice:** All services reflect an understanding of trauma and are delivered within psychologically informed environments.

**Survivor Voice:** BME women lived experiences shape our strategy, design, and delivery.

**Partnership Working:** We collaborate with like-minded organisations to drive systemic change.

**Empowerment:** We support women to build on their strengths, make informed choices, and shape their futures.

#### Need, vision and purpose

**Need:** BME women are disproportionately affected by domestic abuse and harmful practices. Structural racism, immigration restrictions, and economic inequality create barriers that prevent timely access to the support needed for safety and recovery—particularly for those with no recourse to public funds (NRPF).

**Vision:** Black and Minoritised Ethnic women and girls live free from the fear of domestic abuse and harmful practices.

## Asian Women's Resource Centre

### Trustees' Report

**Purpose:** To enable BME women and girls to escape domestic abuse and harmful practices and lead thriving, self-determined lives. We do this by addressing structural barriers and providing access to specialist, trauma-informed support.

The trustees have received appropriate briefings and training to ensure that AWRC's work aligns with the Charity Commission's guidance on "Charities and Public Benefit" and continues to advance AWRC's charitable purposes for the public benefit. In fulfilling their responsibilities under Section 4 of the Charities Act 2011, the trustees carefully considered the restrictions that limit services to a specific section of the public based on ethnic or national origin, and gender. They concluded that these limitations are consistent with AWRC's charitable objectives. No other restrictions apply with regard to access to facilities, level of need, or any other factors.

#### **Public benefit:**

The Asian Women's Resource Centre (AWRC) is a registered charity established to advance the protection and empowerment of Black and minoritised women and girls who are experiencing or at risk of gender-based violence, including domestic abuse, harmful practices, and structural inequalities.

AWRC ensures that all its work furthers these charitable purposes and delivers clear, demonstrable benefit to the public, particularly to those most marginalised and at risk of harm.

AWRC's services address severe and complex needs at the intersection of gender, race, migration status, and socio-economic inequality. By delivering culturally competent, trauma-informed, and linguistically accessible support, AWRC removes barriers to safety, justice, and recovery for women who often fall through the gaps in mainstream provision.

The charity's public benefit is realised through a combination of:

- **Direct intervention and prevention**, supporting women and children to escape domestic abuse, rebuild their lives, and secure long-term safety and stability.
- **Specialist training and professional development**, building capacity within statutory and voluntary services to respond more effectively to harmful practices and support women with insecure immigration status.
- **Advocacy and policy engagement**, amplifying the voices of BME survivors and shaping responses that are equitable, inclusive, and informed by lived experience.
- AWRC is committed to continuous evaluation and learning to ensure its services are responsive, evidence-based, and aligned with both sectors' best practice and community needs. The organisation does not operate for private gain, and access to services is free at the point of need, without discrimination.
- Through this work, AWRC provides substantial public benefit by reducing harm, promoting human rights, and contributing to the long-term eradication of Violence Against Women and Girls (VAWG) within minoritised communities.

## Asian Women's Resource Centre

### Trustees' Report

The trustees have received briefing and training to ensure that the work of AWRC adheres to the Charity Commission's guidance on "Charities and Public Benefit" and strictly furthers AWRC ' charitable purposes for public benefit. In implementing their duties under Section 4 of the Charities Act 2011, the trustees considered the restrictions to benefit a section of the public, based on ethnic/national origin, and gender, to strictly fall within our charitable objects. No other restrictions apply in terms of access to facilities, degree of need or any other factors, and our services are free.

#### **Policy on grant making**

AWRC is not a grant making body, but we lead and deliver partnership projects with other BME women's providers addressing VAWG. Our partnerships are formal partnerships requiring joint collaborations we have partnership agreements in place that sets out delivery targets, outcomes, and payment schedules.

#### **Policy on social investment including program related investment**

These are laid out in our business plan and fundraising documentation.

#### **Contribution made by volunteers**

We have a volunteer policy which outlines the principles upon which volunteers are involved in AWRC. In this policy we define the roles, rights and responsibilities of volunteers.

#### **Achievements and Performance**

During the reporting period (2024–2025), AWRC continued to deliver high-impact, specialist services to Black and minoritised women and children affected by domestic abuse, harmful practices, No Recourse to Public Funds (NRPF), and address broader structural inequalities.

We supported more than **1,000 women** including survivors with NRPF, through a **holistic, culturally responsive, and trauma-informed approaches**. Our services included:

- Specialist domestic abuse outreach and advocacy
- Risk assessment and safety planning
- Housing, welfare, immigration, and NRPF casework, including through our dedicated NRPF Helpline
- Emotional wellbeing and peer support groups
- Confidence-building and personal development workshops
- Employability support and training opportunities

To ensure accessibility, services were delivered in 23 community languages.

#### **Delivery Through Partnerships**

AWRC continued to play a leading role in delivering specialist services through three major partnerships:

**Ascent Ending Harmful Practices** – delivering targeted support to survivors of forced marriage, 'honour'-based abuse, and other harmful practices.

## Asian Women's Resource Centre

### Trustees' Report

- **P&ACT (Prevention and Action through Community Transformation)** – strengthening referral pathways, capacity-building, and multi-agency collaboration to address harmful practices.
- **DASA GLA Helpline Project** – providing direct support to migrant women with NRPF on spouse visas, offering specialist advice, legal navigation, housing assistance, and crisis intervention through the pan-London helpline.

AWRC are also partners in delivering:

**IRIS Project** (in partnership with Advance): in **Harrow & Hillingdon, Hammersmith & Fulham, and Westminster**, providing **domestic abuse training to GP practices** and **specialist advocacy support** within primary care settings.

**LHAWAS Project** (partnership with Southall Black Sisters): Delivering **tailored support to women with No Recourse to Public Funds (NRPF)**, addressing complex legal, housing, and welfare needs.

**Ascent Advice and Counselling Partnership** (with Women and Girls Network): Providing **advice, information, and casework** to women affected by **gender-based violence**, ensuring access to specialist, trauma-informed support.

**London Whole Housing Partnership** (led by Advance): Delivers a coordinated housing response for survivors of domestic abuse, including access to safe and sustainable accommodation.

**Floating Support Services** (led by Refuge): Provides **housing-related floating support** to women fleeing domestic abuse, helping them to **maintain tenancies**, rebuild independence, and access wraparound services.

These partnerships expanded our reach, deepened cross-sector collaboration, and enhanced access to specialist support for some of the most marginalised groups.

#### Wider Impact and Sector Leadership

This year marked our **45th anniversary**, recognised by a visit from **Her Majesty The Queen, Camilla**, who formally opened the **AWRC Healing Garden**—a safe, therapeutic garden for Black and minoritised women and children recovering from abuse.

We also undertook an organisational review, renewing our strategy, vision and developing a comprehensive **Theory of Change** to guide our future direction.

In March 2025, we hosted the landmark **Unlocking Doors Housing and NRPF Conference**, bringing together statutory and non-statutory partners to co-create solutions to the housing crisis affecting migrant survivors.

#### Influence, Research, and Training

Through our **Coaction Hub**, AWRC continued to lead in national learning on harmful practices and domestic homicide, including:

- Publishing *Are MARACs Effective for Harmful Practices?* and new guidance for expert panel members in DHRs
- Delivering training to **116 MARAC coordinators** across England and Wales
- Publishing sector-first guidance on **caste- and dowry-related abuse**
- Hosting national conferences and workshops to build capacity among by-and-for services

## Asian Women's Resource Centre

### Trustees' Report

#### Direct Support

Our **NRPF Helpline** directly supported **216 women** with advice, advocacy, and crisis response

Over 250 **migrant women with NRPF** were supported through the **DASA and LHAWAS projects**, with specialist casework and housing support

**Emergency financial aid** was provided to **40 women**, enabling safe exits and access to essentials

Continued delivery of our **accredited Harmful Practices Advocate Training**, with **six BME professionals** trained to enhance specialist capacity in the IDVA workforce

#### Organisational Development and Staff Support

Conducted external salary benchmarking to promote fairness and retention

- Conducted external salary benchmarking to promote fairness and retention
- Prioritised staff wellbeing and vicarious trauma support
- Implemented the **OASIS case management system** to improve monitoring and data management
- Enhanced our **social media and communications strategy** to improve visibility and engagement

#### Quality and Compliance

AWRC maintained or renewed the following accreditations:

- **Advice Quality Standard (AQS)** – General Help with Casework
- **OISC exemption** – to provide Level 1 immigration advice
- **Ofsted registration** – for our on-site crèche
- **Women's Aid Quality Standards**
- **Imkaan Accredited Quality Standards (IAQS)** – *Award Level: Distinctive*

#### The Difference we Made

AWRC's work in 2024–2025 delivered meaningful, life-changing outcomes for women and children facing multiple barriers to safety and justice. Through both frontline support and systemic advocacy, we improved survivors' access to protection, resources, and dignity, while influencing national conversations on domestic abuse, harmful practices, and migrant women's rights. Our culturally competent, trauma-informed approach continues to shape the standard of care across the sector.

#### Financial Review

The trustees aim to hold reserves equivalent to six months of core running costs, currently estimated at £117,010. This level is considered sufficient to ensure operational continuity in the event of unexpected income shortfalls or delays. As at year end, the charity held total reserves of £457,398 (2023: £787,012), which exceeds the target level and supports the organisation's financial stability. The reserves position and policy are reviewed annually.

The charity held reserves totalling £457,398 (2024: £787,012) at the year end.

## Asian Women's Resource Centre

### Trustees' Report

#### Principal risk facing the charity

- Compliance with legislation and regulations appropriate to the activities, size and structure of the organisation;
- Competition from larger organisations; and
- Loss of key staff/high staff turnover.

#### Structure, Governance and Management

Governing instrument Asian Women's Resource Centre (AWRC) is a charitable company incorporated on 29th August 1985 and registered as a charity on 7th September 1995. The company was established under a memorandum of association which established the objects and powers of the charitable company and is governed under its articles of association.

In the event of the company being wound up members are required to contribute an amount not exceeding £10.

#### Organisational structure

The Board of Directors is responsible for strategic direction, policy-making and overall control of the charity. Members bring a variety of backgrounds and skills relevant to their governance roles and AWRC's work.

In addition to office holding posts (chair, vice chair, secretary and treasurer), individual trustees support specific areas of the work as lead trustees for specific projects, and are accountable to the full committee.

The Board meets every two months. The Board of Directors makes decisions on strategy, compliance, accountability and monitors risk, budget, and operations. As part of its work, the Board approves the charity's business plan, annual work programmes, annual budget and receives quarterly financial reports to control the charity's performance against budgets. Day-to-day operations, staff management and operational decisions are delegated to the Director who receives supervision from the Chair.

**AWRC Directors' induction and training** Following election/appointment each new director receives a Trustee Information Pack detailing roles and responsibilities, legal and financial information of the company, its business plan, and its operational policies. An in-house trustee induction is delivered following election of new members, which may include spending at least half a day in the offices of the charity to acquaint themselves with everyday operations, staff, and services.

## Asian Women's Resource Centre

### Trustees' Report

#### Risk mitigation

The trustees reviewed their risk assessment in November 2024. The trustees at various meeting during the year have examined likely risks of constitutional, financial, governance, management, operations, fundraising, external Influences, human resources and health and safety and agreed measures to reduce and mitigate risks. Agreed actions, systems, and procedures to mitigate risks have been implemented. Policies and legislation affecting migrant women, cuts in the welfare system, reduced avenues to access justice, and the demonization of migration coupled with increased demand for services, against a reduction in funding continue to present risks to the financial sustainability of the organisation. The AWRC staff have returned to the office working hybrid and activities for women have resumed from the premises. Despite good results this year, the Trustees continue to consider measures to mitigate risks associated with dependency on grant funding and continue attempting to diversify funding streams and secure financial sustainability.

The directors of the company are also charity trustees for the purposes of charity law. Under the company's Articles they are known as company directors. AWRC is a membership organisation. Members (100 as of 31 March 2025), are entitled to vote and to stand for election to the Board of Directors at the AGM.

Directors are elected to serve for 3-year terms. Under the requirements of the Articles of Association, one third of the Board members, specifically those who have been longest in office since the last election, shall retire from office. A retiring officer shall be eligible for re-election. Directors are entitled to appoint new directors for vacancies on the Board to ensure it has a range of skills and competences.

#### Trustees and officers

The trustees and officers serving during the year and since the year end were as follows:

Trustees:

R Bologna (Resigned 16 September 2024)

A Dixit-Bhardwaj (appointed 1 July 2024)

T Nijjar

A Pache

N Patel

R Sayed

T Siddiqui

A Singh (appointed 1 July 2024)

Kashi Syal (appointed 1 July 2024)

Chair:

N Patel

## Asian Women's Resource Centre

### Trustees' Report

#### **Statement of trustees' responsibilities**

The trustees (who are also the directors of Asian Women's Resource Centre 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 (United Kingdom Generally Accepted Accounting Practice), including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

Company law requires the trustees to prepare financial statements for each financial year. Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including its income and expenditure, of the charitable company for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards, comprising FRS 102 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 presume that the charitable company will continue in business.

The trustees are responsible for keeping proper accounting records that can disclose with reasonable accuracy at any time the financial position of the charitable company and 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 the prevention and detection of fraud and other irregularities.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

#### **Disclosure of information to auditor**

Each trustee has taken steps that they ought to have taken as a trustee in order to make themselves aware of any relevant audit information and to establish that the charity's auditor is aware of that information. The trustees confirm that there is no relevant information that they know of and of which they know the auditor is unaware.

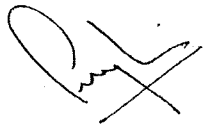
## Asian Women's Resource Centre

### Trustees' Report

The annual report was approved by the trustees of the charity on 20 September 2025 and signed on its behalf by:

*N. Patel*

N Patel  
Chair and trustee

A handwritten signature in black ink, appearing to be 'T Siddiqui', with a large loop at the start and a cross at the end.

T Siddiqui  
Trustee

## Asian Women's Resource Centre

### Independent Auditor's Report to the Members of Asian Women's Resource Centre

#### Opinion

We have audited the financial statements of Asian Women's Resource Centre (the 'charity') for the year ended 31 March 2025, which comprise the Statement of Financial Activities, Balance Sheet, Statement of Cash Flows, 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 United Kingdom Accounting Standards, comprising Charities SORP - FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and applicable law (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 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

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

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

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

#### Other information

The 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.

## **Asian Women's Resource Centre**

### **Independent Auditor's Report to the Members of Asian Women's Resource Centre**

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.

#### **Opinion on other matter 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 for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Trustees' Report has been prepared in accordance with applicable legal requirements.

#### **Matters on which we are required to report by exception**

In the light of our knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Report.

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

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

#### **Responsibilities of trustees**

As explained more fully in the Statement of trustees' responsibilities (set out on page 9), 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 the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the 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.

## Asian Women's Resource Centre

### Independent Auditor's Report to the Members of Asian Women's Resource Centre

#### Auditor 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.

The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

Discussions were held with the directors with a view to identifying those laws and regulations that could be expected to have a material impact on the financial statements.

The following laws and regulations were identified as being of significance to the entity:

- Those laws and regulations considered to have a direct effect on the financial statements include UK financial reporting standards and Company Law.
- It is considered that there are no laws and regulations for which non-compliance may be fundamental to the operating aspects of the business.

Audit procedures undertaken in response to the potential risks relating to irregularities (which include fraud and non-compliance with laws and regulations) consisted of: inquiries of management and those charged with governance as to whether the entity complies with such laws and regulations; enquiries with the same concerning any actual or potential litigation or claims; inspection of relevant legal correspondence; review of board minutes; testing the appropriateness of entries in the nominal ledger, including journal entries; reviewing transactions around the end of the reporting period; and the performance of analytical procedures to identify unexpected movements in account balances which may be indicative of fraud.

No instances of material non-compliance were identified. However, the likelihood of detecting irregularities, including fraud, is limited by the inherent difficulty in detecting irregularities, the effectiveness of the entity's controls, and the nature, timing and extent of the audit procedures performed. Irregularities that result from fraud might be inherently more difficult to detect than irregularities that result from error. As explained above, there is an unavoidable risk that material misstatements may not be detected, even though the audit has been planned and performed in accordance with ISAs (UK).

#### Use of our report

This report is made solely to the charitable company's trustees, 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 trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and its trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Asian Women's Resource Centre

Independent Auditor's Report to the Members of Asian Women's Resource Centre



.....  
Timothy Sullivan FCA (Senior Statutory Auditor)  
For and on behalf of Field Sullivan Limited, Statutory Auditor

9 Hare & Billet Road  
Blackheath  
SE3 ORB

Date: 26/9/25

**Asian Women's Resource Centre**

**Statement of Financial Activities for the Year Ended 31 March 2025  
(Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)**

	Note	Unrestricted £	Restricted £	Total 2025 £	Unrestricted £	Restricted £	Total 2024 £
<b>Income and Endowments from:</b>							
Donations and legacies	3	24,307	-	24,307	985	-	985
Charitable activities	4	6,275	2,644,868	2,651,143	30,421	2,234,329	2,264,750
Investment income	5	2,771	-	2,771	898	-	898
<b>Total income</b>		<b>33,353</b>	<b>2,644,868</b>	<b>2,678,221</b>	<b>32,304</b>	<b>2,234,329</b>	<b>2,266,633</b>
<b>Expenditure on:</b>							
Charitable activities	6	(605,451)	(2,402,384)	(3,007,835)	(435,785)	(1,877,346)	(2,313,131)
Total expenditure		(605,451)	(2,402,384)	(3,007,835)	(435,785)	(1,877,346)	(2,313,131)
Net (expenditure)/income		(572,098)	242,484	(329,614)	(403,481)	356,983	(46,498)
Transfers between funds		495,439	(495,439)	-	437,737	(437,737)	-
Net movement in funds		(76,659)	(252,955)	(329,614)	34,256	(80,754)	(46,498)
<b>Reconciliation of funds</b>							
Total funds brought forward		534,057	252,955	787,012	499,801	333,709	833,510
Total funds carried forward	16	457,398	-	457,398	534,057	252,955	787,012

The notes on pages 19 to 34 form an integral part of these financial statements.

**Asian Women's Resource Centre**

**Statement of Financial Activities for the Year Ended 31 March 2025  
(Including Income and Expenditure Account and Statement of Total Recognised Gains and  
Losses)**

All of the charity's activities derive from continuing operations during the above two periods.

The funds breakdown for 2024 is shown in note 16.

The notes on pages 19 to 34 form an integral part of these financial statements.

**Asian Women's Resource Centre**  
**(Registration number: 01942925)**  
**Balance Sheet as at 31 March 2025**

	Note	2025 £	2024 £
<b>Fixed assets</b>			
Tangible assets	12	24,817	20,944
<b>Current assets</b>			
Debtors	13	492,493	730,666
Cash at bank and in hand	14	395,522	489,364
		<u>888,015</u>	<u>1,220,030</u>
<b>Creditors: Amounts falling due within one year</b>	15	<u>(455,434)</u>	<u>(453,962)</u>
<b>Net current assets</b>		<u>432,581</u>	<u>766,068</u>
<b>Net assets</b>		<u>457,398</u>	<u>787,012</u>
<b>Funds of the charity:</b>			
<b>Restricted income funds</b>			
Restricted funds		-	252,955
<b>Unrestricted income funds</b>			
Unrestricted funds		<u>457,398</u>	<u>534,057</u>
<b>Total funds</b>	16	<u>457,398</u>	<u>787,012</u>

The financial statements on pages 15 to 34 were approved by the trustees, and authorised for issue on 20 September 2025 and signed on their behalf by:

*N. Patel*

N Patel  
Chair and trustee



T Siddiqui  
Trustee

The notes on pages 19 to 34 form an integral part of these financial statements.

## Asian Women's Resource Centre

### Statement of Cash Flows for the Year Ended 31 March 2025

	Note	2025 £	2024 £
<b>Cash flows from operating activities</b>			
Net cash expenditure		(329,614)	(46,498)
<b>Adjustments to cash flows from non-cash items</b>			
Depreciation		15,735	11,324
Investment income	5	(2,771)	(898)
		(316,650)	(36,072)
<b>Working capital adjustments</b>			
Decrease/(increase) in debtors	13	238,173	(203,370)
Increase in creditors	15	1,472	25,164
Decrease in deferred income		-	(24,545)
		(77,005)	(238,823)
<b>Net cash flows from operating activities</b>			
<b>Cash flows from investing activities</b>			
Interest receivable and similar income	5	2,770	898
Purchase of tangible fixed assets	12	(19,607)	(27,738)
		(16,837)	(26,840)
<b>Net cash flows from investing activities</b>			
Net decrease in cash and cash equivalents		(93,842)	(265,663)
Cash and cash equivalents at 1 April		489,364	755,027
		395,522	489,364
Cash and cash equivalents at 31 March		395,522	489,364

All of the cash flows are derived from continuing operations during the above two periods.

The notes on pages 19 to 34 form an integral part of these financial statements.

## Asian Women's Resource Centre

### Notes to the Financial Statements for the Year Ended 31 March 2025

#### 1 Charity status

The charity is limited by guarantee, incorporated in England and Wales, and consequently does not have share capital. Each of the trustees is liable to contribute an amount not exceeding £1 towards the assets of the charity in the event of liquidation.

The address of its registered office is:

108 Craven Park  
Harlesden  
London  
NW10 8QE

These financial statements were authorised for issue by the trustees on 20 September 2025.

#### 2 Accounting policies

##### Summary of significant accounting policies and key accounting estimates

The principal accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

##### Statement of compliance

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) - Second edition October 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102). They also comply with the Companies Act 2006 and Charities Act 2011.

##### Basis of preparation

Asian Women's Resource Centre meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

##### Going concern

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern nor any significant areas of uncertainty that affect the carrying value of assets held by the charity.

## Asian Women's Resource Centre

### Notes to the Financial Statements for the Year Ended 31 March 2025

#### **Judgements and key sources of estimation uncertainty**

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

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

#### **Income and endowments**

All income is recognised once the charity has entitlement to the income, it is probable that the income will be received and the amount of the income receivable can be measured reliably.

#### ***Investment income***

Dividends are recognised once the dividend has been declared and notification has been received of the dividend due.

#### **Expenditure**

All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable settlement is required and the amount can be measured reliably. All costs are allocated to the applicable expenditure heading that aggregate similar costs to that category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of resources, with central staff costs allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Other support costs are allocated based on the spread of staff costs.

#### ***Charitable activities***

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

#### **Support costs**

Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources, for example, allocating property costs by floor areas, or per capita, staff costs by the time spent and other costs by their usage.

#### **Governance costs**

These include the costs attributable to the charity's compliance with constitutional and statutory requirements, including audit, strategic management and trustees meetings and reimbursed expenses.

## Asian Women's Resource Centre

### Notes to the Financial Statements for the Year Ended 31 March 2025

#### Taxation

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

#### Tangible fixed assets

Individual fixed assets costing £500 or more are initially recorded at cost, less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

#### Depreciation and amortisation

Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual value, over their expected useful economic life as follows:

Asset class	Depreciation method and rate
Office equipment	3 year straight line method
Computer equipment	5.5 year straight line method

#### Trade debtors

Trade debtors are amounts due from customers for merchandise sold or services performed in the ordinary course of business.

Trade debtors are recognised initially at the transaction price. They are subsequently measured at amortised cost using the effective interest method, less provision for impairment. A provision for the impairment of trade debtors is established when there is objective evidence that the charity will not be able to collect all amounts due according to the original terms of the receivables.

#### Cash and cash equivalents

Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

#### Trade creditors

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Accounts payable are classified as current liabilities if the charity does not have an unconditional right, at the end of the reporting period, to defer settlement of the creditor for at least twelve months after the reporting date. If there is an unconditional right to defer settlement for at least twelve months after the reporting date, they are presented as non-current liabilities.

Trade creditors are recognised initially at the transaction price and subsequently measured at amortised cost using the effective interest method.

## Asian Women's Resource Centre

### Notes to the Financial Statements for the Year Ended 31 March 2025

#### Fund structure

Unrestricted income funds are general funds that are available for use at the trustees discretion in furtherance of the objectives of the charity.

Designated funds are unrestricted funds set aside for specific purposes at the discretion of the trustees.

Restricted income funds are those donated for use in a particular area or for specific purposes, the use of which is restricted to that area or purpose.

#### Pensions and other post retirement obligations

The charity operates a defined contribution pension scheme which is a pension plan under which fixed contributions are paid into a pension fund and the charity has no legal or constructive obligation to pay further contributions even if the fund does not hold sufficient assets to pay all employees the benefits relating to employee service in the current and prior periods.

Contributions to defined contribution plans are recognised in the Statement of Financial Activities when they are due. If contribution payments exceed the contribution due for service, the excess is recognised as a prepayment.

#### 3 Income from donations and legacies

	<b>Total 2025 £</b>	<b>Total 2024 £</b>
Regular giving and capital donations	24,307	985
	<hr/> 24,307	<hr/> 985

## Asian Women's Resource Centre

### Notes to the Financial Statements for the Year Ended 31 March 2025

#### 4 Income from charitable activities

	Unrestricted funds General £	Restricted funds £	Total 2025 £	Total 2024 £
London Councils EHP	-	312,700	312,700	308,604
Surviving Abuse and Thriving (SAAT)	-	100,000	100,000	100,000
SOLACE (MOPAC Advice Plus)	-	50,226	50,226	47,834
GLA Safe Accommodation and NRPF	-	944,342	944,342	641,859
Southall Black Sisters LHAWAS ILS2LC	-	131,322	131,322	131,322
MOPAC Tranche 4 (P & ACT EHP)	-	533,230	533,230	533,230
Advance Whole Housing	-	161,512	161,512	152,000
Esme Fairbain Foundation	-	44,350	44,350	40,547
MOPAC IDVA	-	47,500	47,500	47,500
The Pan-London Floating (Refuge)	-	100,320	100,320	85,000
WGN (Ascent A&C)	-	42,166	42,166	41,339
Brent Council	4,025	-	4,025	-
Lloyds Foundation	-	-	-	11,111
IRIS – NWL ICB & Harrow Hillingdon	-	108,300	108,300	39,794
IDVA TOT Course	2,250	68,900	71,150	84,610
	6,275	2,644,868	2,651,143	2,264,750

## Asian Women's Resource Centre

### Notes to the Financial Statements for the Year Ended 31 March 2025

#### 5 Investment income

	Total 2025 £	Total 2024 £
Interest receivable and similar income; Interest receivable on bank deposits	2,771	898

#### 6 Expenditure on charitable activities

	Note	Total 2025 £	Total 2024 £
Delivery costs		98,172	58,191
Repairs		86,052	47,254
Bad debts written off		-	360
Project partner costs		1,359,184	1,145,394
Support costs	7	1,464,427	1,061,932
		3,007,835	2,313,131

## Asian Women's Resource Centre

### Notes to the Financial Statements for the Year Ended 31 March 2025

#### 7 Analysis of support costs

Support costs	Total 2025 £	Total 2024 £
Staff costs		
Wages and salaries	853,301	684,819
Social security costs	77,659	57,926
Pension costs	15,728	12,745
Subcontract costs	228,167	153,871
Fundraising costs	41,683	1,222
Staff welfare	3,070	490
Staff training	48,577	15,358
Staff recruitment	4,350	299
Resources	23,169	-
Computer software	14,148	-
Sundries	9,984	4,735
Travel	2,007	1,980
Advertising	1,823	169
Audit	6,900	6,564
Auditors' remuneration - non audit work	804	-
Legal and professional	52,895	33,811
Volunteer expenses	193	-
Light and heat	4,668	11,461
Insurance	7,855	7,077
Telephone	6,297	6,756
IT costs	14,344	13,015
Printing and postage	836	1,893
Trade subscriptions	23,744	32,396
Leasing costs	1,983	1,180
Cleaning	4,397	2,735
Bank charges	110	106
Depreciation	15,735	11,324
	1,464,427	1,061,932

## Asian Women's Resource Centre

### Notes to the Financial Statements for the Year Ended 31 March 2025

#### 8 Net incoming/outgoing resources

Net outgoing resources for the year include:

	2025	2024
	£	£
Audit fees	6,900	6,564
Depreciation of fixed assets	15,735	6,481
	15,735	6,481

#### 9 Trustees remuneration and expenses

No trustees, nor any persons connected with them, have received any remuneration from the charity during the year.

#### 10 Staff costs

The aggregate payroll costs were as follows:

	2025	2024
	£	£
<b>Staff costs during the year were:</b>		
Wages and salaries	853,301	684,819
Social security costs	77,659	57,926
Pension costs	15,728	12,745
Subcontract costs	228,167	153,871
	1,174,855	909,361

The monthly average number of persons (including senior management / leadership team) employed by the charity during the year expressed as full time equivalents was as follows:

	2025	2024
	No	No
Full time equivalent	28	23

No employee received emoluments of more than £60,000 during the year.

The total employee benefits of the key management personnel of the charity were £292,883 (2024 - £236,590).

## Asian Women's Resource Centre

### Notes to the Financial Statements for the Year Ended 31 March 2025

#### 11 Taxation

The charity is a registered charity and is therefore exempt from taxation.

#### 12 Tangible fixed assets

	Furniture and equipment £	Total £
<b>Cost</b>		
At 1 April 2024	49,566	49,566
Additions	19,607	19,607
At 31 March 2025	69,173	69,173
<b>Depreciation</b>		
At 1 April 2024	28,621	28,621
Charge for the year	15,735	15,735
At 31 March 2025	44,356	44,356
<b>Net book value</b>		
At 31 March 2025	24,817	24,817
At 31 March 2024	20,945	20,945

#### 13 Debtors

	2025 £	2024 £
Trade debtors	488,490	730,666
Other debtors	4,003	-
	492,493	730,666

#### 14 Cash and cash equivalents

	2025 £	2024 £
Cash at bank	395,522	489,364
	395,522	489,364

## Asian Women's Resource Centre

### Notes to the Financial Statements for the Year Ended 31 March 2025

#### 15 Creditors: amounts falling due within one year

	2025	2024
	£	£
Trade creditors	425,140	425,294
Other taxation and social security	-	18,356
Other creditors	3,784	3,748
Accruals	26,510	6,564
	<u>455,434</u>	<u>453,962</u>

## Asian Women's Resource Centre

### Notes to the Financial Statements for the Year Ended 31 March 2025

#### 16 Funds

	Balance at 1 April 2024 £	Incoming resources £	Resources expended £	Transfers £	Balance at 31 March 2025 £
<b>Unrestricted funds</b>					
<i>General</i>					
General Funds	520,469	33,353	(605,451)	495,439	443,810
<i>Designated</i>					
COVID Contingency	13,588	-	-	-	13,588
<b>Total unrestricted funds</b>	<b>534,057</b>	<b>33,353</b>	<b>(605,451)</b>	<b>495,439</b>	<b>457,398</b>
<b>Restricted funds</b>					
London Councils EHP	-	312,700	(285,106)	(27,594)	-
SOLACE (MOPAC Advice Plus)	-	50,226	(42,768)	(7,458)	-
MOPAC Tranche 4	-	533,230	(508,035)	(25,195)	-
Southall Black Sisters LHAWAS ILS2LC	59,227	131,322	(142,624)	(47,925)	-
GLA Safe Accommodation and NRPF	-	944,342	(890,087)	(54,255)	-
IRIS	6,587	66,260	(56,833)	(16,014)	-
Advance	72,978	161,512	(153,256)	(81,234)	-
Coaction Hub Project (Esme)	12,467	44,350	(47,200)	(9,617)	-
MOPAC IDVA	-	47,500	(21,089)	(26,411)	-
The Pan-London Floating (Refuge)	36,161	100,320	(56,825)	(79,656)	-
Surviving Abuse and Thriving (SAAT)	33,511	100,000	(90,982)	(42,529)	-
WGN (Ascent A&C)	13,213	42,166	(33,111)	(22,268)	-
IDVA TOT Course	18,811	68,900	(32,428)	(55,283)	-
IRIS – NWL ICB & Harrow Hillingdon	-	42,040	(42,040)	-	-
	<b>252,955</b>	<b>2,644,868</b>	<b>(2,402,384)</b>	<b>(495,439)</b>	<b>-</b>
<b>Total funds</b>	<b>787,012</b>	<b>2,678,221</b>	<b>(3,007,835)</b>	<b>-</b>	<b>457,398</b>

## **Asian Women's Resource Centre**

### **Notes to the Financial Statements for the Year Ended 31 March 2025**

Overheads were not allocated to each individual project during the period. As usual, at the end of the period we allocated the overheads in line with the project allowances.

## Asian Women's Resource Centre

### Notes to the Financial Statements for the Year Ended 31 March 2025

	Balance at 1 April 2023 £	Incoming resources £	Resources expended £	Transfers £	Balance at 31 March 2024 £
<b>Unrestricted funds</b>					
<i>General</i>					
General Funds	486,213	32,304	(435,785)	437,737	520,469
<i>Designated</i>					
COVID Contingency	13,588	-	-	-	13,588
<b>Total unrestricted funds</b>	<b>499,801</b>	<b>32,304</b>	<b>(435,785)</b>	<b>437,737</b>	<b>534,057</b>
<b>Restricted funds</b>					
London Councils EHP	-	308,604	(253,288)	(55,316)	-
SOLACE (MOPAC Advice Plus)	25,105	47,834	(36,127)	(36,812)	-
MOPAC Tranche 4	-	533,230	(496,397)	(36,833)	-
Southall Black Sisters LHAWAS ILS2LC	59,853	131,322	(79,142)	(52,806)	59,227
GLA Safe Accommodation and NRPF	47,786	641,859	(604,521)	(85,124)	-
IRIS	-	39,794	(33,207)	-	6,587
Advance	78,341	152,000	(80,992)	(76,371)	72,978
Coaction Hub Project (Esme)	19,146	40,547	(47,226)	-	12,467
MOPAC IDVA	22,518	47,500	(62,613)	(7,405)	-
The Pan-London Floating (Refuge)	47,962	85,000	(27,668)	(69,133)	36,161
Surviving Abuse and Thriving (SAAT)	28,138	100,000	(76,690)	(17,937)	33,511
WGN (Ascent A&C)	4,860	41,339	(32,986)	-	13,213
IDVA TOT Course	-	65,300	(46,489)	-	18,811
	<b>333,709</b>	<b>2,234,329</b>	<b>(1,877,346)</b>	<b>(437,737)</b>	<b>252,955</b>
<b>Total funds</b>	<b>833,510</b>	<b>2,266,633</b>	<b>(2,313,131)</b>	<b>-</b>	<b>787,012</b>

## Asian Women's Resource Centre

### Notes to the Financial Statements for the Year Ended 31 March 2025

The specific purposes for which the funds are to be applied are as follows:

London Councils Ascent Ending Harmful Partnership - provides advocacy, counselling, training, community engagement activities to those affected by harmful practices across London.

Surviving Abuse and Rebuilding Lives - provided domestic abuse, advice and information and workshops and classes for women. This project has ended and now we are delivering on SAAT (Surviving Abuse And Thriving).

Solace - Providing advice and counselling services to women experiencing domestic abuse.

Brent Advice Fund - Providing advice and information services and workshops on welfare benefits & housing - this project has ended.

John Lyons - supporting young women experiencing harmful practices, this project has ended.

Southall Black Sisters - LHAWAS project providing direct accomodation and subsistence for women with No recourse to public funds.

London Community Response - supported the setting up of the harmful practices helpline project and an evaluation of the service - This project has ended.

Edward Harvest trust - Installation of security systems at the premises.

IRIS - To provide training to GP's practices and take refferals for women experiencing domestic abuse from GP practices.

Revitalise Project - undertake renovation works to AWRC premises including full access for women with disabilities and training room room for women.

#### 17 Analysis of net assets between funds

	Unrestricted funds General £	Total funds at 31 March 2025 £
Tangible fixed assets	24,817	24,817
Current assets	888,015	888,015
Current liabilities	(455,434)	(455,434)
Total net assets	<u>457,398</u>	<u>457,398</u>

Asian Women's Resource Centre

Notes to the Financial Statements for the Year Ended 31 March 2025

	Unrestricted funds General £	Restricted funds £	Total funds at 31 March 2024 £
Tangible fixed assets	20,944	-	20,944
Current assets	967,075	252,955	1,220,030
Current liabilities	(453,962)	-	(453,962)
Total net assets	<u>534,057</u>	<u>252,955</u>	<u>787,012</u>

## Asian Women's Resource Centre

### Notes to the Financial Statements for the Year Ended 31 March 2025

#### 18 Section 37 statement

Ending Harmful Practices	Grant received (£)	Grant spent (£)
Ashiana Network	35,785	35,785
Asian Women's Resource Centre lead partner	61,030	61,030
DVIP	22,928	22,928
Forward	48,638	48,638
IKWRO	35,785	35,785
IMECE	35,785	35,785
LAWRS	35,785	35,785
Southall Black Sisters	15,884	15,884
Women and Girls Network	21,082	21,082
	<hr/>	<hr/>
	312,700	312,700
Staff costs	<hr/>	<hr/>
	258,439	258,439
Beneficiary costs	9,738	9,738
Other costs	44,523	44,523
	<hr/>	<hr/>
	312,700	312,700

Funding of £312,700 was received from London Councils in 2024/25 for the Ending Harmful Practices project. The total amount spent was £312,700. We also confirm the entirety of the grants received in year end 2022/23 and 2023/24 were spent on agreed project purposes.

#### 19 Related party transactions

During the year the charity made the following related party transactions:

##### Trustees

The trustees were reimbursed for travel and accommodation expenses paid personally during the year, totalling £699. At the balance sheet date the amount due to/from Trustees was £Nil (2024 - £Nil).

##### Persons connected with trustees

The connected person was paid for sessional counselling work as part of the GLA NRPF project during the year, totalling £6,000. At the balance sheet date the amount due to/from Persons connected with trustees was £Nil (2024 - £Nil).

**ASIAN WOMEN'S RESOURCE CENTRE**

England & Wales - Charity number 1049058

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# Accounts

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## Trustees' Annual Report for the period

From MARCH 2024  
Period end date March 2024

Period start date To

Charity name: Asian Women's Resource Centre

Charity registration number:

## Objectives and Activities

	SORP reference	
Summary of the purposes of the charity as set out in its governing document	Para 1.17	<p>The trustees, who are directors of the company for Companies Act purposes, present their report and the audited financial statements for the year ended 31 March 2023</p> <p>This is a directors' report required by S417 of the Companies Act 2006. The trustees confirm that the financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015).</p> <p>Objectives and Activities</p> <ol style="list-style-type: none"><li>1. The purposes of the Charity as set out in the Memorandum of Association are: To relieve the poverty, distress and suffering of women, girls, and children, particularly but not exclusively, of Asian origin through the provision of advice and information in the areas of housing, health, employment, and childcare.</li><li>2. To advance the education for the public benefit by the provision of classes, workshops, seminars in areas of housing, health, employment and childcare and the provision for training for employment.</li></ol>

		<p>The AWRC's charitable objectives, as outlined in the governing documents, are as follows:</p> <p><b>Key aims</b></p> <ul style="list-style-type: none"> <li>- Work towards ending violence against women and girls.</li> <li>- Ensure safety, security, and dignity, through offering targeted responses and reducing risks.</li> <li>- Ensure the needs of BME women are addressed in line with the ethos of "led by and for".</li> <li>- Independence and autonomy for BME women and girls.</li> <li>- Securing equality for all women across all walks of life.</li> <li>- Involvement of service users at all levels, to ensure that the services provided, meet the needs of women and girls.</li> <li>- Have a commitment to equality and diversity.</li> </ul>
<p>Summary of the main activities in relation to those purposes for the public benefit, in particular, the activities, projects or services identified in the accounts.</p>	<p>Para 1.17 and 1.19</p>	<p>The trustees have received briefings and training to ensure that the work of AWRC adheres to the Charity Commission's guidance on "Charities and Public Benefit" and strictly furthers AWRC ' charitable purposes for public benefit. In implementing their duties under Section 4 of the Charities Act 2011, the trustees considered the restrictions to benefit a section of the public, based on ethnic/national origin, and gender, to strictly fall within our charitable objects. No other restrictions apply in terms of access to facilities, degree of need or any other factors.</p> <p>Public benefit</p> <ul style="list-style-type: none"> <li>- To ensure that BME women and girls have access to free advice and information services on a wide range of issues including, welfare benefits, debt, housing/homelessness, education and training and immigration. A fundamental principle within the AWRC is that advice should be free at the point of delivery.</li> <li>- Offering advice services that are free, the AWRC can assure equal access to all women and girls, particularly women and girls from disadvantaged and marginalised communities.</li> </ul>

- To address issues of abuse within the wider VAWG agenda, including harmful practices and ensure that safety is prioritised of women and girls.
- Improve understanding of domestic abuse including harmful practices amongst service users, the wider communities, and frontline practitioners, through the delivery of presentations, training and workshops.
- Improve health and well-being of survivors of domestic abuse and support women to rebuild their lives and integrate into mainstream society.

Address equalities issues and increase uptake of BME older women (55+), women in same sex relationships and women with disabilities or mental health issues, who experience abuse.

**Asian Women's Resource Centre (AWRC)** is a specialist women's organisation based in the London Borough of Brent providing independent, specialist, and dedicated support services to Black, Minority, Ethnic (BME) women and children experiencing abuse across London.

Set up over 43 years ago, the AWRC provides a range of services that offer support around every aspect of women's needs, ensuring a holistic, and needs-led response. More specifically, services include domestic abuse outreach and advocacy services, working across a spectrum of risks, supporting women to recognize abuse, minimizing risks, through safety planning and building women's self-esteem and confidence through group work services; Advice and information services on welfare benefits, homelessness, debt, and immigration, including supporting women who have no recourse to public funds.

Training and employability workshops for women include developing women's knowledge, skills, and experiences to improve their career prospects. Women are also offered social and networking opportunities through activities groups

	<p>provided by the AWRC. AWRC is approached by three new women each week fleeing violent relationships, often in crisis situations requiring immediate interventions, and typically advises up to 1,500 women each year. AWRC is the only place where women can seek out specialist services.</p> <p>Practical and same language services are offered in 23 community languages as well as providing options on rights and entitlements, prioritising safety, so that women can make informed choices about their lives and those of their children.</p> <p>AWRC also provides training to frontline practitioners both from the voluntary and statutory sectors on issues which affect BME women, such as self-harm and suicide, forced marriages, so called 'honour'-based abuse, trafficking, and caste and dowry. The training sessions allow professionals to be more responsive to the needs of BME women and girls in a timely manner. In addition, we also seek to highlight the needs of BME communities and ensure that their voices influence policy and legislative changes.</p> <p>The AWRC provides an open-door policy to all women in need.</p> <p>As a by and for led organization, we have seen that BME women and children who need support are facing even more barriers than before.</p> <p>These include financial barriers to leaving violent relationships due to the cost-of-living crisis; lack of housing and refuge accommodation; high rental costs; increased mental health and suicide ideologies; limited counselling services; supporting women with no recourse to public funds and barriers to accessing already overstretched services. In the wider environment, failings in police responses to protect women and girls and raising awareness to ensure that society does not tolerate domestic abuse, the need for specialist</p>
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	<p>services has never been greater.</p> <p>AWRC continues to be dedicated to human rights, anti- discrimination, freedom from oppression and ending Violence Against Women and Girls.</p> <p>Highlights</p> <p>AWRC lead on three partnership projects which includes supporting women with no recourse to public funds and two of the largest in addressing harmful practices in the UK.</p> <p>Launched London's first dedicated Helpline to support survivors of domestic abuse who have no recourse to public funds. Increased the capacity of staff to respond to increased risks and increased demands within the sector number.</p> <p>Created the first and only accredited BME sector-led and designed harmful practices Advocates training ringfenced for BME professionals towards capacity building and inclusion of specialist professionals as recognised IDVAs.</p> <p>Initiated a one-of-a-kind equitable partnership project with Standing Together Against Domestic Abuse, a white-led second-tier organisation, to foreground BME women's needs and knowledge creation around DA and Harmful practices from an intersectional lens. Ensuring provision to support BME families directly who disproportionately experience technology poverty. poverty, including Supported staff to access well-being and address vicarious trauma, which is rare in under-resourced specialist organisations.</p> <p>Received IRISI funding to deliver specialist GP-based DA services in the London Boroughs of Hammersmith and Fulham, Westminster, Hillingdon, and Harrow in partnership with Advance. GLA funding to add specialist Housing roles in response to the DA Act 2021. This includes partnerships with Refuge and Advance. AWRC has been at the forefront of strengthening and leading</p>
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		<p>BME-led partnerships and responding to the changing needs of BME women and children.</p> <p>The AWRC is continuously striving to reach quality and equalities standards and evidence of its success includes the Advice Quality Standard in the category of general help with casework (Level 1); an exemption from the Office of the Immigration Services Commissioner (OISC) to provide Immigration advice (Level 1); and the registration of its crèche services, with OFSTED and adheres to Women's Aid domestic violence service standards. AWRC have also obtained Imkaan Accredited Quality Standards (IAQS) on harmful practices Award level: Distinctive.</p>
Statement confirming whether the trustees have had regard to the guidance issued by the Charity Commission on public benefit	Para 1.18	<p>The trustees have received briefing and training to ensure that the work of AWRC adheres to the Charity Commission's guidance on "Charities and Public Benefit" and strictly furthers AWRC 'charitable purposes for public benefit. In implementing their duties under Section 4 of the Charities Act 2011, the trustees considered the restrictions to benefit a section of the public, based on ethnic/national origin, and gender, to strictly fall within our charitable objects. No other restrictions apply in terms of access to facilities, degree of need or any other factors, and our services are free.</p>

### Additional information (optional)

You may choose to include further statements where relevant about:

	SORP reference	
Policy on grant making	Para 1.38	<p>AWRC is not a grant making body but we lead and deliver partnership projects with other BME women's providers addressing VAWG. Our partnerships are formal partnerships requiring joint collaborations we have partnership agreements in place that sets out delivery targets, outcomes, and payment schedules.</p>
Policy on social investment including program related investment	Para 1.38	<p>These are laid out in our business plan and fundraising documentation.</p>
Contribution made by volunteers	Para 1.38	<p>We have a volunteer policy which outlines the principles upon which volunteers are involved in Asian Women's Resource Centre. In this policy we define the roles, rights and responsibilities of volunteers.</p>

Other		

## Achievements and Performance

	SORP reference	
<p>Summary of the main achievements of the charity, identifying the difference the charity's work has made to the circumstances of its beneficiaries and any wider benefits to society as a whole.</p>	<p>Para 1.20</p>	<ul style="list-style-type: none"> <li>• Secured funding to have a single point of entry to support women experiencing domestic abuse who have no recourse to public funds.</li> <li>• Continued our work to create visibility for our community and for migrant women increasing the engagement of the women with lived experience to influence key decision makers, particularly in areas of violence against women and girls &amp; harmful practices and women who have no recourse to public funds and their rights and entitlements.</li> <li>• Finalised our organisational review to ensure we can respond to increase in demand for services and organisational growth in a sustainable manner.</li> <li>• Renewed our quality standards including Advice Quality Standard, OISC registration to ensure that our organisation provides high-quality services to prevent and respond to violence against Black and minoritized women and girls.</li> <li>• Policies and procedures, business plan and fundraising strategy was updated with the support of Lloyds Enhance programme.</li> <li>• Undertook an external benchmarking exercise of staff salaries, to bring salaries in line with similar positions across the women's sector.</li> <li>• AWRC developed a helpline to address issues of harmful practices this project was funded through the London Community Foundation.</li> </ul>

		<ul style="list-style-type: none"> <li>• Developed the first single point of entry helpline to support women who have no recourse to public funds.</li> <li>• Secured funding to deliver a accredited harmful practice Advocates training programme for led by and for organisations.</li> <li>• Continued to offer training to frontline staff.</li> <li>• Work to strengthen the Co-ordinated Community Response (CCR) to improve responses to Black and minoritized survivors of domestic abuse and harmful practices. Through mapping, research, creating tools and disseminating findings exploring areas including risk assessment, MARACs, and DHRs to ascertain their effectiveness for Black and minoritized victims and survivors and produce alternative models.</li> </ul>
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**Additional information (optional)**

You may choose to include further statements where relevant about:

Achievements against objectives set	Para 1.41	
Performance of fundraising activities against objectives set	Para 1.41	
Investment performance against objectives	Para 1.41	
Other		

## Financial Review

Review of the charity's financial position at the end of the period	Para 1.21	
Statement explaining the policy for holding reserves stating why they are held	Para 1.22	The directors are committed to maintaining an adequate, justified, and reasonable level of reserves in line with guidance from the Charity Commission. It is the trustees' aim to hold a reserve fund of £58,505 or equivalent to three months' of running costs.
Amount of reserves held	Para 1.22	<b>£846,605</b>
Reasons for holding zero reserves	Para 1.22	<b>N/A</b>
Details of fund materially in deficit	Para 1.24	<b>N/A</b>
Explanation of any uncertainties about the charity continuing as a going concern	Para 1.23	<b>N/A</b>

### Additional information (optional)

You may choose to include further statements where relevant about:

The charity's principal sources of funds (including any fundraising)	Para 1.47	These have been highlighted in previous sections
Investment policy and objectives including any social investment policy adopted	Para 1.46	<b>N/A</b>
A description of the principal risks facing the charity	Para 1.46	Compliance with legislation and regulations appropriate to the activities, size and structure of the organisation  Competition from larger organisations  Loss of key staff/high staff turnover See risk register
Other		

## Structure, Governance and Management

Description of charity's trusts:		
Type of governing document (trust deed, royal charter)	Para 1.25	<p>Governing instrument Asian Women's Resource Centre (AWRC) is a charitable company incorporated on 29<sup>th</sup> August 1985 and registered as a charity on 7<sup>th</sup> September 1995. The company was established under a memorandum of association which established the objects and powers of the charitable company and is governed under its articles of association.</p> <p>In the event of the company being wound up members are required to contribute an amount not exceeding £10.</p>
How is the charity constituted? (e.g unincorporated association, CIO)	Para 1.25	<p><b>Organisational structure</b></p> <p>The Board of Directors is responsible for strategic direction, policy-making and overall control of the charity. Members bring a variety of backgrounds and skills relevant to their governance roles and AWRC's work.</p> <p>In addition to office holding posts (chair, vice chair, secretary and treasurer), individual trustees support specific areas of the work as lead trustees for specific projects, and are accountable to the full committee.</p> <p>The Board meets every two months. The Board of Directors makes decisions on strategy, compliance, accountability and monitors risk, budget, and operations. As part of its work, the Board approves the charity's business plan, annual work programmes, annual budget and receives quarterly financial reports to control the charity's performance against budgets. Day-to-day operations, staff management and operational decisions are delegated to the Director who receives supervision from the Chair.</p> <p><b>AWRC Directors' induction and training</b> Following election/appointment each new director receives a Trustee Information Pack detailing roles and responsibilities, legal and financial information of the company, its business plan, and its operational policies. An in-house trustee induction is delivered following election of new members, which may include spending at least half a day in the offices of the charity to acquaint themselves with</p>

		<p>everyday operations, staff, and services.</p> <p><b>Risk mitigation</b></p> <p>The trustees reviewed their risk assessment in November 2023. The trustees at various meeting during the year have examined likely risks of constitutional, financial, governance, management, operations, fundraising, external Influences, human resources and health and safety and agreed measures to reduce and mitigate risks. Agreed actions, systems, and procedures to mitigate risks have been implemented. Policies and legislation affecting migrant women, cuts in the welfare system, reduced avenues to access justice, and the demonization of migration coupled with increased demand for services, against a reduction in funding continue to present risks to the financial sustainability of the organisation. The AWRC staff have returned to the office working hybrid and activities for women have resumed from the premises. Despite good results this year, the Trustees continue to consider measures to mitigate risks associated with dependency on grant funding and continue attempting to diversify funding streams and secure financial sustainability</p>
Trustee selection methods including details of any constitutional provisions e.g. election to post or name of any person or body entitled to appoint one or more trustees	Para 1.25	<p>The directors of the company are also charity trustees for the purposes of charity law. Under the company's Articles they are known as company directors. AWRC is a membership organisation. Members (460 as of 31 March 2024), are entitled to vote and to stand for election to the Board of Directors at the AGM.</p> <p>Directors are elected to serve for 3 year terms. Under the requirements of the Articles of Association, one third of the Board members, specifically those who have been longest in office since the last election, shall retire from office. A retiring officer shall be eligible for re-election. Directors are entitled to appoint new directors for vacancies on the Board to ensure it has a range of skills and competences.</p>

**Additional information (optional)**

You may choose to include further statements where relevant about:

Policies and procedures adopted for the induction	Para 1.51	
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and training of trustees		
The charity's organisational structure and any wider network with which the charity works	Para 1.51	
Relationship with any related parties	Para 1.51	
Other		

### Reference and Administrative details

Charity name	Asian Women's Resource Centre
Other name the charity uses	N/A
Registered charity number	1049058
Charity's principal address	108 Craven Park Harlesden NW10 8QE

**Names of the charity trustees who manage the charity**

	<b>Trustee name</b>	<b>Office (if any)</b>	<b>Dates acted if not for whole year</b>	<b>Name of person (or body) entitled to appoint trustee (if any)</b>
1	Nithee Patel	Chair		
2	Ruby Sayed	Vice chair		
3	Tina Siddiqui	Treasurer		
4	Chandrika Gajrawala	Trustee		
5	Rita Bologna	Trustee		
6	Tajinder Nijjar	Trustee		
7	Anusha Pache	Trustee	Appointed Nov 22	
8				
9				
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14				
15				
16				
17				
18				
19				
20				

**Corporate trustees – names of the directors at the date the report was approved**

<b>Director name</b>		
N/A		

**Name of trustees holding title to property belonging to the charity**

<b>Trustee name</b>	<b>Dates acted if not for whole year</b>	
N/A		

## Funds held as custodian trustees on behalf of others

Description of the assets held in this capacity	N/A
Name and objects of the charity on whose behalf the assets are held and how this falls within the custodian charity's objects	N/A
Details of arrangements for safe custody and segregation of such assets from the charity's own assets	N/A

### Additional information (optional)

#### Names and addresses of advisers (Optional information)

Type of adviser	Name	Address

#### Name of chief executive or names of senior staff members (Optional information)

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## Exemptions from disclosure

Reason for non-disclosure of key personnel details

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## Other optional information

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## Declarations

The trustees declare that they have approved the trustees' report above.

Signed on behalf of the charity's trustees

Signature(s)

*N. Patel*

Full name(s)

Nithee Patel

Position (eg Secretary,  
Chair, etc)

Chair

Date

Company registration number: 01942925

Charity registration number: 1049058

# Asian Women's Resource Centre

(A company limited by guarantee)

Annual Report and Financial Statements

for the Year Ended 31 March 2024

Field Sullivan Limited  
9 Hare & Billet Road  
Blackheath  
SE3 0RB

## Asian Women's Resource Centre

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## Asian Women's Resource Centre

### Reference and Administrative Details

**Chair** N Patel

**Charity Registration Number** 1049058

**Company Registration Number** 01942925

**Registered Office** The charity is incorporated in England and Wales.  
108 Craven Park  
Harlesden  
London  
NW10 8QE

**Auditor** Field Sullivan Limited  
9 Hare & Billet Road  
Blackheath  
SE3 0RB

**Bankers** HSBC  
Kilburn  
50-52 Kilburn High Road  
North Maida Vale  
London  
NW6 4HJ

## Asian Women's Resource Centre

### Trustees' Report

The trustees, who are directors of the company for Companies Act purposes, present their report and the audited financial statements for the year ended 31 March 2024.

This is a directors' report required by S417 of the Companies Act 2006. The trustees confirm that the financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015).

#### Objectives and Activities

1. The purposes of the Charity as set out in the Memorandum of Association are: To relieve the poverty, distress and suffering of women, girls, and children, particularly but not exclusively, of Asian origin through the provision of advice and information in the areas of housing, health, employment, and childcare.
2. To advance the education for the public benefit by the provision of classes, workshops, seminars in areas of housing, health, employment and childcare and the provision for training for employment.

The AWRC's charitable objectives, as outlined in the governing documents, are as follows:

#### Key aims

- Work towards ending violence against women and girls.
- Ensure safety, security, and dignity, through offering targeted responses and reducing risks.
- Ensure the needs of BME women are addressed in line with the ethos of "led by and for".
- Independence and autonomy for BME women and girls.
- Securing equality for all women across all walks of life.
- Involvement of service users at all levels, to ensure that the services provided, meet the needs of women and girls.
- Have a commitment to equality and diversity.

The trustees have received briefings and training to ensure that the work of AWRC adheres to the Charity Commission's guidance on "Charities and Public Benefit" and strictly furthers AWRC ' charitable purposes for public benefit. In implementing their duties under Section 4 of the Charities Act 2011, the trustees considered the restrictions to benefit a section of the public, based on ethnic/national origin, and gender, to strictly fall within our charitable objects. No other restrictions apply in terms of access to facilities, degree of need or any other factors.

#### Public benefit

- To ensure that BME women and girls have access to free advice and information services on a wide range of issues including, welfare benefits, debt, housing/homelessness, education and training and immigration. A fundamental principle within the AWRC is that advice should be free at the point of delivery.
- Offering advice services that are free, the AWRC can assure equal access to all women and girls, particularly women and girls from disadvantaged and marginalised communities.

## Asian Women's Resource Centre

### Trustees' Report

- To address issues of abuse within the wider VAWG agenda, including harmful practices and ensure that safety is prioritised of women and girls.
- Improve understanding of domestic abuse including harmful practices amongst service users, the wider communities, and frontline practitioners, through the delivery of presentations, training and workshops.
- Improve health and well-being of survivors of domestic abuse and support women to rebuild their lives and integrate into mainstream society.

Address equalities issues and increase uptake of BME older women (55+), women in same sex relationships and women with disabilities or mental health issues, who experience abuse.

**Asian Women's Resource Centre (AWRC)** is a specialist women's organisation based in the London Borough of Brent providing independent, specialist, and dedicated support services to Black, Minority, Ethnic (BME) women and children experiencing abuse across London.

Set up over 43 years ago, the AWRC provides a range of services that offer support around every aspect of women's needs, ensuring a holistic and needs-led response. More specifically, services include domestic abuse outreach and advocacy services, working across a spectrum of risks, supporting women to recognize abuse, minimizing risks, through safety planning and building women's self-esteem and confidence through group work services; Advice and information services on welfare benefits, homelessness, debt, and immigration, including supporting women who have no recourse to public funds.

Training and employability workshops for women include developing women's knowledge, skills, and experiences to improve their career prospects. Women are also offered social and networking opportunities through activities groups provided by the AWRC. AWRC is approached by three new women each week fleeing violent relationships, often in crisis situations requiring immediate interventions, and typically advises up to 1, 500 women each year. AWRC is the only place where women can seek out specialist services.

Practical and same language services are offered in 23 community languages as well as providing options on rights and entitlements, prioritising safety, so that women can make informed choices about their lives and those of their children.

AWRC also provides training to frontline practitioners both from the voluntary and statutory sectors on issues that affect BME women, such as self-harm and suicide, forced marriages, so called 'honour'-based abuse, trafficking, and caste and dowry. The training sessions allow professionals to be more responsive to the needs of BME women and girls in a timely manner. In addition, we also seek to highlight the needs of BME communities and ensure that their voices influence policy and legislative changes.

The AWRC provides an open-door policy to all women in need.

As a by and for led organization, we have seen that BME women and children who need support are facing even more barriers than before.

## Asian Women's Resource Centre

### Trustees' Report

These include financial barriers to leaving violent relationships due to the cost-of-living crisis; lack of housing and refuge accommodation; high rental costs; increased mental health and suicide ideologies; limited counselling services; supporting women with no recourse to public funds and barriers to accessing already outstretched services. In the wider environment, failings in police responses to protect women and girls and raising awareness to ensure that society does not tolerate domestic abuse, the need for specialist services has never been greater. AWRC continues to be dedicated to human rights, anti-discrimination, and freedom from oppression and ending Violence Against Women and Girls.

#### Highlights

AWRC lead on three partnership projects which includes supporting women with no recourse to public funds and two of the largest in addressing harmful practices in the UK.

Launched London's first dedicated Helpline to support survivors of domestic abuse who have no recourse to public funds. Increased the capacity of staff to respond to increased risks and increased demands within the sector number.

Created the first and only accredited BME sector-led and designed harmful practices Advocates training ring fenced for BME professionals towards capacity building and inclusion of specialist professionals as recognised IDVAs.

Initiated a one-of-a-kind equitable partnership project with Standing Together Against Domestic Abuse, a white-led second-tier organisation, to foreground BME women's needs and knowledge creation around DA and Harmful practices from an intersectional lens. Ensuring provision to support BME families directly who disproportionately experience technology poverty, poverty, including Supported staff to access well-being and address vicarious trauma, which is rare in under-resourced specialist organisations.

Received IRISI funding to deliver specialist GP-based DA services in the London Boroughs of Hammersmith and Fulham, Westminster, Hillingdon, and Harrow in partnership with Advance. GLA funding to add specialist Housing roles in response to the DA Act 2021. This includes partnerships with Refuge and Advance. AWRC has been at the forefront of strengthening and leading BME-led partnerships and responding to the changing needs of BME women and children.

The AWRC is continuously striving to reach quality and equalities standards and evidence of its success includes the Advice Quality Standard in the category of general help with casework (Level 1); an exemption from the Office of the Immigration Services Commissioner (OISC) to provide Immigration advice (Level 1); and the registration of its crèche services, with OFSTED and adheres to Women's Aid domestic violence service standards. AWRC have also obtained Imkaan Accredited Quality Standards (IAQS) on harmful practices Award level: Distinctive.

The trustees have received briefing and training to ensure that the work of AWRC adheres to the Charity Commission's guidance on "Charities and Public Benefit" and strictly furthers AWRC's charitable purposes for public benefit. In implementing their duties under Section 4 of the Charities Act 2011, the trustees considered the restrictions to benefit a section of the public, based on ethnic/national origin, and gender, to strictly fall within our charitable objects. No other restrictions apply in terms of access to facilities, degree of need or any other factors, and our services are free.

## Asian Women's Resource Centre

### Trustees' Report

#### Policy on grant making

AWRC is not a grant making body but we lead and deliver partnership projects with other BME women's providers addressing VAWG. Our partnerships are formal partnerships requiring joint collaborations we have partnership agreements in place that sets out delivery targets, outcomes, and payment schedules.

#### Policy on social investment including program related investment

These are laid out in our business plan and fundraising documentation.

#### Contribution made by volunteers

We have a volunteer policy which outlines the principles upon which volunteers are involved in Asian Women's Resource Centre. In this policy we define the roles, rights and responsibilities of volunteers.

#### Achievements and performance

- Secured funding to have a single point of entry to support women experiencing domestic abuse who have no recourse to public funds.
- Continued our work to create visibility for our community and for migrant women increasing the engagement of the women with lived experience to influence key decision makers, particularly in areas of violence against women and girls & harmful practices and women who have no recourse to public funds and their rights and entitlements.
- Finalised our organisational review to ensure we can respond to increase in demand for services and organisational growth in a sustainable manner.
- Renewed our quality standards including Advice Quality Standard, OISC registration to ensure that our organisation provides high-quality services to prevent and respond to violence against Black and minoritized women and girls.
- Policies and procedures, business plan and fundraising strategy was updated with the support of Lloyds Enhance programme.
- Undertook an external benchmarking exercise of staff salaries, to bring salaries in line with similar positions across the women's sector.
- AWRC developed a helpline to address issues of harmful practices this project was funded through the London Community Foundation.
- Developed the first single point of entry helpline to support women who have no recourse to public funds.
- Secured funding to deliver a accredited harmful practice Advocates training programme for led by and for organisations.
- Continued to offer training to frontline staff.
- Work to strengthen the Co-ordinated Community Response (CCR) to improve responses to Black and minoritized survivors of domestic abuse and harmful practices. Through mapping, research, creating tools and disseminating findings exploring areas including risk assessment, MARACs, and DHRs to ascertain their effectiveness for Black and minoritized victims and survivors and produce alternative models.

## Asian Women's Resource Centre

### Trustees' Report

#### Policy for holding reserves

The directors are committed to maintaining an adequate, justified, and reasonable level of reserves in line with guidance from the Charity Commission. It is the trustees' aim to hold a reserve fund of £58,505 or equivalent to three months' of running costs.

The charity held reserves totalling £787,012 (2023: £833,510) at the year end.

#### Structure, governance and management

Governing instrument Asian Women's Resource Centre (AWRC) is a charitable company incorporated on 29th August 1985 and registered as a charity on 7th September 1995. The company was established under a memorandum of association which established the objects and powers of the charitable company and is governed under its articles of association.

In the event of the company being wound up members are required to contribute an amount not exceeding £10.

#### Organisational structure

The Board of Directors is responsible for strategic direction, policy-making and overall control of the charity. Members bring a variety of backgrounds and skills relevant to their governance roles and AWRC's work.

In addition to office holding posts (chair, vice chair, secretary and treasurer), individual trustees support specific areas of the work as lead trustees for specific projects, and are accountable to the full committee.

The Board meets every two months. The Board of Directors makes decisions on strategy, compliance, accountability and monitors risk, budget, and operations. As part of its work, the Board approves the charity's business plan, annual work programmes, annual budget and receives quarterly financial reports to control the charity's performance against budgets. Day-to-day operations, staff management and operational decisions are delegated to the Director who receives supervision from the Chair.

**AWRC Directors' induction and training** Following election/appointment each new director receives a Trustee Information Pack detailing roles and responsibilities, legal and financial information of the company, its business plan, and its operational policies. An in-house trustee induction is delivered following election of new members, which may include spending at least half a day in the offices of the charity to acquaint themselves with everyday operations, staff, and services.

## Asian Women's Resource Centre

### Trustees' Report

#### Risk mitigation

The trustees reviewed their risk assessment in November 2023. The trustees at various meeting during the year have examined likely risks of constitutional, financial, governance, management, operations, fundraising, external Influences, human resources and health and safety and agreed measures to reduce and mitigate risks. Agreed actions, systems, and procedures to mitigate risks have been implemented. Policies and legislation affecting migrant women, cuts in the welfare system, reduced avenues to access justice, and the demonization of migration coupled with increased demand for services, against a reduction in funding continue to present risks to the financial sustainability of the organisation. The AWRC staff have returned to the office working hybrid and activities for women have resumed from the premises. Despite good results this year, the Trustees continue to consider measures to mitigate risks associated with dependency on grant funding and continue attempting to diversify funding streams and secure financial sustainability.

The directors of the company are also charity trustees for the purposes of charity law. Under the company's Articles they are known as company directors. AWRC is a membership organisation. Members (460 as of 31 March 2024), are entitled to vote and to stand for election to the Board of Directors at the AGM.

Directors are elected to serve for 3 year terms. Under the requirements of the Articles of Association, one third of the Board members, specifically those who have been longest in office since the last election, shall retire from office. A retiring officer shall be eligible for re-election. Directors are entitled to appoint new directors for vacancies on the Board to ensure it has a range of skills and competences.

#### Trustees and officers

The trustees and officers serving during the year and since the year end were as follows:

Trustees:	R Bologna (appointed 1 November 2023 and Resigned 16 September 2024)
	C Gajrawala
	T Nijjar
	A Pache
	N Patel
	R Sayed
	T Siddiqui
Chair:	N Patel

#### Statement of trustees' responsibilities

The trustees (who are also the directors of Asian Women's Resource Centre 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 (United Kingdom Generally Accepted Accounting Practice), including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

## Asian Women's Resource Centre

### Trustees' Report

Company law requires the trustees to prepare financial statements for each financial year. Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including its income and expenditure, of the charitable company for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards, comprising FRS 102 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 presume that the charitable company will continue in business.

The trustees are responsible for keeping proper accounting records that can disclose with reasonable accuracy at any time the financial position of the charitable company and 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 the prevention and detection of fraud and other irregularities.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

#### Disclosure of information to auditor

Each trustee has taken steps that they ought to have taken as a trustee in order to make themselves aware of any relevant audit information and to establish that the charity's auditor is aware of that information. The trustees confirm that there is no relevant information that they know of and of which they know the auditor is unaware.

The annual report was approved by the trustees of the charity on 20 December 2024 and signed on its behalf by:

*N. Patel*

.....  
N Patel  
Chair and trustee



.....  
T Siddiqui  
Trustee

## Asian Women's Resource Centre

### Independent Auditor's Report to the Members of Asian Women's Resource Centre

#### Opinion

We have audited the financial statements of Asian Women's Resource Centre (the 'charity') for the year ended 31 March 2024, which comprise the Statement of Financial Activities, Balance Sheet, Statement of Cash Flows, 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 United Kingdom Accounting Standards, comprising Charities SORP - FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and applicable law (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 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

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

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

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

#### Other information

The 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.

## **Asian Women's Resource Centre**

### **Independent Auditor's Report to the Members of Asian Women's Resource Centre**

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.

#### **Opinion on other matter 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 for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Trustees' Report has been prepared in accordance with applicable legal requirements.

#### **Matters on which we are required to report by exception**

In the light of our knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Report.

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

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

#### **Responsibilities of trustees**

As explained more fully in the Statement of trustees' responsibilities (set out on page 7 and 8), 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 the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the 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.

## Asian Women's Resource Centre

### Independent Auditor's Report to the Members of Asian Women's Resource Centre

#### Auditor 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.

The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

Discussions were held with the directors with a view to identifying those laws and regulations that could be expected to have a material impact on the financial statements.

The following laws and regulations were identified as being of significance to the entity:

- Those laws and regulations considered to have a direct effect on the financial statements include UK financial reporting standards and Company Law.
- It is considered that there are no laws and regulations for which non-compliance may be fundamental to the operating aspects of the business.

Audit procedures undertaken in response to the potential risks relating to irregularities (which include fraud and non-compliance with laws and regulations) consisted of: inquiries of management and those charged with governance as to whether the entity complies with such laws and regulations; enquiries with the same concerning any actual or potential litigation or claims; inspection of relevant legal correspondence; review of board minutes; testing the appropriateness of entries in the nominal ledger, including journal entries; reviewing transactions around the end of the reporting period; and the performance of analytical procedures to identify unexpected movements in account balances which may be indicative of fraud.

No instances of material non-compliance were identified. However, the likelihood of detecting irregularities, including fraud, is limited by the inherent difficulty in detecting irregularities, the effectiveness of the entity's controls, and the nature, timing and extent of the audit procedures performed. Irregularities that result from fraud might be inherently more difficult to detect than irregularities that result from error. As explained above, there is an unavoidable risk that material misstatements may not be detected, even though the audit has been planned and performed in accordance with ISAs (UK).

#### Use of our report

This report is made solely to the charitable company's trustees, 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 trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and its trustees as a body, for our audit work, for this report, or for the opinions we have formed.

**Asian Women's Resource Centre**

**Independent Auditor's Report to the Members of Asian Women's Resource Centre**



.....  
Timothy Sullivan FCA (Senior Statutory Auditor)  
For and on behalf of Field Sullivan Limited, Statutory Auditor

9 Hare & Billet Road  
Blackheath  
SE3 ORB

Date: 20/12/24.....

Asian Women's Resource Centre

Statement of Financial Activities for the Year Ended 31 March 2024  
(Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

	Note	Unrestricted £	Restricted £	Total 31 March 2024 £	Unrestricted £	Restricted £	Total 1 October 2021 to 31 March 2023 £
<b>Income and Endowments from:</b>							
Donations and legacies	3	985	-	985	2,933	-	2,933
Charitable activities	4	30,421	2,234,329	2,264,750	108,920	2,942,099	3,051,019
Investment income	5	898	-	898	199	-	199
Total income		32,304	2,234,329	2,266,633	112,052	2,942,099	3,054,151
<b>Expenditure on:</b>							
Charitable activities	6	(435,785)	(1,877,346)	(2,313,131)	(174,366)	(2,431,039)	(2,605,405)
Total expenditure		(435,785)	(1,877,346)	(2,313,131)	(174,366)	(2,431,039)	(2,605,405)
Net (expenditure)/income		(403,481)	356,983	(46,498)	(62,314)	511,060	448,746
Transfers between funds		437,737	(437,737)	-	320,330	(320,330)	-
Net movement in funds		34,256	(80,754)	(46,498)	258,016	190,730	448,746
<b>Reconciliation of funds</b>							
Total funds brought forward		499,801	333,709	833,510	241,785	142,979	384,764
Total funds carried forward	16	534,057	252,955	787,012	499,801	333,709	833,510

The notes on pages 17 to 31 form an integral part of these financial statements.

**Asian Women's Resource Centre**

**Statement of Financial Activities for the Year Ended 31 March 2024  
(Including Income and Expenditure Account and Statement of Total Recognised Gains and  
Losses)**

All of the charity's activities derive from continuing operations during the above two periods.

The funds breakdown for 2023 is shown in note 16.

The notes on pages 17 to 31 form an integral part of these financial statements.

Asian Women's Resource Centre

(Registration number: 01942925)  
Balance Sheet as at 31 March 2024

	Note	2024 £	2023 £
<b>Fixed assets</b>			
Tangible assets	12	20,944	4,530
<b>Current assets</b>			
Debtors	13	730,666	527,296
Cash at bank and in hand	14	489,364	755,027
		<u>1,220,030</u>	<u>1,282,323</u>
<b>Creditors: Amounts falling due within one year</b>	15	<u>(453,962)</u>	<u>(453,343)</u>
<b>Net current assets</b>		<u>766,068</u>	<u>828,980</u>
<b>Net assets</b>		<u>787,012</u>	<u>833,510</u>
<b>Funds of the charity:</b>			
<b>Restricted income funds</b>			
Restricted funds		252,955	333,709
<b>Unrestricted income funds</b>			
Unrestricted funds		<u>534,057</u>	<u>499,801</u>
<b>Total funds</b>	16	<u>787,012</u>	<u>833,510</u>

The financial statements on pages 13 to 31 were approved by the trustees, and authorised for issue on 20 December 2024 and signed on their behalf by:

*N. Patel*

.....  
N Patel  
Chair and trustee



.....  
T Siddiqui  
Trustee

The notes on pages 17 to 31 form an integral part of these financial statements.

## Asian Women's Resource Centre

### Statement of Cash Flows for the Year Ended 31 March 2024

	Note	2024 £	2023 £
<b>Cash flows from operating activities</b>			
Net cash (expenditure)/income		(46,498)	448,746
<b>Adjustments to cash flows from non-cash items</b>			
Depreciation		11,324	8,684
Investment income	5	<u>(898)</u>	<u>(199)</u>
		(36,072)	457,231
<b>Working capital adjustments</b>			
(Increase)/decrease in debtors	13	(203,370)	30,269
Increase in creditors	15	25,164	16,669
(Decrease)/increase in deferred income		<u>(24,545)</u>	<u>3,290</u>
Net cash flows from operating activities		<u>(238,823)</u>	<u>507,459</u>
<b>Cash flows from investing activities</b>			
Interest receivable and similar income	5	898	199
Purchase of tangible fixed assets	12	<u>(27,738)</u>	<u>(7,214)</u>
Net cash flows from investing activities		<u>(26,840)</u>	<u>(7,015)</u>
Net (decrease)/increase in cash and cash equivalents		(265,663)	500,444
Cash and cash equivalents at 1 April		<u>755,027</u>	<u>254,583</u>
Cash and cash equivalents at 31 March		<u><u>489,364</u></u>	<u><u>755,027</u></u>

All of the cash flows are derived from continuing operations during the above two periods.

The notes on pages 17 to 31 form an integral part of these financial statements.

## Asian Women's Resource Centre

### Notes to the Financial Statements for the Year Ended 31 March 2024

#### 1 Charity status

The charity is limited by guarantee, incorporated in England and Wales, and consequently does not have share capital. Each of the trustees is liable to contribute an amount not exceeding £1 towards the assets of the charity in the event of liquidation.

The address of its registered office is:

108 Craven Park  
Harlesden  
London  
NW10 8QE

These financial statements were authorised for issue by the trustees on 20 December 2024.

#### 2 Accounting policies

##### Summary of significant accounting policies and key accounting estimates

The principal accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

##### Statement of compliance

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) - Second edition October 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102). They also comply with the Companies Act 2006 and Charities Act 2011.

##### Basis of preparation

Asian Women's Resource Centre meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

##### Going concern

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern nor any significant areas of uncertainty that affect the carrying value of assets held by the charity.

## Asian Women's Resource Centre

### Notes to the Financial Statements for the Year Ended 31 March 2024

#### **Judgements and key sources of estimation uncertainty**

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

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

#### **Income and endowments**

All income is recognised once the charity has entitlement to the income, it is probable that the income will be received and the amount of the income receivable can be measured reliably.

#### **Donations and legacies**

Donations are recognised when the charity has been notified in writing of both the amount and settlement date. In the event that a donation is subject to conditions that require a level of performance by the charity before the charity is entitled to the funds, the income is deferred and not recognised until either those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the charity and it is probable that these conditions will be fulfilled in the reporting period.

#### **Deferred income**

Deferred income represents amounts received for future periods and is released to incoming resources in the period for which, it has been received. Such income is only deferred when:

- The donor specifies that the grant or donation must only be used in future accounting periods; or
- The donor has imposed conditions which must be met before the charity has unconditional entitlement.

#### **Gift aid**

Incoming resources from tax reclaims are included in the Statement of Financial Activities at the same time as the gift to which they relate.

#### **Investment income**

Dividends are recognised once the dividend has been declared and notification has been received of the dividend due.

#### **Expenditure**

All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable settlement is required and the amount can be measured reliably. All costs are allocated to the applicable expenditure heading that aggregate similar costs to that category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of resources, with central staff costs allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Other support costs are allocated based on the spread of staff costs.

## Asian Women's Resource Centre

### Notes to the Financial Statements for the Year Ended 31 March 2024

#### **Charitable activities**

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

#### **Support costs**

Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources, for example, allocating property costs by floor areas, or per capita, staff costs by the time spent and other costs by their usage.

#### **Governance costs**

These include the costs attributable to the charity's compliance with constitutional and statutory requirements, including audit, strategic management and trustees meetings and reimbursed expenses.

#### **Taxation**

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

#### **Tangible fixed assets**

Individual fixed assets costing £500 or more are initially recorded at cost, less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

#### **Depreciation and amortisation**

Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual value, over their expected useful economic life as follows:

<b>Asset class</b>	<b>Depreciation method and rate</b>
Office equipment	3 year straight line method
Computer equipment	5.5 year straight line method

#### **Trade debtors**

Trade debtors are amounts due from customers for merchandise sold or services performed in the ordinary course of business.

Trade debtors are recognised initially at the transaction price. They are subsequently measured at amortised cost using the effective interest method, less provision for impairment. A provision for the impairment of trade debtors is established when there is objective evidence that the charity will not be able to collect all amounts due according to the original terms of the receivables.

## Asian Women's Resource Centre

### Notes to the Financial Statements for the Year Ended 31 March 2024

#### Cash and cash equivalents

Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

#### Trade creditors

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Accounts payable are classified as current liabilities if the charity does not have an unconditional right, at the end of the reporting period, to defer settlement of the creditor for at least twelve months after the reporting date. If there is an unconditional right to defer settlement for at least twelve months after the reporting date, they are presented as non-current liabilities.

Trade creditors are recognised initially at the transaction price and subsequently measured at amortised cost using the effective interest method.

#### Fund structure

Unrestricted income funds are general funds that are available for use at the trustees discretion in furtherance of the objectives of the charity.

Designated funds are unrestricted funds set aside for specific purposes at the discretion of the trustees.

Restricted income funds are those donated for use in a particular area or for specific purposes, the use of which is restricted to that area or purpose.

#### Pensions and other post retirement obligations

The charity operates a defined benefit pension scheme. Typically defined benefit plans define an amount of pension benefit that an employee will receive on retirement, usually dependent on one or more factors such as age, years of service and compensation.

The liability recognised in the Balance Sheet in respect of defined benefit pension plans is the present value of the defined benefit obligation at the reporting date minus the fair value of plan assets. The defined benefit obligation is measured using the projected unit credit method. The present value of the defined benefit obligation is determined by discounting the estimated future payments by reference to market yields at the reporting date on high-quality corporate bonds that are denominated in the currency in which the benefits will be paid, and that have terms to maturity approximating to the terms of the related pension liability.

Actuarial gains and losses are charged or credited to other comprehensive income in the period in which they arise.

## Asian Women's Resource Centre

### Notes to the Financial Statements for the Year Ended 31 March 2024

#### 3 Income from donations and legacies

	Total 2024 £	Total 2023 £ 18 months
Donations and legacies;		
Gift aid reclaimed	-	34
Regular giving and capital donations	985	2,359
Other income from donations and legacies	-	540
	<u>985</u>	<u>2,933</u>

## Asian Women's Resource Centre

### Notes to the Financial Statements for the Year Ended 31 March 2024

#### 4 Income from charitable activities

	Unrestricted funds General £	Restricted funds £	Total 2024 £	Total 2023 18 months £
Big Lottery Fund Grant	-	-	-	8,333
London Councils	-	308,604	308,604	464,041
Surviving Abuse and Rebuilding Lives (SAARL)	-	100,000	100,000	100,000
Solace Women's Aid	-	47,834	47,834	90,241
Brent Community Safety Team	-	-	-	25,000
Brent Advice Fund	-	-	-	9,000
John Lyons Foundation	-	-	-	6,253
London Councils (NRPF)	-	641,859	641,859	646,452
Southall Black Sisters (LS2LC)	-	131,322	131,322	221,809
MOPAC Tranche 4 (P & ACT EHP)	-	533,230	533,230	867,394
LCRF Helpline	-	-	-	50,000
GMSP Foundation	-	-	-	67,200
Advance Whole Housing	-	152,000	152,000	151,999
Esme Fairbain Foundation	-	40,547	40,547	35,300
MOPAC IDVA	-	47,500	47,500	86,725
Refuge	-	85,000	85,000	85,000
Women & Girls Domestic	-	41,339	41,339	40,663
London Community Response	-	-	-	7,843
Lloyds Foundation	11,111	-	11,111	74,472
IRIS	-	39,794	39,794	13,167
Coronavirus job retention	-	-	-	127
IDVA TOT Course	19,310	65,300	84,610	-
	<u>30,421</u>	<u>2,234,329</u>	<u>2,264,750</u>	<u>3,051,019</u>

## Asian Women's Resource Centre

### Notes to the Financial Statements for the Year Ended 31 March 2024

#### 5 Investment income

	Total 2024 £	Total 2023 £
Interest receivable and similar income;		
Interest receivable on bank deposits	898	199

#### 6 Expenditure on charitable activities

	Note	Total 2024 £	Total 2023 £
Delivery costs		58,191	109,172
P&ACT Evaluation		-	6,666
Repairs		47,254	66,263
Bad debts written off		360	-
Project partner costs		1,145,394	1,544,165
Support costs	7	1,061,932	879,139
		2,313,131	2,605,405

## Asian Women's Resource Centre

### Notes to the Financial Statements for the Year Ended 31 March 2024

#### 7 Analysis of support costs

##### Support costs

	Total 2024 £	Total 2023 £
Staff costs		
Wages and salaries	684,819	622,268
Social security costs	57,926	54,473
Pension costs	12,745	11,442
Subcontract costs	153,871	81,829
Fundraising costs	1,222	4,089
Staff welfare	490	538
Staff training	15,358	13,580
Staff recruitment	299	990
Sundries	4,735	2,635
Travel	1,980	921
Advertising	169	453
Audit	6,564	6,372
Audit fee (over)/under provision	-	(1,350)
Legal and professional	33,811	17,790
Light and heat	11,461	1,406
Insurance	7,077	6,808
Telephone	6,756	10,442
IT costs	13,015	10,461
Printing and postage	1,893	1,445
Trade subscriptions	32,396	14,803
Leasing costs	1,180	1,722
Cleaning	2,735	5,975
Payroll and bookkeeping	-	1,117
Bank charges	106	246
Depreciation	11,324	8,684
	<u>1,061,932</u>	<u>879,139</u>

## Asian Women's Resource Centre

### Notes to the Financial Statements for the Year Ended 31 March 2024

#### 8 Net incoming/outgoing resources

Net (outgoing)/incoming resources for the year include:

	2024 £	2023 £
Audit fees	6,564	6,372
Depreciation of fixed assets	<u>6,481</u>	<u>8,684</u>

#### 9 Trustees remuneration and expenses

No trustees, nor any persons connected with them, have received any remuneration from the charity during the year.

#### 10 Staff costs

The aggregate payroll costs were as follows:

	2024 £	2023 £
<b>Staff costs during the year were:</b>		
Wages and salaries	684,819	622,268
Social security costs	57,926	54,473
Pension costs	12,745	11,442
Subcontract costs	<u>153,871</u>	<u>81,829</u>
	<u>909,361</u>	<u>770,012</u>

The monthly average number of persons (including senior management / leadership team) employed by the charity during the year expressed as full time equivalents was as follows:

	2024 No	2023 No
Full time equivalent	<u>23</u>	<u>20</u>

No employee received emoluments of more than £60,000 during the year.

The total employee benefits of the key management personnel of the charity were £236,590 (2023 - £283,135).

## Asian Women's Resource Centre

### Notes to the Financial Statements for the Year Ended 31 March 2024

#### 11 Taxation

The charity is a registered charity and is therefore exempt from taxation.

#### 12 Tangible fixed assets

	Furniture and equipment £	Total £
<b>Cost</b>		
At 1 April 2023	21,826	21,826
Additions	27,738	27,738
At 31 March 2024	49,564	49,564
<b>Depreciation</b>		
At 1 April 2023	17,296	17,296
Charge for the year	11,324	11,324
At 31 March 2024	28,620	28,620
<b>Net book value</b>		
At 31 March 2024	20,944	20,944
At 31 March 2023	4,530	4,530

#### 13 Debtors

	2024 £	2023 £
Trade debtors	730,666	525,718
Prepayments	-	1,218
Other debtors	-	360
	730,666	527,296

#### 14 Cash and cash equivalents

	2024 £	2023 £
Cash at bank	489,364	755,027

## Asian Women's Resource Centre

### Notes to the Financial Statements for the Year Ended 31 March 2024

#### 15 Creditors: amounts falling due within one year

	2024	2023
	£	£
Trade creditors	425,294	399,150
Other taxation and social security	18,356	15,111
Other creditors	3,748	8,165
Accruals	6,564	6,372
Deferred income	-	24,545
	<u>453,962</u>	<u>453,343</u>

	2024	2023
	£	£
Deferred income at 1 April 2023	(24,545)	(21,255)
Resources deferred in the period	-	(24,545)
Amounts released from previous periods	24,545	21,255
Deferred income at year end	<u>-</u>	<u>(24,545)</u>

## Asian Women's Resource Centre

### Notes to the Financial Statements for the Year Ended 31 March 2024

#### 16 Funds

	Balance at 1 April 2023 £	Incoming resources £	Resources expended £	Transfers £	Balance at 31 March 2024 £
<b>Unrestricted funds</b>					
<i>General</i>					
General Funds	486,213	32,304	(435,785)	437,737	520,469
<i>Designated</i>					
COVID Contingency	13,588	-	-	-	13,588
<b>Total unrestricted funds</b>	<u>499,801</u>	<u>32,304</u>	<u>(435,785)</u>	<u>437,737</u>	<u>534,057</u>
<b>Restricted funds</b>					
London Councils (EHP)	-	308,604	(253,288)	(55,316)	-
Solace Women's Aid	25,105	47,834	(36,127)	(36,812)	-
MOPAC Tranche 4	-	533,230	(496,397)	(36,833)	-
Southall Black Sisters (LS2LC)	59,853	131,322	(79,142)	(52,806)	59,227
London Councils (NRPF)	47,786	641,859	(604,521)	(85,124)	-
IRIS	-	39,794	(33,207)	-	6,587
Advance	78,341	152,000	(80,992)	(76,371)	72,978
Esmee Fairbairn	19,146	40,547	(47,226)	-	12,467
MOPAC IDVA	22,518	47,500	(62,613)	(7,405)	-
Refuge	47,962	85,000	(27,668)	(69,133)	36,161
SAAT	28,138	100,000	(76,690)	(17,937)	33,511
Women and girls domestic	4,860	41,339	(32,986)	-	13,213
IDVA TOT Course	-	65,300	(46,489)	-	18,811
	<u>333,709</u>	<u>2,234,329</u>	<u>(1,877,346)</u>	<u>(437,737)</u>	<u>252,955</u>
<b>Total funds</b>	<u><u>833,510</u></u>	<u><u>2,266,633</u></u>	<u><u>(2,313,131)</u></u>	<u><u>-</u></u>	<u><u>787,012</u></u>

## Asian Women's Resource Centre

### Notes to the Financial Statements for the Year Ended 31 March 2024

	Balance at 1 October 2021 £	Incoming resources £	Resources expended £	Transfers £	Balance at 31 March 2023 £
<b>Unrestricted funds</b>					
<i>General</i>					
General Funds	228,197	112,052	(174,366)	320,330	486,213
<i>Designated</i>					
COVID Contingency	13,588	-	-	-	13,588
<b>Total unrestricted funds</b>	<b>241,785</b>	<b>112,052</b>	<b>(174,366)</b>	<b>320,330</b>	<b>499,801</b>
<b>Restricted funds</b>					
London Councils (EHP)	-	464,041	(440,042)	(23,999)	-
Surviving Abuse and Rebuilding Lives (SAARL)	22,694	8,333	(20,985)	(10,042)	-
Solace Women's Aid	46,528	90,241	(67,957)	(43,707)	25,105
Brent Advice Fund	-	9,000	(10,398)	1,398	-
Lloyds Foundation	-	72,222	(50,027)	(22,195)	-
John Lyons Foundation	-	6,253	(1,363)	(4,890)	-
MOPAC Tranche 4	-	867,394	(832,469)	(34,925)	-
Southall Black Sisters (LS2LC)	(10,096)	221,809	(131,639)	(20,221)	59,853
London Councils (NRPF)	-	646,452	(545,673)	(52,993)	47,786
Edward Harvist	(1,074)	-	-	1,074	-
IRIS	16,823	6,667	(19,020)	(4,470)	-
Revitalise Projects	41,503	-	(42,000)	497	-
London Council helpline	26,601	50,000	(48,382)	(28,219)	-
Advance	-	151,999	(55,184)	(18,474)	78,341
Esmee Fairbairn	-	35,300	(14,736)	(1,418)	19,146
MOPAC IDVA	-	86,725	(42,502)	(21,705)	22,518
Refuge	-	85,000	(15,842)	(21,196)	47,962
SAARL	-	100,000	(62,986)	(8,876)	28,138
Women and girls domestic	-	40,663	(29,834)	(5,969)	4,860
	<u>142,979</u>	<u>2,942,099</u>	<u>(2,431,039)</u>	<u>(320,330)</u>	<u>333,709</u>
<b>Total funds</b>	<b><u>384,764</u></b>	<b><u>3,054,151</u></b>	<b><u>(2,605,405)</u></b>	<b><u>-</u></b>	<b><u>833,510</u></b>

## Asian Women's Resource Centre

### Notes to the Financial Statements for the Year Ended 31 March 2024

The specific purposes for which the funds are to be applied are as follows:

London Councils Ascent Ending Harmful Partnership - provides advocacy, counselling, training, community engagement activities to those affected by harmful practices across London.

Surviving Abuse and Rebuilding Lives - provided domestic abuse, advice and information and workshops and classes for women. This project has ended and now we are delivering on SAAT (Surviving Abuse And Thriving).

Solace - Providing advice and counselling services to women experiencing domestic abuse.

Brent Advice Fund - Providing advice and information services and workshops on welfare benefits & housing - this project has ended.

John Lyons - supporting young women experiencing harmful practices, this project has ended.

Southall Black Sisters - LHAWAS project providing direct accomodation and subsistence for women with No recourse to public funds.

London Community Response - supported the setting up of the harmful practices helpline project and an evaluation of the service - This project has ended.

Edward Harvest trust - Installation of security systems at the premises.

IRIS - To provide training to GP's practices and take refferals for women experiencing domestic abuse from GP practices.

Revitalise Project - undertake renovation works to AWRC premises including full access for women with disabilities and training room room for women.

#### 17 Analysis of net assets between funds

	Unrestricted funds General £	Restricted funds £	Total funds at 31 March 2024 £
Tangible fixed assets	20,944	-	20,944
Current assets	967,075	252,955	1,220,030
Current liabilities	(453,962)	-	(453,962)
Total net assets	<u>534,057</u>	<u>252,955</u>	<u>787,012</u>

## Asian Women's Resource Centre

### Notes to the Financial Statements for the Year Ended 31 March 2024

	Unrestricted funds General £	Restricted funds £	Total funds at 31 March 2023 £
Tangible fixed assets	4,530	-	4,530
Current assets	948,614	333,709	1,282,323
Current liabilities	<u>(453,343)</u>	<u>-</u>	<u>(453,343)</u>
Total net assets	<u>499,801</u>	<u>333,709</u>	<u>833,510</u>

#### 18 Section 37 statement

##### Ending Harmful Practices

	Grant received (£)	Grant spent (£)
Ashiana Network	35,314	35,314
Asian Women's Resource Centre lead partner	60,192	60,192
DVIP	22,647	22,647
Forward	47,976	47,976
IKWRO	35,314	35,314
IMECE	35,314	35,314
LAWRS	35,314	35,314
Southall Black Sisters	15,706	15,706
Women and Girls Network	20,828	20,828
	<u>308,604</u>	<u>308,604</u>
Staff costs	254,616	254,616
Beneficiary costs	9,592	9,592
Other costs	<u>44,397</u>	<u>44,397</u>
	<u>308,604</u>	<u>308,604</u>

Funding of £308,604 was received from London Councils in 2023/24 for the Ending Harmful Practices project. The total amount spent was £308,604.

#### 18 Related party transactions

There were no related party transactions in the year.

Tim Sullivan  
Field Sullivan Ltd  
9 Hare & Billet Road  
Blackheath  
SE3 0RB

17 December 2024

Dear Sirs

### **LETTER OF REPRESENTATION FOR THE YEAR ENDED 31 MARCH 2024**

We confirm that the following representations are made on the basis of enquiries of management and staff with relevant knowledge and experience and where appropriate, of inspection of supporting documentation, sufficient to satisfy ourselves that we can properly make each of the following representations to you in connection with your audit of the charitable company's financial statements for the year ended 31 March 2024.

We acknowledge our legal responsibilities regarding disclosure of information to you as auditors and confirm that so far as we are aware, there is no relevant audit information needed by you in connection with preparing your audit report of which you are unaware. Each trustee has taken all the steps that they ought to have taken as a director in order to make themselves aware of any relevant audit information and to establish that you are aware of that information.

#### **Financial Statements:**

1. We acknowledge, and have fulfilled, as trustees (who are also Directors of the charitable company), our collective responsibility under the Companies Act 2006 for presenting financial statements (in accordance with the Companies Act 2006 and United Kingdom Accounting Standards), which give a true and fair view of the financial position of the charitable company at the reporting date, and of its result for the year then ended, and for making accurate representations to you. We confirm that we have approved the financial statements for the year ended 31 March 2024.
2. We confirm that the accounting policies and estimation techniques adopted for the preparation of the financial statements are the most appropriate to the circumstances in which the charitable company operates.
3. Other than as disclosed in the financial statements, the charitable company has not entered into any transactions involving trustees, officers or other related parties, which require disclosure under the Companies Act, SORP or Financial Reporting Standards. If relevant, appropriate disclosure has been made of the control of the charitable company.

4. We have disclosed all known or possible litigation and claims whose effects should be considered when preparing the financial statements and these have been disclosed in accordance with the requirements of accounting standards.
5. We confirm that we have considered the unadjusted errors advised to us by you itemized in Appendix 2 to this letter. It is our view that the cost of making these adjustments to the financial statements outweighs any benefits that will be gained by the users of the financial statements. The combined effect of the unadjusted errors is not material and we do not consider that their absence from the financial statements affects the true and fair view given.
6. All grants, donations and other incoming resources, the receipt of which is subject to specific terms or conditions, have been notified to you. There have been no breaches of terms or conditions during the year in the application of such incoming resources. The following endowments and restricted income grants and donations were received during the year:

London Councils	308,604
Surviving Abuse and Rebuilding Lives (SAARL)	100,000
Solace Women's Aid	47,834
London Councils (NRPF)	641,859
Southall Black Sisters (LS2LC)	131,322
MOPAC Tranche 4 (P & ACT EHP)	533,230
Advance Whole Housing	152,000
Esme Fairbain Foundation	40,547
MOPAC IDVA	47,500
Refuge	85,000
Women & Girls Domestic	41,339
IRIS	39,794
IDVA TOT Course	65,300
	<b>2,234,329</b>

7. The financial statements of the charitable company have been prepared on the going concern basis as we believe that adequate cash resources will be available to cover the charitable company's requirements for working capital and capital expenditure for at least the next twelve months. We are not aware of any other factors which could put into jeopardy the charitable company's going concern status during or beyond this year.
8. There have been no events since the reporting date which necessitate revision of the figures included in the financial statements or inclusion of a note thereto. Should further material events occur, which may necessitate revision of the figures included in the financial statements or inclusion of a note thereto, we will advise you accordingly.
9. We confirm the petty cash balance was £nil at the year end.

10. We confirm we have no plans or intentions that may materially affect the carrying value or classification of any assets and liabilities reflected in the financial statements.
11. We confirm that after the audit report has been signed, we will circulate a copy of our annual report to every member of the charitable company, every holder of the company's debentures and every other person entitled to receive notice of general meetings, as required by section 423, Companies Act 2006.
12. We confirm that the wages and salaries shown in appendix 1 is correct.
13. We confirm restricted funds balances at the year-end were;

Southall Black Sisters (LS2LC)	59,227
IRIS	6,587
Advance	72,978
Esmee Fairbairn	12,467
Refuge	36,161
SAAT	33,511
Women and girls domestic	13,213
IDVA TOT Course	18,811
	<b>252,955</b>

**Information provided:**

14. All the accounting records have been made available to you for the purpose of your audit and all the transactions undertaken by the charitable company have been properly reflected and recorded in the accounting records. We have provided to you all other information requested and given unrestricted access to persons within the entity from whom you have deemed it necessary to speak to. All other records and relevant information, including minutes of all trustees', members', and management meetings, have been made available to you.
15. Other than those disclosed in the financial statements we are not aware of any material liabilities, provisions, contingent liabilities, contingent assets or contracted for capital commitments, that need to be provided for or disclosed in the financial statements.
16. We confirm that the charitable company has had no non-routine communication with Charity Commission during or since the year of which you are unaware. We confirm that no transactions or arrangements occurred in the year for which we needed Charity Commission approval
17. We have reviewed the affairs of the charitable company and confirm that no income or gains are subject to corporation tax.

18. Further, we have reviewed the affairs of the charitable company and confirm no income is considered to be a Vatable supply.
19. We confirm that the charity has adequate procedures in place to identify intangible income and all intangible income has been appropriately valued and included in the financial statements.
20. The charitable company has satisfactory title to all assets and there are no liens or encumbrances on the company's assets.
21. We confirm that the functional currency of the charitable company is Sterling.
22. We confirm that we have notified you of all related party relationships, and transactions that the charitable company has entered into with those related parties during the year of which we are aware.
23. We acknowledge our responsibility for the design and implementation of internal controls to prevent and detect errors or fraud, and have disclosed to you the results of our assessment of the risk that the financial statements may be materially misstated as a result of fraud. We are unaware of any irregularities, including fraud and suspected fraud, involving management, employees or others who have significant roles in internal control, or those employed by the charitable company where the fraud could have a material effect on the financial statements. No allegations of such irregularities or breaches have come to our notice.
24. We are unaware of any breaches or possible breaches of statute, regulations, contracts, agreements or the charitable company's Memorandum and Articles of Association which might result in the charitable company suffering significant penalties or other loss. No allegations of such irregularities or breaches have come to our notice.
25. We confirm that we have been notified by you that there are no matters which you are required to raise with us to comply with your profession's ethical guidance which are in addition to the matters included in your assignment terms letter to us.
26. We confirm that the funds note disclosed in the financial statements gives an appropriate description for the transfer of funds.
27. We confirm receipt of your assignment terms letter and we confirm receipt of your management letter.
28. We confirm that there is a historic pension liability of £2,822.

Yours faithfully

*N.Patel*

Nithee Patel

Signed on behalf of the Board of Trustees (those charged with governance)

## Appendix 1 – Wages and Salaries

AKHTAR ZAINAB	15,899.11
ALI AMIRA	25,312.56
APARANTI VANDANA	25,802.60
ASLAM MUNEEBA BIBI	29,289.99
BARBOSA DE LIMA DENISA	28,888.50
BEGUM RAJIA	22,260.34
BIBI UMAMA	10,227.27
BINNING BALJINDER	7,652.17
CHOWDHURY JHUMON	24,616.25
DHILLON GURSHARANJIT KAUR	7,430.77
GANGER SARBJIT	53,057.03
HIRANI MANJULA MANJI	5,064.00
HOWES BEVERLEY	10,809.54
IJAZ SAHAR	26,874.99
IQBAL SHABNAM MAROOF	30,256.47
IZUOGU UDOKA	10,227.27
KHARBANDA PUNAM	44,311.10
KUMAR SHREEJA	3,333.33
MALIK AISHA	650.00
MAMMADOVA SAMRA	26,785.17
McCALLA ERENE	34,424.11
MOHI ZARREEN WASEEM	34,154.88
MUKHERJI SUBHALUXMI	9,900.00
MUSTAID ZARAFSHAN	24,882.09
NAAZ FABEHA	25,896.66
OVAIS KAINAAT	3,333.33
PARLAK SUNA	28,954.14
PATEL SEEMA	27,924.26
POOVALINGAM SHAGINI	21,643.95
RAJE SHIVANTIKA	3,333.33
SENARATNE SUDARA	26,850.51
USMANI AASIFA	6,934.78

## Appendix 2 – Summary of adjusted errors

		SOFA		Balance sheet	
		Dr	Cr	Dr	Cr
<b>1</b>	Dr	Depreciation	4,843		
	Cr	Office equipment depreciation charge			3,343
	Cr	Computer equipment depreciation charge			1,499
Being depreciation charge of fixed assets					
<b>2</b>	Dr	Office equipment		10,030	
	Dr	Computer equipment		8,246	
	Cr	IT costs	18,276		
Being reanalysis of IT costs to fixed assets					
<b>3</b>	Dr	Bank		11,888	
	Cr	Memberships	11,888		
Being transaction included on Xero but not paid until post YE					
<b>4</b>	Dr	Memberships	11,888		
	Cr	Trade creditors			11,888
Being trade creditor identified during post year end payments testing					
<b>5</b>	Dr	Insurance	1,218		
	Cr	Prepayments			1,218
Being reversal of prior year prepayment					
<b>6</b>	Dr	Trade creditors		1,299	
	Cr	Delivery costs	1,299		
Being historic aged payable written off					
		17,949	31,463	31,463	17,949

Summary of unadjusted errors

			SOFA		Balance sheet	
			Dr	Cr	Dr	Cr
<b>1</b>	Dr	Interpreting	2,851			
	Cr	Trade creditors				2,851
Being additional trade creditor identified during our post year end payments testing <b>12.3</b>						
<b>2</b>	Dr	Prepayments			569	
	Cr	Delivery costs		569		
Being additional prepayment identified during our cut-off testing <b>12.2</b>						
<b>3</b>	Dr	Subcontractor	1,050			
	Dr	Finance officer	1,512			
	Dr	Interpretation	5,813			
	Cr	Trade creditors				8,375
Being additional trade creditor identified during our cut-off testing <b>12.2</b>						
			11,226	569	569	11,226
		Unadjusted surplus/(deficit)		(10,657)		

**ASIAN WOMEN'S RESOURCE CENTRE**

England & Wales - Charity number 1049058

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# Accounts

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## Trustees' Annual Report for the period

From September 2021  
Period end date March 2023

Period start date To

Charity name: Asian Women's Resource Centre

Charity registration number:

## Objectives and Activities

	SORP reference	
Summary of the purposes of the charity as set out in its governing document	Para 1.17	<p>The trustees, who are directors of the company for Companies Act purposes, present their report and the audited financial statements for the year ended 31 March 2023</p> <p>This is a directors' report required by S417 of the Companies Act 2006. The trustees confirm that the financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015).</p> <p>Objectives and Activities</p> <ol style="list-style-type: none"><li>1. The purposes of the Charity as set out in the Memorandum of Association are: To relieve the poverty, distress and suffering of women, girls, and children, particularly but not exclusively, of Asian origin through the provision of advice and information in the areas of housing, health, employment, and childcare.</li><li>2. To advance the education for the public benefit by the provision of classes, workshops, seminars in areas of housing, health, employment and childcare and the provision for training for employment.</li></ol>

		<p>The AWRC's charitable objectives, as outlined in the governing documents, are as follows:</p> <p><b>Key aims</b></p> <ul style="list-style-type: none"> <li>- Work towards ending violence against women and girls.</li> <li>- Ensure safety, security, and dignity, through offering targeted responses and reducing risks.</li> <li>- Ensure the needs of BME women are addressed in line with the ethos of "led by and for".</li> <li>- Independence and autonomy for BME women and girls.</li> <li>- Securing equality for all women across all walks of life.</li> <li>- Involvement of service users at all levels, to ensure that the services provided, meet the needs of women and girls.</li> <li>- Have a commitment to equality and diversity.</li> </ul>
<p>Summary of the main activities in relation to those purposes for the public benefit, in particular, the activities, projects or services identified in the accounts.</p>	<p>Para 1.17 and 1.19</p>	<p>The trustees have received briefing and training to ensure that the work of AWRC adheres to the Charity Commission's guidance on "Charities and Public Benefit" and strictly furthers AWRC ' charitable purposes for public benefit. In implementing their duties under Section 4 of the Charities Act 2011, the trustees considered the restrictions to benefit a section of the public, based on ethnic/national origin, and gender, to strictly fall within our charitable objects. No other restrictions apply in terms of access to facilities, degree of need or any other factors.</p> <p>Public benefit</p> <ul style="list-style-type: none"> <li>- To ensure that BME women and girls have access to free advice and information services on a wide range of issues including, welfare benefits, debt, housing/homelessness, education and training and immigration. A fundamental principle within the AWRC is that advice should be free at the point of delivery.</li> <li>- Through offering advice services that are free, the AWRC can assure equal access to all women and girls, particularly women and girls from disadvantaged and marginalised communities.</li> </ul>

- To address issues of abuse within the wider VAWG agenda, including harmful practices and ensure that safety is prioritised of women and girls.
- Improve the understanding of domestic abuse including harmful practices amongst service users, the wider communities, and frontline practitioners, through the delivery of presentations, training and workshops.
- Improve health and well-being of survivors of domestic abuse and support women to rebuild their lives and integrate into mainstream society.
- Address equalities issues and increase uptake of BME older women (55+), women in same sex relationships and women with disabilities or mental health issues, who experience abuse.

**Asian Women’s Resource Centre**

(AWRC) is a specialist women’s organisation based in the London Borough of Brent, providing independent, specialist and dedicated support services to Black, Minority, Ethnic (BME) women and children, at risk or experiencing abuse across London.

AWRC was created in recognition that women carry a disproportionate burden of problems of displacement, isolation, and exclusion from mainstream society. They are more vulnerable to abuse and encounter a host of intersectional barriers to safety and wellbeing. The AWRC is the only organisation of its kind addressing the multiple needs of BME women.

Set up over 43 years ago, the AWRC provides a range of services that offers support around every aspect of women’s needs, ensuring a holistic, and needs led response.

This includes the provision of advice and information, domestic abuse advocacy, casework support (at all levels of risk), emotional support, women’s drop-in activities, support group services, groupwork programmes, activities for women and children and community engagement work and two Pan London helpline addressing harmful practices and No recourse to public funds

	<p>One of the key areas of our work is to address domestic and sexual abuse including harmful practices within the wider violence against women and girls (VAWG) agenda, this includes forced marriages, “so called” honour related abuse, faith-based abuse, female genital mutilation, caste oppression and acid attacks. The AWRC also supports women who have no recourse to public funds. Furthermore, the Centre tackles the many challenges associated with VAWG such as homelessness, welfare benefits, child contact/legal issues involving children, drugs and alcohol, mental health, parental conflicts, employment, immigration, cultural and religious pressures such as “<i>sharam</i>” (shame) and “<i>izzat</i>” (honour) which hold women in abusive relationships.</p> <p>Training and employability workshops are provided to women to develop knowledge, skills and experiences to improve their career prospects. Women are also offered social and networking opportunities through activities groups.</p> <p>AWRC also provides training to frontline practitioners both from the voluntary and statutory sectors on issues which affect BME women, such as self-harm and suicide, forced marriages, honour-based abuse, trafficking, and caste and dowry. The training sessions allow professionals to be more responsive to the needs of BME women and girls and provide timely responses.</p> <p>The AWRC is approached by 4 new women each week fleeing violent relationships, often in crisis situations requiring immediate interventions and typically advises up to 1,500 women each year.</p> <p>AWRC is the only place in North West London where women can seek out specialist services. Practical and same language services offered in 23 spoken community languages (Gujarati, Hindi, Punjabi, Urdu, Marathi, Turkish, Azarbaijani, Kurdish, Italian, Portuguese, Farsi, Pashto, Konkani, Hinko, Patwari, Bengali), Bangla, Arabic, Somalia, Dutch. Persian and Tamil as well as providing options on rights and entitlements, prioritising safety, so that women can make informed choices about their lives and those of their children.</p> <p><b><i>An important aspect of supporting</i></b></p>
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***survivors is that we work to ensure that BME women are believed, know abuse is not their fault and their experiences have been understood and that women are at the centre of everything that we do.***

In addition, AWRC seeks to highlight the needs of BME communities and ensure that their voices influence policy and legislative changes.

It is one of the pioneering organisations addressing gender and equality amongst BME women and children across London. Funding is received from London Councils, Big Lottery, Brent Council and Mayors Office for Policing and Crime (MOPAC), Lloyds Foundation, Solace Women's Aid, Standing Together, Women & Girls Network, Southall Black Sisters, Esme Fairbairn, Lloyd, —London community Foundation, Advance Charity and through charities own efforts of fundraising , through donations, and making applications to trusts and charities.

Although the AWRC provides services to Asian women, we have an open-door policy towards all women in need. Our services are currently accessed by a range of diverse communities including Middle Eastern, European, and African women.

The AWRC is continuously striving to reach quality and equalities standards and evidence of its success includes the Advice Quality Standard in the category of general help with casework (Level 1); an exemption from the Office of the Immigration Services Commissioner (OISC) to provide Immigration advice (Level 1); and the registration of its crèche services, with OFSTED and adheres to Women's Aid domestic violence service standards. AWRC have also obtained Imkaan Accredited Quality Standards (IAQS) on harmful practices Award level: Distinctive.

AWRC continues to lead on three partnership projects:

Ascent Ending Harmful Practices with eight specialist women's providers. Funded by London Councils (2022-2026)

Mayor's Office for Policing and Crime (MOPAC) Prevention & Action Community engagement and Training ( P&ACT) Ending Harmful Practice Project 2022-2024

GLA – Tier 1 safe accomodation duty to

		<p>support survivors of No recourse to public funds with nine partners.</p> <p>As well as leading partnership projects AWRC are also delivery partners on the MOPAC funded Advice Plus Project , London Holistic Advocacy Wrap-Around Service (LHAWAS) Project; Ascent Advice and counselling; the Coaction Hub , London Whole Housing Project (LWHP) ; Pan London floating support service.</p>
Statement confirming whether the trustees have had regard to the guidance issued by the Charity Commission on public benefit	Para 1.18	<p>The trustees have received briefing and training to ensure that the work of AWRC adheres to the Charity Commission's guidance on "Charities and Public Benefit" and strictly furthers AWRC ' charitable purposes for public benefit. In implementing their duties under Section 4 of the Charities Act 2011, the trustees considered the restrictions to benefit a section of the public, based on ethnic/national origin, and gender, to strictly fall within our charitable objects. No other restrictions apply in terms of access to facilities, degree of need or any other factors, and our services are free.</p>

#### **Additional information (optional)**

You may choose to include further statements where relevant about:

	SORP reference	
Policy on grant making	Para 1.38	<p>AWRC is not a grant making body but we lead and deliver- partnership projects with other BME women's providers addressing VAWG. Our partnerships are formal partnerships requiring joint collaborations we have partnership agreements in place that sets out delivery targets, outcomes, and payment schedules.</p>
Policy on social investment including program related investment	Para 1.38	<p>These are laid out in our business plan and fundraising documentation.</p>
Contribution made by volunteers	Para 1.38	<p>We have a volunteer policy which outlines the principles upon which volunteers are involved in Asian Women's Resource Centre. In this policy we define the roles, rights and responsibilities of volunteers.</p>
Other		

## Achievements and Performance

	SORP reference	
<p>Summary of the main achievements of the charity, identifying the difference the charity's work has made to the circumstances of its beneficiaries and any wider benefits to society as a whole.</p>	<p>Para 1.20</p>	<ul style="list-style-type: none"> <li>• Secured funding to have a single point of entry to support women experiencing domestic abuse who have no recourse to public funds.</li> <li>• Continued our work to create visibility for our community and for migrant women increasing the engagement of the women with lived experience to influence key decision makers, particularly in areas of violence against women and girls &amp; harmful practices and women who have no recourse to public funds and their rights and entitlements.</li> <li>• Finalised our organisational review to ensure we can respond to increase in demand for services and organisational growth in a sustainable manner.</li> <li>• Renewed our quality standards including Advice Quality Standard, OISC registration to ensure that our organisation provides high-quality services to prevent and respond to violence against Black and minoritized women and girls.</li> <li>• Policies and procedures, business plan and fundraising strategy was updated with the support of Lloyds Enhance programme.</li> <li>• Undertook an external benchmarking exercise of staff salaries, to bring salaries in line with similar positions across the women's sector.</li> <li>• AWRC developed a helpline to address issues of harmful practices this project was funded through the London Community Foundation.</li> <li>• Developed the first single point of entry helpline to support women who have no recourse to public funds.</li> <li>• Secured funding to deliver a accredited harmful practice Advocates training programme for led by and for organisations.</li> <li>• Continued to offer training to</li> </ul>

		<p>frontline staff.</p> <ul style="list-style-type: none"> <li>• Work to strengthen the Co-ordinated Community Response (CCR) to improve responses to Black and minoritized survivors of domestic abuse and harmful practices. Through mapping, research, creating tools and disseminating findings exploring areas including risk assessment, MARACs, and DHRs to ascertain their effectiveness for Black and minoritized victims and survivors and produce alternative models.</li> </ul>
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**Additional information (optional)**

You may choose to include further statements where relevant about:

Achievements against objectives set	Para 1.41	
Performance of fundraising activities against objectives set	Para 1.41	
Investment performance against objectives	Para 1.41	
Other		

## Financial Review

Review of the charity's financial position at the end of the period	Para 1.21	
Statement explaining the policy for holding reserves stating why they are held	Para 1.22	The directors are committed to maintaining an adequate, justified, and reasonable level of reserves in line with guidance from the Charity Commission. It is the trustees' aim to hold a reserve fund of £58,505 or equivalent to three months' of running costs.
Amount of reserves held	Para 1.22	<b>£846,605</b>
Reasons for holding zero reserves	Para 1.22	<b>N/A</b>
Details of fund materially in deficit	Para 1.24	<b>N/A</b>
Explanation of any uncertainties about the charity continuing as a going concern	Para 1.23	<b>N/A</b>

### Additional information (optional)

You may choose to include further statements where relevant about:

The charity's principal sources of funds (including any fundraising)	Para 1.47	These have been highlighted in previous sections
Investment policy and objectives including any social investment policy adopted	Para 1.46	<b>N/A</b>
A description of the principal risks facing the charity	Para 1.46	Compliance with legislation and regulations appropriate to the activities, size and structure of the organisation  Competition from larger organisations  Loss of key staff/high staff turnover See risk register
Other		

## Structure, Governance and Management

Description of charity's trusts:		
Type of governing document (trust deed, royal charter)	Para 1.25	<p>Governing instrument Asian Women's Resource Centre (AWRC) is a charitable company incorporated on 29<sup>th</sup> August 1985 and registered as a charity on 7<sup>th</sup> September 1995. The company was established under a memorandum of association which established the objects and powers of the charitable company and is governed under its articles of association.</p> <p>In the event of the company being wound up members are required to contribute an amount not exceeding £10.</p>
How is the charity constituted? (e.g unincorporated association, CIO)	Para 1.25	<p><b>Organisational structure</b></p> <p>The Board of Directors is responsible for strategic direction, policy-making and overall control of the charity. Members bring a variety of backgrounds and skills relevant to their governance roles and AWRC's work.</p> <p>In addition to office holding posts (chair, vice chair, secretary and treasurer), individual trustees support specific areas of the work as lead trustees for specific projects, and are accountable to the full committee.</p> <p>The Board meets every two months. The Board of Directors makes decisions on strategy, compliance, accountability and monitors risk, budget, and operations. As part of its work, the Board approves the charity's business plan, annual work programmes, annual budget and receives quarterly financial reports to control the charity's performance against budgets. Day-to-day operations, staff management and operational decisions are delegated to the Director who receives supervision from the Chair.</p> <p><b>AWRC Directors' induction and training</b> Following election/appointment each new director receives a Trustee Information Pack detailing roles and responsibilities, legal and financial information of the company, its business plan, and its operational policies. An in-house trustee induction is delivered following election of new members, which may include spending at least half a day in the offices of the charity to acquaint themselves with</p>

		<p>everyday operations, staff, and services.</p> <p><b>Risk mitigation</b></p> <p>The trustees reviewed their risk assessment in November 2022. The trustees at various meeting during the year have examined likely risks of constitutional, financial, governance, management, operations, fundraising, external Influences, human resources and health and safety and agreed measures to reduce and mitigate risks. Agreed actions, systems, and procedures to mitigate risks have been implemented. Policies and legislation affecting migrant women, cuts in the welfare system, reduced avenues to access justice, and the demonization of migration coupled with increased demand for services, against a reduction in funding continue to present risks to the financial sustainability of the organisation. The complexity of these risks increases in the context of Covid-19 and the Cost of Living crisis. Despite good results this year, the Trustees continue to consider measures to mitigate risks associated with dependency on grant funding and continue attempting to diversify funding streams and secure financial sustainability</p>
<p>Trustee selection methods including details of any constitutional provisions e.g. election to post or name of any person or body entitled to appoint one or more trustees</p>	<p>Para 1.25</p>	<p>The directors of the company are also charity trustees for the purposes of charity law. Under the company's Articles they are known as company directors. AWRC is a membership organisation. Members (260 as of 31 March 2023), are entitled to vote and to stand for election to the Board of Directors at the AGM.</p> <p>Directors are elected to serve for 3 year terms. Under the requirements of the Articles of Association, one third of the Board members, specifically those who have been longest in office since the last election, shall retire from office. A retiring officer shall be eligible for re-election. Directors are entitled to appoint new directors for vacancies on the Board to ensure it has a range of skills and competences.</p>

**Additional information (optional)**

You may choose to include further statements where relevant about:

<p>Policies and procedures adopted for the induction and training of trustees</p>	<p>Para 1.51</p>	
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The charity's organisational structure and any wider network with which the charity works	Para 1.51	
Relationship with any related parties	Para 1.51	
Other		

### Reference and Administrative details

Charity name	Asian Women's Resource Centre
Other name the charity uses	N/A
Registered charity number	1049058
Charity's principal address	108 Craven Park Harlesden NW10 8QE

**Names of the charity trustees who manage the charity**

	<b>Trustee name</b>	<b>Office (if any)</b>	<b>Dates acted if not for whole year</b>	<b>Name of person (or body) entitled to appoint trustee (if any)</b>
1	Nithee Patel	Chair		
2	Ruby Sayed	Vice chair		
3	Tina Siddiqui	Treasurer		
4	Chandrika Gajrawala	Trustee		
5	Rita Bologna	Trustee		
6	Tajinder Nijjar	Trustee		
7	Anusha Pache	Trustee	Appointed Nov 22	
8				
9				
10				
11				
12				
13				
14				
15				
16				
17				
18				
19				
20				

**Corporate trustees – names of the directors at the date the report was approved**

<b>Director name</b>		
<b>N/A</b>		

**Name of trustees holding title to property belonging to the charity**

<b>Trustee name</b>	<b>Dates acted if not for whole year</b>	
<b>N/A</b>		

## Funds held as custodian trustees on behalf of others

Description of the assets held in this capacity	N/A
Name and objects of the charity on whose behalf the assets are held and how this falls within the custodian charity's objects	N/A
Details of arrangements for safe custody and segregation of such assets from the charity's own assets	N/A

### Additional information (optional)

#### Names and addresses of advisers (Optional information)

Type of adviser	Name	Address

#### Name of chief executive or names of senior staff members (Optional information)

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## Exemptions from disclosure

Reason for non-disclosure of key personnel details

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## Other optional information

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## Declarations

The trustees declare that they have approved the trustees' report above.

Signed on behalf of the charity's trustees

Signature(s)

*N. Patel*

Full name(s)

Nithee Patel

Position (eg Secretary,  
Chair, etc)

Chair

Date

28/06/23

# MANAGEMENT ACCOUNTS

Prepared for  
**Asian Women's Resource Centre**

Report Period  
**March 2023**

Prepared  
10 April '23



## SUMMARY

### Profit and Loss Oct-21/Mar-23 (18 Months)

	31 Dec '21	31 Mar '22	30 Jun '22	30 Sep '22	31 Dec '22	31 Mar '23	Total
Income	£120,403	£181,380	£130,503	£105,771	£704,277	£270,507	£1,512,842
Unrestricted Funds	425	44,060	3,711	25,145	10,056	32,590	115,988
Restricted Funds	119,978	137,320	126,792	80,626	694,221	237,917	1,396,854
Cost of Sales	£120,347	£104,050	£94,028	£92,297	£119,112	£165,890	£695,724
Gross Surplus	£56	£77,331	£36,475	£13,474	£585,165	£104,617	£817,118
Expenses	£56,359	£42,329	£107,077	£53,810	£46,979	£44,476	£351,030
Core Staff Costs	32,562	34,234	31,893	27,155	27,885	27,849	181,577
Other Core Costs ( Audi...	23,797	8,095	75,138	26,551	19,066	16,627	169,274
SUNDRY	0	0	46	105	28	0	178
Net Surplus	(£56,303)	£35,002	(£70,602)	(£40,336)	£538,186	£60,141	£466,088

## SUMMARY

### Number Of Employees

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	Apr '22	May '22	Jun '22	Jul '22	Aug '22	Sep '22	Oct '22	Nov '22	Dec '22	Jan '23	Feb '23	Mar '23
Payroll	12	12	12	12	12	15	18	18	18	20	20	21
Contractors	2	2	2	2	2	2	2	2	2	2	2	2
<b>Total Employe...</b>	<b>14</b>	<b>14</b>	<b>14</b>	<b>14</b>	<b>14</b>	<b>17</b>	<b>20</b>	<b>20</b>	<b>20</b>	<b>22</b>	<b>22</b>	<b>23</b>

### CORE COSTS:

**18 Months: £351,030**

**3 Months: £ 58,505**

### Reserves Breakdown:

**General Reserves: £508,654**

**Restricted Reserves: £333,717**

**Total Reserves: £846,831**



## PROFIT AND LOSS

### Cost Of Sales Oct-21/Mar-23 (18 Months)

	31 Dec '21	31 Mar '22	30 Jun '22	30 Sep '22	31 Dec '22	31 Mar '23	Total
<b>Cost of Sales</b>	<b>£120,347</b>	<b>£104,050</b>	<b>£94,028</b>	<b>£92,297</b>	<b>£119,112</b>	<b>£165,890</b>	<b>£695,724</b>
<b>Direct Salary</b>	<b>83,826</b>	<b>78,342</b>	<b>77,910</b>	<b>73,431</b>	<b>109,950</b>	<b>150,490</b>	<b>573,949</b>
<b>Direct Costs</b>	<b>36,521</b>	<b>25,708</b>	<b>16,118</b>	<b>18,866</b>	<b>9,162</b>	<b>15,400</b>	<b>121,774</b>
Beneficiaries Travelling	0	20	0	0	0	0	20
Interpretation / Translation	348	0	1,126	2,458	229	1,756	5,916
P&ACT Delivery Cost - Marketing/Events	17	0	0	0	0	0	17
P&ACT Delivery Cost - Service User Support	7,145	1,388	0	0	0	0	8,532
P&ACT Evaluation	3,333	0	3,333	0	0	0	6,666
SBS Delivery Costs - Accomodation/Subs	25,678	24,300	11,659	16,408	8,933	13,643	100,622

## PROFIT & LOSS

### Overheads Oct-21/Mar-23 (18 Months)

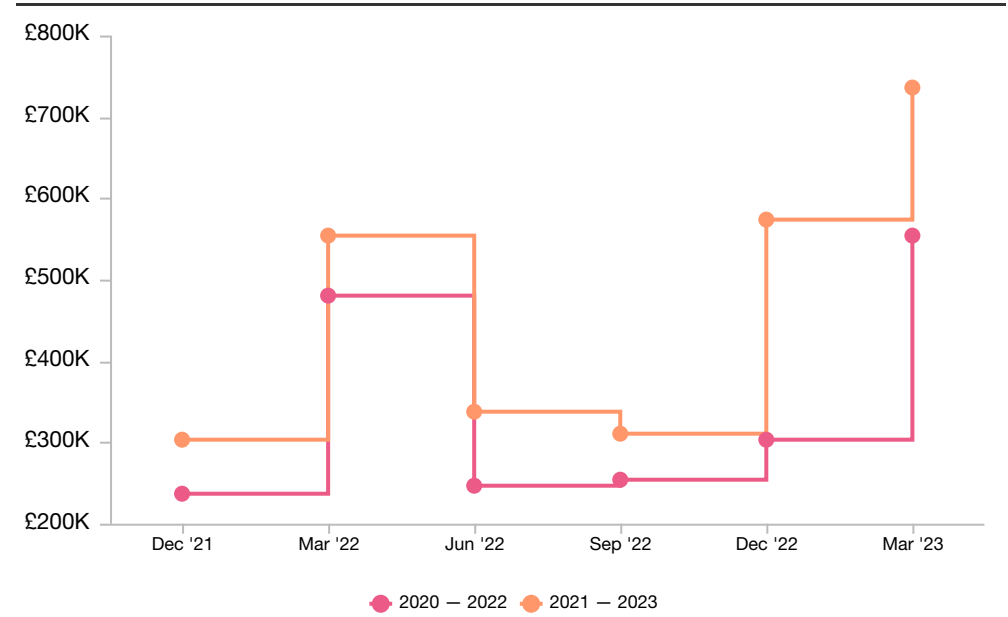
	31 Dec '21	31 Mar '22	30 Jun '22	30 Sep '22	31 Dec '22	31 Mar '23	Total
<b>Gross Profit</b>	£56	£77,331	£36,475	£13,474	£585,165	£104,617	£817,118
<b>Expenses</b>	£56,359	£42,329	£107,077	£53,810	£46,979	£44,476	£351,030
<b>Core Staff Costs</b>	32,562	34,234	31,893	27,155	27,885	27,849	181,577
Payroll	32,562	28,972	23,993	27,841	24,859	26,125	164,351
Staffing Costs	0	5,262	7,901	(687)	3,026	1,724	17,226
<b>Other Core Costs ( Audit, Utilities, Office...)</b>	23,797	8,095	75,138	26,551	19,066	16,627	169,274
Establishment Costs	11,897	(6,912)	62,562	10,759	2,974	2,805	84,086
IT Costs	1,184	1,704	2,549	2,117	1,873	3,248	12,676
Marketing Costs	308	90	188	66	54	1,275	1,981
Finance Dept. Costs	3,114	3,132	3,348	6,750	10,122	5,760	32,226
Audit & Accountancy fees	0	0	0	0	4,650	0	4,650
Core Cost Finance Officer Salaries	3,114	3,132	3,348	6,750	5,472	5,760	27,576
Legal & Professional Fees	0	263	4,900	4,361	2,350	0	11,874
Stationary & Postage	107	230	4	42	0	8	391
Entertainment & Subsistenc	3,970	0	140	0	14	59	4,184
Bank Costs	94	16	15	16	90	15	246
Insurances	815	1,086	418	1,293	1,253	1,942	6,808
Subscriptions	2,307	8,486	1,014	1,147	335	1,515	14,803
SUNDRY	0	0	46	105	28	0	178
<b>Net Income</b>	(£56,303)	£35,002	(£70,602)	(£40,336)	£538,186	£60,141	£466,088

# BALANCE SHEET

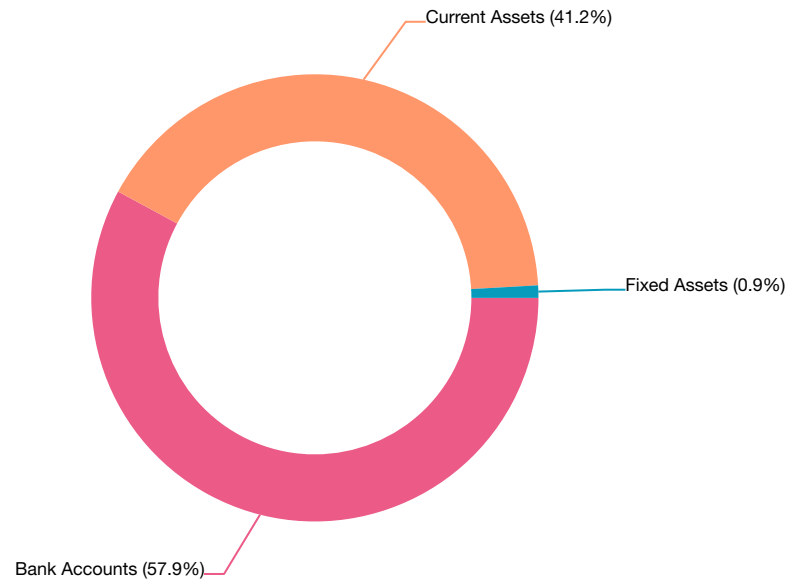
## Balance sheet

	Mar '23
Bank Accounts	£735,347
Current Assets	£523,647
Fixed Assets	£11,366
<b>Total Assets</b>	<b>£1,270,360</b>
Current Liabilities	£423,528
<b>Total Liabilities</b>	<b>£423,528</b>
<b>Net Assets</b>	<b>£846,831</b>
<b>Equity</b>	<b>£846,831</b>

## Cash Balance - Year vs Year



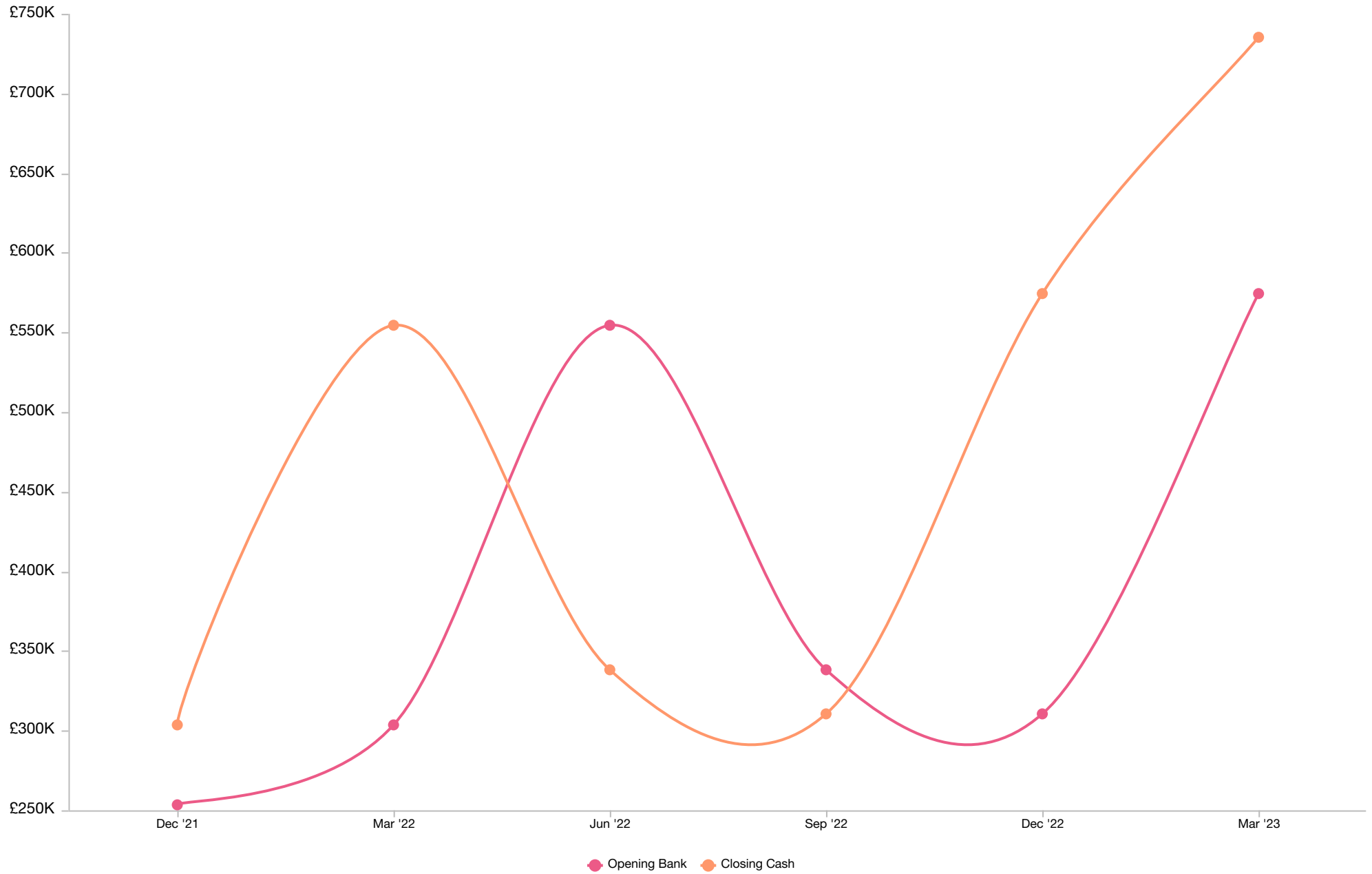
## Total Assets



## RECONCILIATION OF RESERVES

	Balance Per Audited Accounts 30/09/2021	2021/2022			Profit At 31/03/2023	Cumilative Reserves 31/03/2023	
		Income	Expenditure	Allocation Of Overheads to projects			
<b>Unrestricted Funds</b>							
General	£ 226,420	£ 115,988	-£ 163,241	£ 315,898	£ 268,645	£ 495,066	Incl GSMP, JRS
Covid19 Contingency	£ 13,588				£ -	£ 13,588	
<b>Total Unrestricted Funds</b>	<b>£ 240,008</b>	<b>£ 115,988</b>	<b>-£ 163,241</b>	<b>£ 315,898</b>	<b>£ 268,645</b>	<b>£ 508,654</b>	
<b>Restricted Funds   Completed Projects</b>							
London Councils EHP End 31/03/22	£ -	£ 160,000	-£ 155,492	-£ 4,508	£ -	£ -	Finished
SAARL	£ 22,694	£ 8,333	-£ 20,985	-£ 5,609	-£ 18,261	£ 4,433	Finished
Solace Women's Aid	£ 9,452	£ -	£ -	-£ -	-£ 9,452	£ -	Finished
SOLACE (London Councils Ascent A&C)	£ 9,745	£ 18,490	-£ 11,531	-£ 16,704	-£ 9,745	-£ 0	Finished
Brent Advice Fund	£ -	£ 15,500	-£ 16,898	£ 1,398	£ -	£ -	Finished
Revitalise	£ 41,503	£ -	-£ 42,000	£ 497	-£ 41,503	-£ 0	Finished
John Lyons	-£ 0	£ 6,253	-£ 1,363	-£ 4,890	-£ 0	-£ 0	Finished
Edward Harvest	-£ 1,074	£ -	£ -	£ 1,074	£ 1,074	£ -	Finished
IRIS	£ 16,823	£ 6,667	-£ 19,020	-£ 4,470	-£ 16,823	-£ 0	Finished
London Community Helpline	£ 26,601	£ 50,000	-£ 48,382	-£ 28,219	-£ 26,601	£ 0	Project is picked up by existing staffs
	<b>£ 125,743</b>	<b>£ 265,243</b>	<b>-£ 315,671</b>	<b>-£ 70,883</b>	<b>-£ 121,311</b>	<b>£ 4,432</b>	
<b>Restricted Funds   Ongoing Projects</b>							
London Councils EHP New 01/04/22 - 31/03/26	£ -	£ 304,041	-£ 284,550	-£ 19,491	-£ 0	£ 0	
SAAT 01/04/22 - 31/03/2025		£ 100,000	-£ 62,986	-£ 8,876	£ 28,138	£ 28,138	Underspend, Ongoing Project
Lloyds Foundation Ending 31/07/23	-£ 0	£ 72,222	-£ 50,027	-£ 22,195	-£ 0	-£ 0	Transfer will be used Erene's 6th Months
SOLACE (MOPAC Advice Plus) 30-09-24	£ 27,331	£ 71,751	-£ 54,200	-£ 17,551	£ -	£ 27,331	Underspend, Ongoing Project
WGN (Ascent A&C) 31-03-26	£ -	£ 40,663	-£ 29,834	-£ 5,969	£ 4,860	£ 4,860	Underspend, Ongoing Project
MOPAC P&ACT 31/03/2025	£ -	£ 867,394	-£ 832,469	-£ 34,925	£ -	£ -	
MOPAC IDVA 31/03/23	£ -	£ 86,725	-£ 42,502	-£ 21,705	£ 22,518	£ 22,518	Extended up to 2025, Ongoing Project
Southall Black Sisters LAHWAS 31-03-23	-£ 10,096	£ 211,428	-£ 131,639	-£ 20,221	£ 59,568	£ 49,472	Extended up to 2025, Ongoing Project
Advance Whole Housing 31-03-23	£ -	£ 151,999	-£ 55,184	-£ 18,474	£ 78,341	£ 78,341	Extended up to 2024, Ongoing Project
Esme 31-03-25	£ -	£ 38,100	-£ 9,343	-£ 1,418	£ 27,339	£ 27,339	Underspend, Ongoing Project
Refuge 31-03-23	£ -	£ 85,000	-£ 15,842	-£ 21,196	£ 47,962	£ 47,962	Extended up to 2024, Ongoing Project
GLA Safe Accommodation and NRPF (Helpline NRPF) 30-04-23		£ 646,452	-£ 545,673	-£ 52,993	£ 47,786	£ 47,786	Extended up to 2024, Ongoing Project
	<b>£ 17,235</b>	<b>£ 2,675,775</b>	<b>-£ 2,114,249</b>	<b>-£ 245,015</b>	<b>£ 316,511</b>	<b>£ 333,747</b>	
<b>Total Funds</b>	<b>£ 382,987</b>	<b>£ 3,057,006</b>	<b>-£ 2,593,161</b>	<b>£ 0</b>	<b>£ 463,845</b>	<b>£ 846,832</b>	

# CASHFLOW



## ASIAN WOMEN RESOURCES CENTRE

### Income Forecast for 12 months ending March 24

	30 Jun '23	30 Sep '23	31 Dec '23	31 Mar '24	Total
<b>Income</b>	<b>£120,662</b>	<b>£101,398</b>	<b>£98,620</b>	<b>£98,620</b>	<b>£419,300</b>
<b>Restricted Funds</b>	<b>120,662</b>	<b>101,398</b>	<b>98,620</b>	<b>98,620</b>	<b>419,300</b>
BIG Lottery (SAAT)	25,000	25,000	25,000	25,000	100,000
Ending Harmful Practic...	15,048	15,048	15,048	15,048	60,192
Ending Harmful Practic...	62,103	62,103	62,103	62,103	248,412
Esme Fairbain Foundation	9,650	9,650	9,650	9,650	38,600
GLA Safe Accomodatio...	51,382	0	0	0	51,382
Lloyd's Foundation	8,333	2,778	0	0	11,111
P&ACT EHP (MOPAC Tr...	26,629	26,629	26,629	26,629	106,514
P&ACT EHP Partners G...	106,679	106,679	106,679	106,679	426,716
SOLACE (MOPAC Asce...	11,958	11,958	11,958	11,958	47,834
Women & Girls Domestic	10,335	10,335	10,335	10,335	41,339
<b>Partners Grants</b>	<b>(206,455)</b>	<b>(168,782)</b>	<b>(168,782)</b>	<b>(168,782)</b>	<b>(712,801)</b>

### Pipeline for 5 Years

	30 Mar '24	30 Mar '25	30 Mar '26	30 Mar '27	30 Mar '28	Total
<b>Income</b>	<b>£419,300</b>	<b>£371,176</b>	<b>£102,665</b>	<b>£0</b>	<b>£0</b>	<b>£893,141</b>
<b>Restricted Funds</b>	<b>419,300</b>	<b>371,176</b>	<b>102,665</b>	<b>0</b>	<b>0</b>	<b>893,141</b>
BIG Lottery (SAAT)	100,000	100,000	0	0	0	200,000
Ending Harmful Practi...	60,192	61,028	59,656	0	0	180,876
Ending Harmful Practi...	248,412	251,666	249,648	0	0	749,727
Esme Fairbain Found...	38,600	37,550	0	0	0	76,150
GLA Safe Accomodat...	51,382	0	0	0	0	51,382
Lloyd's Foundation	11,111	0	0	0	0	11,111
P&ACT EHP (MOPAC...	106,514	106,514	0	0	0	213,029
P&ACT EHP Partners ...	426,716	426,716	0	0	0	853,431
SOLACE (MOPAC As...	47,834	23,917	0	0	0	71,751
Women & Girls Dome...	41,339	42,166	43,009	0	0	126,515
<b>Partners Grants</b>	<b>(712,801)</b>	<b>(678,382)</b>	<b>(249,648)</b>	<b>0</b>	<b>0</b>	<b>(1,640,831)</b>

Company registration number: 01942925

Charity registration number: 1049058

# Asian Women's Resource Centre

(A company limited by guarantee)

Annual Report and Financial Statements

for the period from 1 October 2021 to 31 March 2023

Field Sullivan Limited  
9 Hare & Billet Road  
Blackheath  
SE3 0RB

# Asian Women's Resource Centre

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## Asian Women's Resource Centre

### Reference and Administrative Details

**Chair** N Patel

**Charity Registration Number** 1049058

**Company Registration Number** 01942925

**Registered Office** The charity is incorporated in England and Wales.

108 Craven Park  
Harlesden  
London  
NW10 8QE

**Auditor** Field Sullivan Limited  
9 Hare & Billet Road  
Blackheath  
SE3 0RB

**Bankers** HSBC  
Kilburn  
50-52 Kilburn High Road  
North Maida Vale  
London  
NW6 4HJ

# Asian Women's Resource Centre

## Trustees' Report

The trustees, who are directors of the company for Companies Act purposes, present their report and the audited financial statements for the year ended 31 March 2023

This is a directors' report required by S417 of the Companies Act 2006. The trustees confirm that the financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015).

### Objectives and Activities

1. The purposes of the Charity as set out in the Memorandum of Association are: To relieve the poverty, distress and suffering of women, girls, and children, particularly but not exclusively, of Asian origin through the provision of advice and information in the areas of housing, health, employment, and childcare.
2. To advance the education for the public benefit by the provision of classes, workshops, seminars in areas of housing, health, employment and childcare and the provision for training for employment.

The AWRC's charitable objectives, as outlined in the governing documents, are as follows:

### Key aims

- Work towards ending violence against women and girls.
- Ensure safety, security, and dignity, through offering targeted responses and reducing risks.
- Ensure the needs of BME women are addressed in line with the ethos of "led by and for".
- Independence and autonomy for BME women and girls.
- Securing equality for all women across all walks of life.
- Involvement of service users at all levels, to ensure that the services provided, meet the needs of women and girls.
- Have a commitment to equality and diversity.

The trustees have received briefing and training to ensure that the work of AWRC adheres to the Charity Commission's guidance on "Charities and Public Benefit" and strictly furthers AWRC ' charitable purposes for public benefit. In implementing their duties under Section 4 of the Charities Act 2011, the trustees considered the restrictions to benefit a section of the public, based on ethnic/national origin, and gender, to strictly fall within our charitable objects. No other restrictions apply in terms of access to facilities, degree of need or any other factors.

### Public benefit

- To ensure that BME women and girls have access to free advice and information services on a wide range of issues including, welfare benefits, debt, housing/homelessness, education and training and immigration. A fundamental principle within the AWRC is that advice should be free at the point of delivery.
- Through offering advice services that are free, the AWRC can assure equal access to all women and girls, particularly women and girls from disadvantaged and marginalised communities.
- To address issues of abuse within the wider VAWG agenda, including harmful practices and ensure that safety is prioritised of women and girls.

## Asian Women's Resource Centre

### Trustees' Report

- Improve the understanding of domestic abuse including harmful practices amongst service users, the wider communities, and frontline practitioners, through the delivery of presentations, training and workshops.
- Improve health and well-being of survivors of domestic abuse and support women to rebuild their lives and integrate into mainstream society.
- Address equalities issues and increase uptake of BME older women (55+), women in same sex relationships and women with disabilities or mental health issues, who experience abuse.

**Asian Women's Resource Centre (AWRC)** is a specialist women's organisation based in the London Borough of Brent, providing independent, specialist and dedicated support services to Black, Minority, Ethnic (BME) women and children, at risk or experiencing abuse across London.

AWRC was created in recognition that women carry a disproportionate burden of problems of displacement, isolation, and exclusion from mainstream society. They are more vulnerable to abuse and encounter a host of intersectional barriers to safety and wellbeing. The AWRC is the only organisation of its kind addressing the multiple needs of BME women.

Set up over 43 years ago, the AWRC provides a range of services that offers support around every aspect of women's needs, ensuring a holistic, and needs led response.

This includes the provision of advice and information, domestic abuse advocacy, casework support (at all levels of risk), emotional support, women's drop-in activities, support group services, group work programmes, activities for women and children and community engagement work and two Pan London helpline addressing harmful practices and No recourse to public funds

One of the key areas of our work is to address domestic and sexual abuse including harmful practices within the wider violence against women and girls (VAWG) agenda, this includes forced marriages, "so called" honour related abuse, faith-based abuse, female genital mutilation, caste oppression and acid attacks. The AWRC also supports women who have no recourse to public funds. Furthermore, the Centre tackles the many challenges associated with VAWG such as homelessness, welfare benefits, child contact/legal issues involving children, drugs and alcohol, mental health, parental conflicts, employment, immigration, cultural and religious pressures such as "*sharam*" (shame) and "*izzat*" (honour) which hold women in abusive relationships.

Training and employability workshops are provided to women to develop knowledge, skills and experiences to improve their career prospects. Women are also offered social and networking opportunities through activities groups.

AWRC also provides training to frontline practitioners both from the voluntary and statutory sectors on issues which affect BME women, such as self-harm and suicide, forced marriages, honour-based abuse, trafficking, and caste and dowry. The training sessions allow professionals to be more responsive to the needs of BME women and girls and provide timely responses.

The AWRC is approached by 4 new women each week fleeing violent relationships, often in crisis situations requiring immediate interventions and typically advises up to 1,500 women each year.

AWRC is the only place in North West London where women can seek out specialist services. Practical and same language services offered in 23 spoken community languages (Gujarati, Hindi, Punjabi, Urdu, Marathi, Turkish, Azarbaijani, Kurdish, Italian, Portuguese, Farsi, Pashto, Konkani, Hinko, Patwari, Bengali), Bangla, Arabic, Somalia, Dutch, Persian and Tamil as well as providing options on rights and entitlements, prioritising safety, so that women can make informed choices about their lives and those of their children.

## Asian Women's Resource Centre

### Trustees' Report

*An important aspect of supporting survivors is that we work to ensure that BME women are believed, know abuse is not their fault and their experiences have been understood and that women are at the centre of everything that we do.*

In addition, AWRC seeks to highlight the needs of BME communities and ensure that their voices influence policy and legislative changes.

It is one of the pioneering organisations addressing gender and equality amongst BME women and children across London. Funding is received from London Councils, Big Lottery, Brent Council and Mayors Office for Policing and Crime (MOPAC), Lloyds Foundation, Solace Women's Aid, Standing Together, Women & Girls Network, Southall Black Sisters, Esme Fairbairn, Lloyd, London community Foundation, Advance Charity and through charities own efforts of fundraising , through donations, and making applications to trusts and charities.

Although the AWRC provides services to Asian women, we have an open-door policy towards all women in need. Our services are currently accessed by a range of diverse communities including Middle Eastern, European, and African women.

The AWRC is continuously striving to reach quality and equalities standards and evidence of its success includes the Advice Quality Standard in the category of general help with casework (Level 1); an exemption from the Office of the Immigration Services Commissioner (OISC) to provide Immigration advice (Level 1); and the registration of its crèche services, with OFSTED and adheres to Women's Aid domestic violence service standards. AWRC have also obtained Imkaan Accredited Quality Standards (IAQS) on harmful practices Award level: Distinctive.

AWRC continues to lead on three partnership projects:

Ascent Ending Harmful Practices with eight specialist women's providers. Funded by London Councils (2022-2026)

Mayor's Office for Policing and Crime (MOPAC) Prevention & Action Community engagement and Training (P&ACT) Ending Harmful Practice Project 2022-2024

GLA – Tier 1 safe accomodation duty to support survivors of No recourse to public funds with nine partners.

As well as leading partnership projects AWRC are also delivery partners on the MOPAC funded Advice Plus Project , London Holistic Advocacy Wrap-Around Service (LHAWAS) Project; Ascent Advice and counselling; the Coaction Hub , London Whole Housing Project (LWHP) ; Pan London floating support service.

The trustees have received briefing and training to ensure that the work of AWRC adheres to the Charity Commission's guidance on "Charities and Public Benefit" and strictly furthers AWRC ' charitable purposes for public benefit. In implementing their duties under Section 4 of the Charities Act 2011, the trustees considered the restrictions to benefit a section of the public, based on ethnic/national origin, and gender, to strictly fall within our charitable objects. No other restrictions apply in terms of access to facilities, degree of need or any other factors, and our services are free.

#### **Policy on grant making**

AWRC is not a grant making body but we lead and deliver partnership projects with other BME women's providers addressing VAWG. Our partnerships are formal partnerships requiring joint collaborations we have partnership agreements in place that sets out delivery targets, outcomes, and payment schedules.

## Asian Women's Resource Centre

### Trustees' Report

#### Policy on social investment including program related investment

These are laid out in our business plan and fundraising documentation.

#### Contribution made by volunteers

We have a volunteer policy which outlines the principles upon which volunteers are involved in Asian Women's Resource Centre. In this policy we define the roles, rights and responsibilities of volunteers.

#### Main achievements of the charity

- Secured funding to have a single point of entry to support women experiencing domestic abuse who have no recourse to public funds.
- Continued our work to create visibility for our community and for migrant women increasing the engagement of the women with lived experience to influence key decision makers, particularly in areas of violence against women and girls & harmful practices and women who have no recourse to public funds and their rights and entitlements.
- Finalised our organisational review to ensure we can respond to increase in demand for services and organisational growth in a sustainable manner.
- Renewed our quality standards including Advice Quality Standard, OISC registration to ensure that our organisation provides high-quality services to prevent and respond to violence against Black and minoritized women and girls.
- Policies and procedures, business plan and fundraising strategy was updated with the support of Lloyds Enhance programme.
- Undertook an external benchmarking exercise of staff salaries, to bring salaries in line with similar positions across the women's sector.
- AWRC developed a helpline to address issues of harmful practices this project was funded through the London Community Foundation.
- Developed the first single point of entry helpline to support women who have no recourse to public funds.
- Secured funding to deliver a accredited harmful practice Advocates training programme for led by and for organisations.
- Continued to offer training to frontline staff.
- Work to strengthen the Co-ordinated Community Response (CCR) to improve responses to Black and minoritized survivors of domestic abuse and harmful practices. Through mapping, research, creating tools and disseminating findings exploring areas including risk assessment, MARACs, and DHRs to ascertain their effectiveness for Black and minoritized victims and survivors and produce alternative models.

#### Policy for holding reserves

The directors are committed to maintaining an adequate, justified, and reasonable level of reserves in line with guidance from the Charity Commission. It is the trustees' aim to hold a reserve fund of £651,351 or equivalent to three months' of running costs. The total reserves held at the year end were £833,510 (2022: £384,764).

# Asian Women's Resource Centre

## Trustees' Report

### Principal risks

- Compliance with legislation and regulations appropriate to the activities, size and structure of the organisation
- Competition from larger organisations
- Loss of key staff/high staff turnover
- See risk register

Governing instrument Asian Women's Resource Centre (AWRC) is a charitable company incorporated on 29th August 1985 and registered as a charity on 7th September 1995. The company was established under a memorandum of association which established the objects and powers of the charitable company and is governed under its articles of association.

In the event of the company being wound up members are required to contribute an amount not exceeding £10.

### Organisational structure

The Board of Directors is responsible for strategic direction, policy-making and overall control of the charity. Members bring a variety of backgrounds and skills relevant to their governance roles and AWRC's work.

In addition to office holding posts (chair, vice chair, secretary and treasurer), individual trustees support specific areas of the work as lead trustees for specific projects, and are accountable to the full committee.

The Board meets every two months. The Board of Directors makes decisions on strategy, compliance, accountability and monitors risk, budget, and operations. As part of its work, the Board approves the charity's business plan, annual work programmes, annual budget and receives quarterly financial reports to control the charity's performance against budgets. Day-to-day operations, staff management and operational decisions are delegated to the Director who receives supervision from the Chair.

**AWRC Directors' induction and training** Following election/appointment each new director receives a Trustee Information Pack detailing roles and responsibilities, legal and financial information of the company, its business plan, and its operational policies. An in-house trustee induction is delivered following election of new members, which may include spending at least half a day in the offices of the charity to acquaint themselves with everyday operations, staff, and services.

### Risk mitigation

The trustees reviewed their risk assessment in November 2022. The trustees at various meeting during the year have examined likely risks of constitutional, financial, governance, management, operations, fundraising, external influences, human resources and health and safety and agreed measures to reduce and mitigate risks. Agreed actions, systems, and procedures to mitigate risks have been implemented. Policies and legislation affecting migrant women, cuts in the welfare system, reduced avenues to access justice, and the demonization of migration coupled with increased demand for services, against a reduction in funding continue to present risks to the financial sustainability of the organisation. The complexity of these risks increases in the context of Covid-19 and the Cost of Living crisis. Despite good results this year, the Trustees continue to consider measures to mitigate risks associated with dependency on grant funding and continue attempting to diversify funding streams and secure financial sustainability.

## Asian Women's Resource Centre

### Trustees' Report

The directors of the company are also charity trustees for the purposes of charity law. Under the company's Articles they are known as company directors. AWRC is a membership organisation. Members (260 as of 31 March 2023), are entitled to vote and to stand for election to the Board of Directors at the AGM.

Directors are elected to serve for 3 year terms. Under the requirements of the Articles of Association, one third of the Board members, specifically those who have been longest in office since the last election, shall retire from office. A retiring officer shall be eligible for re-election. Directors are entitled to appoint new directors for vacancies on the Board to ensure it has a range of skills and competences.

The Asian Women's Resource Centre led and delivered several partnership projects jointly with other women's organisations. This period the AWRC income was £3,054,151, however out of this we made partner payments totalling £1,544,165, which left the AWRC with an income of £1,509,986.

AWRC are in a stronger financial position due to extensive and targeted fundraising. In light of this AWRC decided to revert back to the March year end which will bring our reporting periods in line with funding cycles and requirements.

We have notified Companies House and our request for change was accepted.

#### Trustees and officers

The trustees and officers serving during the year and since the year end were as follows:

Trustees:	R Sayed
	C Gajrawala
	T Nijjar
	R Varma
	N Patel
	T Siddiqui

Chair:	N Patel
--------	---------

#### Statement of trustees' responsibilities

The trustees (who are also the directors of Asian Women's Resource Centre 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 (United Kingdom Generally Accepted Accounting Practice), including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland". The report and accounts have been prepared in accordance with the provisions in the Companies Act 2006 relating to small companies.

Company law requires the trustees to prepare financial statements for each financial period. Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including its income and expenditure, of the charitable company for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and apply them consistently;

## Asian Women's Resource Centre

### Trustees' Report

- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards, comprising FRS 102 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 presume that the charitable company will continue in business.

The trustees are responsible for keeping proper accounting records that can disclose with reasonable accuracy at any time the financial position of the charitable company and 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 the prevention and detection of fraud and other irregularities.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

#### Disclosure of information to auditor

Each trustee has taken steps that they ought to have taken as a trustee in order to make themselves aware of any relevant audit information and to establish that the charity's auditor is aware of that information. The trustees confirm that there is no relevant information that they know of and of which they know the auditor is unaware.

#### Small companies provision statement

This report has been prepared in accordance with the small companies regime under the Companies Act 2006.

The annual report was approved by the trustees of the charity on 10 October 2023 and signed on its behalf by:

*C. Gajrawala*

.....  
C Gajrawala  
Trustee

*N. Patel*

.....  
N Patel  
Chair and trustee

## Asian Women's Resource Centre

### Independent Auditor's Report to the Members of Asian Women's Resource Centre

#### Opinion

We have audited the financial statements of Asian Women's Resource Centre (the 'charity') for the period from 1 October 2021 to 31 March 2023, which comprise the Statement of Financial Activities, Balance Sheet, Statement of Cash Flows, 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 United Kingdom Accounting Standards, comprising Charities SORP - FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and applicable law (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 period 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 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 the provisions available for small entities, in the circumstances set out in note to the financial statements, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

#### Conclusions relating to going concern

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

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

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

#### Other information

The 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.

## Asian Women's Resource Centre

### Independent Auditor's Report to the Members of Asian Women's Resource Centre

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.

#### Opinion on other matter 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 for the financial period for which the financial statements are prepared is consistent with the financial statements; and
- the Trustees' Report has been prepared in accordance with applicable legal requirements.

#### Matters on which we are required to report by exception

In the light of our knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Report.

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

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

#### Responsibilities of trustees

As explained more fully in the Statement of trustees' responsibilities (set out on page 7 and 8), 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 the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the 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.

#### Auditor 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.

## Asian Women's Resource Centre

### Independent Auditor's Report to the Members of Asian Women's Resource Centre

The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

Discussions were held with the directors with a view to identifying those laws and regulations that could be expected to have a material impact on the financial statements.

The following laws and regulations were identified as being of significance to the entity:

- Those laws and regulations considered to have a direct effect on the financial statements include UK financial reporting standards and Company Law.
- It is considered that there are no laws and regulations for which non-compliance may be fundamental to the operating aspects of the business.

Audit procedures undertaken in response to the potential risks relating to irregularities (which include fraud and non-compliance with laws and regulations) consisted of: inquiries of management and those charged with governance as to whether the entity complies with such laws and regulations; enquiries with the same concerning any actual or potential litigation or claims; inspection of relevant legal correspondence; review of board minutes; testing the appropriateness of entries in the nominal ledger, including journal entries; reviewing transactions around the end of the reporting period; and the performance of analytical procedures to identify unexpected movements in account balances which may be indicative of fraud.

No instances of material non-compliance were identified. However, the likelihood of detecting irregularities, including fraud, is limited by the inherent difficulty in detecting irregularities, the effectiveness of the entity's controls, and the nature, timing and extent of the audit procedures performed. Irregularities that result from fraud might be inherently more difficult to detect than irregularities that result from error. As explained above, there is an unavoidable risk that material misstatements may not be detected, even though the audit has been planned and performed in accordance with ISAs (UK).

#### Use of our report

This report is made solely to the charitable company's trustees, 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 trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and its trustees as a body, for our audit work, for this report, or for the opinions we have formed.



Timothy Sullivan FCA (Senior Statutory Auditor)  
For and on behalf of Field Sullivan Limited, Statutory Auditor

9 Hare & Billet Road  
Blackheath  
SE3 0RB

Date: 26/10/23.....

Asian Women's Resource Centre

Statement of Financial Activities for the Period from 1 October 2021 to 31 March 2023  
(Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

	Note	Unrestricted £	Restricted £	Total 31 March 2023 £	Unrestricted £	Restricted £	Total Year ended 30 September 2021 £
				18 months			12 months
<b>Income and Endowments from:</b>							
Donations and legacies	3	2,933	-	2,933	7,645	-	7,645
Charitable activities	4	108,920	2,942,099	3,051,019	58,756	1,999,788	2,058,544
Investment income	5	199	-	199	6	-	6
<b>Total income</b>		<u>112,052</u>	<u>2,942,099</u>	<u>3,054,151</u>	<u>66,407</u>	<u>1,999,788</u>	<u>2,066,195</u>
<b>Expenditure on:</b>							
Charitable activities	6	(174,366)	(2,431,039)	(2,605,405)	(167,788)	(1,807,397)	(1,975,185)
<b>Total expenditure</b>		<u>(174,366)</u>	<u>(2,431,039)</u>	<u>(2,605,405)</u>	<u>(167,788)</u>	<u>(1,807,397)</u>	<u>(1,975,185)</u>
Net (expenditure)/income		(62,314)	511,060	448,746	(101,381)	192,391	91,010
Transfers between funds		320,330	(320,330)	-	119,754	(119,754)	-
Net movement in funds		258,016	190,730	448,746	18,373	72,637	91,010
<b>Reconciliation of funds</b>							
Total funds brought forward		241,785	142,979	384,764	223,412	70,342	293,754
Total funds carried forward	16	<u>499,801</u>	<u>333,709</u>	<u>833,510</u>	<u>241,785</u>	<u>142,979</u>	<u>384,764</u>

The notes on pages 16 to 29 form an integral part of these financial statements.

**Asian Women's Resource Centre**

**Statement of Financial Activities for the Period from 1 October 2021 to 31 March 2023  
(Including Income and Expenditure Account and Statement of Total Recognised Gains and  
Losses)**

All of the charity's activities derive from continuing operations during the above two periods.

The funds breakdown for 2021 is shown in note 16.

**Asian Women's Resource Centre**  
**(Registration number: 01942925)**  
**Balance Sheet as at 31 March 2023**

	Note	2023 £	2021 £
<b>Fixed assets</b>			
Tangible assets	12	4,530	6,000
<b>Current assets</b>			
Debtors	13	527,296	557,565
Cash at bank and in hand	14	<u>755,027</u>	<u>254,583</u>
		1,282,323	812,148
<b>Creditors: Amounts falling due within one year</b>	15	<u>(453,343)</u>	<u>(433,384)</u>
<b>Net current assets</b>		<u>828,980</u>	<u>378,764</u>
<b>Net assets</b>		<u><u>833,510</u></u>	<u><u>384,764</u></u>
<b>Funds of the charity:</b>			
<b>Restricted income funds</b>			
Restricted funds		333,709	142,979
<b>Unrestricted income funds</b>			
Unrestricted funds		<u>499,801</u>	<u>241,785</u>
<b>Total funds</b>	16	<u><u>833,510</u></u>	<u><u>384,764</u></u>

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

The financial statements on pages 14 to 33 were approved by the trustees, and authorised for issue on 10 October 2023 and signed on their behalf by:

*C. Gajrawala*

.....  
C Gajrawala  
Trustee

*N. Patel*

.....  
N Patel  
Chair and trustee

The notes on pages 18 to 33 form an integral part of these financial statements.

## Asian Women's Resource Centre

### Statement of Cash Flows for the Period from 1 October 2021 to 31 March 2023

	Note	2023 £	2021 £
<b>Cash flows from operating activities</b>			
Net cash income		448,746	91,010
<b>Adjustments to cash flows from non-cash items</b>			
Depreciation		8,684	4,746
Investment income	5	<u>(199)</u>	<u>(6)</u>
		457,231	95,750
<b>Working capital adjustments</b>			
Decrease/(increase) in debtors	13	30,269	(158,801)
Increase/(decrease) in creditors	15	16,669	(20,516)
Increase in deferred income		<u>3,290</u>	<u>6,670</u>
Net cash flows from operating activities		<u>507,459</u>	<u>(76,897)</u>
<b>Cash flows from investing activities</b>			
Interest receivable and similar income	5	199	6
Purchase of tangible fixed assets	12	<u>(7,214)</u>	<u>(1,498)</u>
Net cash flows from investing activities		<u>(7,015)</u>	<u>(1,492)</u>
Net increase/(decrease) in cash and cash equivalents		500,444	(78,389)
Cash and cash equivalents at 1 October		<u>254,583</u>	<u>332,972</u>
Cash and cash equivalents at 31 March		<u>755,027</u>	<u>254,583</u>

All of the cash flows are derived from continuing operations during the above two periods.

## Asian Women's Resource Centre

### Notes to the Financial Statements for the Period from 1 October 2021 to 31 March 2023

#### 1 Charity status

The charity is limited by guarantee, incorporated in England and Wales, and consequently does not have share capital. Each of the trustees is liable to contribute an amount not exceeding £1 towards the assets of the charity in the event of liquidation.

The address of its registered office is:

108 Craven Park  
Harlesden  
London  
NW10 8QE

These financial statements were authorised for issue by the trustees on 10 October 2023.

#### 2 Accounting policies

##### Summary of significant accounting policies and key accounting estimates

The principal accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

##### Statement of compliance

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) - Second edition October 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102). They also comply with the Companies Act 2006 and Charities Act 2011.

##### Basis of preparation

Asian Women's Resource Centre meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

##### Going concern

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern nor any significant areas of uncertainty that affect the carrying value of assets held by the charity.

## Asian Women's Resource Centre

### Notes to the Financial Statements for the Period from 1 October 2021 to 31 March 2023

#### **Judgements and key sources of estimation uncertainty**

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

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

#### **Income and endowments**

All income is recognised once the charity has entitlement to the income, it is probable that the income will be received and the amount of the income receivable can be measured reliably.

#### ***Donations and legacies***

Donations are recognised when the charity has been notified in writing of both the amount and settlement date. In the event that a donation is subject to conditions that require a level of performance by the charity before the charity is entitled to the funds, the income is deferred and not recognised until either those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the charity and it is probable that these conditions will be fulfilled in the reporting period.

#### ***Deferred income***

Deferred income represents amounts received for future periods and is released to incoming resources in the period for which, it has been received. Such income is only deferred when:

- The donor specifies that the grant or donation must only be used in future accounting periods; or
- The donor has imposed conditions which must be met before the charity has unconditional entitlement.

#### ***Gift aid***

Incoming resources from tax reclaims are included in the Statement of Financial Activities at the same time as the gift to which they relate.

#### ***Investment income***

Dividends are recognised once the dividend has been declared and notification has been received of the dividend due.

#### **Expenditure**

All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable settlement is required and the amount can be measured reliably. All costs are allocated to the applicable expenditure heading that aggregate similar costs to that category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of resources, with central staff costs allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Other support costs are allocated based on the spread of staff costs.

## Asian Women's Resource Centre

### Notes to the Financial Statements for the Period from 1 October 2021 to 31 March 2023

#### ***Charitable activities***

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

#### **Support costs**

Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources, for example, allocating property costs by floor areas, or per capita, staff costs by the time spent and other costs by their usage.

#### **Governance costs**

These include the costs attributable to the charity's compliance with constitutional and statutory requirements, including audit, strategic management and trustees meetings and reimbursed expenses.

#### **Taxation**

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

#### **Tangible fixed assets**

Individual fixed assets costing £500 or more are initially recorded at cost, less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

#### **Depreciation and amortisation**

Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual value, over their expected useful economic life as follows:

#### **Trade debtors**

Trade debtors are amounts due from customers for merchandise sold or services performed in the ordinary course of business.

Trade debtors are recognised initially at the transaction price. They are subsequently measured at amortised cost using the effective interest method, less provision for impairment. A provision for the impairment of trade debtors is established when there is objective evidence that the charity will not be able to collect all amounts due according to the original terms of the receivables.

#### **Cash and cash equivalents**

Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

## Asian Women's Resource Centre

### Notes to the Financial Statements for the Period from 1 October 2021 to 31 March 2023

#### Trade creditors

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Accounts payable are classified as current liabilities if the charity does not have an unconditional right, at the end of the reporting period, to defer settlement of the creditor for at least twelve months after the reporting date. If there is an unconditional right to defer settlement for at least twelve months after the reporting date, they are presented as non-current liabilities.

Trade creditors are recognised initially at the transaction price and subsequently measured at amortised cost using the effective interest method.

#### Fund structure

Unrestricted income funds are general funds that are available for use at the trustees discretion in furtherance of the objectives of the charity.

Designated funds are unrestricted funds set aside for specific purposes at the discretion of the trustees.

Restricted income funds are those donated for use in a particular area or for specific purposes, the use of which is restricted to that area or purpose.

#### Pensions and other post retirement obligations

The charity operates a defined benefit pension scheme. Typically defined benefit plans define an amount of pension benefit that an employee will receive on retirement, usually dependent on one or more factors such as age, years of service and compensation.

The liability recognised in the Balance Sheet in respect of defined benefit pension plans is the present value of the defined benefit obligation at the reporting date minus the fair value of plan assets. The defined benefit obligation is measured using the projected unit credit method. The present value of the defined benefit obligation is determined by discounting the estimated future payments by reference to market yields at the reporting date on high-quality corporate bonds that are denominated in the currency in which the benefits will be paid, and that have terms to maturity approximating to the terms of the related pension liability.

Actuarial gains and losses are charged or credited to other comprehensive income in the period in which they arise.

### 3 Income from donations and legacies

	Total 2023 £ 18 months	Total 2021 £ 12 months
Donations and legacies;		
Gift aid reclaimed	34	555
Regular giving and capital donations	2,359	6,930
Other income from donations and legacies	540	160
	<u>2,933</u>	<u>7,645</u>

## Asian Women's Resource Centre

### Notes to the Financial Statements for the Period from 1 October 2021 to 31 March 2023

#### 4 Income from charitable activities

	Unrestricted funds General £	Restricted funds £	Total 2023 18 months £	Total 2021 12 months £
Big Lottery Fund Grant	-	8,333	8,333	100,000
London Councils	-	464,041	464,041	320,000
Surviving Abuse and Rebuilding Lives (SAARL)	-	100,000	100,000	-
Solace Women's Aid	-	90,241	90,241	95,713
Brent Community Safety Team	25,000	-	25,000	-
Brent Advice Fund	-	9,000	9,000	15,000
John Lyons Foundation	-	6,253	6,253	24,997
London Councils (NRPF)	-	646,452	646,452	290,608
Southall Black Sisters (LS2LC)	-	221,809	221,809	122,606
MOPAC Tranche 4 (P & ACT EHP)	-	867,394	867,394	684,969
Revitalise Project	-	-	-	197,562
LCRF Helpline	-	50,000	50,000	40,000
GMSP Foundation	67,200	-	67,200	30,000
Advance Whole Housing	-	151,999	151,999	-
Esme Fairbairn Foundation	-	35,300	35,300	-
MOPAC IDVA	-	86,725	86,725	-
Refuge	-	85,000	85,000	-
Women & Girls Domestic	-	40,663	40,663	-
London Community Response	7,843	-	7,843	35,000
Lloyds Foundation	2,250	72,222	74,472	25,000
IRIS	6,500	6,667	13,167	73,333
Coronavirus job retention	127	-	127	3,756
	<u>108,920</u>	<u>2,942,099</u>	<u>3,051,019</u>	<u>2,058,544</u>

#### 5 Investment income

	Unrestricted funds General £	Total 2023 £	Total 2021 £
Interest receivable and similar income;			
Interest receivable on bank deposits	<u>199</u>	<u>199</u>	<u>6</u>

## Asian Women's Resource Centre

### Notes to the Financial Statements for the Period from 1 October 2021 to 31 March 2023

#### 6 Expenditure on charitable activities

	Note	Total 2023 £	Total 2021 £
Delivery costs		109,172	109,442
P&ACT Evaluation		6,666	13,334
Repairs		66,263	191,156
Project partner costs		1,544,165	1,059,898
Support costs	7	<u>879,139</u>	<u>601,355</u>
		<u>2,605,405</u>	<u>1,975,185</u>

## Asian Women's Resource Centre

### Notes to the Financial Statements for the Period from 1 October 2021 to 31 March 2023

#### 7 Analysis of support costs

##### Support costs

	Total 2023 £	Total 2021 £
Staff costs		
Wages and salaries	622,268	397,564
Social security costs	54,473	32,959
Pension costs	11,442	8,078
Subcontract costs	81,829	72,049
Fundraising costs	4,089	72
Support services	-	72
Staff welfare	538	604
Staff training	13,580	29,390
Staff recruitment	990	315
Sundries	2,635	155
Travel	921	159
Advertising	453	9
Audit	6,372	5,138
Audit fee (over)/under provision	(1,350)	-
Legal and professional	17,790	3,653
Rent and rates	-	1
Light and heat	1,406	882
Insurance	6,808	2,839
Telephone	10,442	7,923
IT costs	10,461	7,472
Printing and postage	1,445	1,787
Trade subscriptions	14,803	15,663
Leasing costs	1,722	4,570
Cleaning	5,975	4,232
Payroll and bookkeeping	1,117	857
Bank charges	246	166
Depreciation	8,684	4,746
	<u>879,139</u>	<u>601,355</u>

## Asian Women's Resource Centre

### Notes to the Financial Statements for the Period from 1 October 2021 to 31 March 2023

#### 8 Net incoming/outgoing resources

Net incoming resources for the period include:

	2023	2021
	£	£
Audit fees	5,112	4,650
Depreciation of fixed assets	8,684	4,587
	8,684	4,587

#### 9 Trustees remuneration and expenses

No trustees, nor any persons connected with them, have received any remuneration from the charity during the year.

#### 10 Staff costs

The aggregate payroll costs were as follows:

	2023	2021
	£	£
<b>Staff costs during the period were:</b>		
Wages and salaries	622,268	397,564
Social security costs	54,473	32,959
Pension costs	11,442	8,078
Subcontract costs	81,829	72,049
	770,012	510,650

The monthly average number of persons (including senior management / leadership team) employed by the charity during the period expressed as full time equivalents was as follows:

	2023	2021
	No	No
Full time equivalent	20	17

Contributions to the employee pension schemes for the period totalled £11,442 (2021 - £8,078).

No employee received emoluments of more than £60,000 during the period.

## Asian Women's Resource Centre

### Notes to the Financial Statements for the Period from 1 October 2021 to 31 March 2023

#### 11 Taxation

The charity is a registered charity and is therefore exempt from taxation.

#### 12 Tangible fixed assets

	Furniture and equipment £	Total £
<b>Cost</b>		
At 1 October 2021	14,612	14,612
Additions	7,214	7,214
	21,826	21,826
At 31 March 2023	21,826	21,826
<b>Depreciation</b>		
At 1 October 2021	8,612	8,612
Charge for the year	8,684	8,684
	17,296	17,296
At 31 March 2023	17,296	17,296
<b>Net book value</b>		
At 31 March 2023	4,530	4,530
At 30 September 2021	6,000	6,000

#### 13 Debtors

	2023 £	2021 £
Trade debtors	525,718	556,405
Prepayments	1,218	800
Other debtors	360	360
	527,296	557,565

#### 14 Cash and cash equivalents

	2023 £	2021 £
Cash at bank	755,027	254,583

## Asian Women's Resource Centre

### Notes to the Financial Statements for the Period from 1 October 2021 to 31 March 2023

#### 15 Creditors: amounts falling due within one year

	2023	2021
	£	£
Trade creditors	399,150	402,520
Other taxation and social security	15,111	-
Other creditors	8,165	529
Accruals	6,372	9,080
Deferred income	24,545	21,255
	<u>453,343</u>	<u>433,384</u>

## Asian Women's Resource Centre

### Notes to the Financial Statements for the Period from 1 October 2021 to 31 March 2023

#### 16 Funds

	Balance at 1 October 2021 £	Incoming resources £	Resources expended £	Transfers £	Balance at 31 March 2023 £
<b>Unrestricted funds</b>					
<i>General</i>					
General Funds	228,197	112,052	(174,366)	320,330	486,213
<i>Designated</i>					
COVID Contingency	<u>13,588</u>	-	-	-	<u>13,588</u>
<b>Total unrestricted funds</b>	<u>241,785</u>	<u>112,052</u>	<u>(174,366)</u>	<u>320,330</u>	<u>499,801</u>
<b>Restricted funds</b>					
London Councils (EHP)	-	464,041	(440,042)	(23,999)	-
Surviving Abuse and Rebuilding Lives (SAARL)	22,694	8,333	(20,985)	(10,042)	-
Solace Women's Aid	46,528	90,241	(67,957)	(43,707)	25,105
Brent Advice Fund	-	9,000	(10,398)	1,398	-
Lloyds Foundation	-	72,222	(50,027)	(22,195)	-
John Lyons Foundation	-	6,253	(1,363)	(4,890)	-
MOPAC Tranche 4	-	867,394	(832,469)	(34,925)	-
Southall Black Sisters (LS2LC)	(10,096)	221,809	(131,639)	(20,221)	59,853
London Councils (NRPF)	-	646,452	(545,673)	(52,993)	47,786
Edward Harvist	(1,074)	-	-	1,074	-
IRIS	16,823	6,667	(19,020)	(4,470)	-
Revitalise Projects	41,503	-	(42,000)	497	-
London Council helpline	26,601	50,000	(48,382)	(28,219)	-
Advance	-	151,999	(55,184)	(18,474)	78,341
Esmee Fairbairn	-	35,300	(14,736)	(1,418)	19,146
MOPAC IDVA	-	86,725	(42,502)	(21,705)	22,518
Refuge	-	85,000	(15,842)	(21,196)	47,962
SAAT	-	100,000	(62,986)	(8,876)	28,138
Women and girls domestic	-	40,663	(29,834)	(5,969)	4,860
	<u>142,979</u>	<u>2,942,099</u>	<u>(2,431,039)</u>	<u>(320,330)</u>	<u>333,709</u>
<b>Total funds</b>	<u><u>384,764</u></u>	<u><u>3,054,151</u></u>	<u><u>(2,605,405)</u></u>	<u><u>-</u></u>	<u><u>833,510</u></u>

## Asian Women's Resource Centre

### Notes to the Financial Statements for the Period from 1 October 2021 to 31 March 2023

The transfer of funds represents apportioned management fees and overheads from the respective projects. Management fees and overheads expenses of £174,366 have not been allocated to individual projects.

	Balance at 1 October 2020 £	Incoming resources £	Resources expended £	Transfers £	Balance at 30 September 2021 £
<b>Unrestricted funds</b>					
<i>General</i>					
General Funds	209,824	66,407	(167,788)	119,754	228,197
<i>Designated</i>					
COVID Contingency	<u>13,588</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>13,588</u>
<b>Total unrestricted funds</b>	<u>223,412</u>	<u>66,407</u>	<u>(167,788)</u>	<u>119,754</u>	<u>241,785</u>
<b>Restricted funds</b>					
London Councils (EHP)	-	320,000	(293,722)	(26,278)	-
Surviving Abuse and Rebuilding Lives (SAARL)	10,633	100,000	(79,886)	(8,053)	22,694
Solace Women's Aid	9,452	95,713	(58,637)	-	46,528
Brent Advice Fund	-	15,000	(28,965)	13,965	-
John Lyons Foundation	-	24,997	(23,670)	(1,327)	-
MOPAC Tranche 4	10,115	684,969	(651,862)	(43,222)	-
Southall Black Sisters (LS2LC)	4,004	122,606	(136,706)	-	(10,096)
London Community Response Fund	36,212	35,000	(44,336)	(26,876)	-
London Councils (NRPF)	1,000	290,608	(263,645)	(27,963)	-
Edward Harvist	(1,074)	-	-	-	(1,074)
IRIS	-	73,333	(56,510)	-	16,823
Revitalise Projects	-	197,562	(156,059)	-	41,503
London Council helpline	-	40,000	(13,399)	-	26,601
	<u>70,342</u>	<u>1,999,788</u>	<u>(1,807,397)</u>	<u>(119,754)</u>	<u>142,979</u>
<b>Total funds</b>	<u>293,754</u>	<u>2,066,195</u>	<u>(1,975,185)</u>	<u>-</u>	<u>384,764</u>

## Asian Women's Resource Centre

### Notes to the Financial Statements for the Period from 1 October 2021 to 31 March 2023

The specific purposes for which the funds are to be applied are as follows:

London Councils Ascent Ending Harmful Partnership - provides advocacy, counselling, training, community engagement activities to those affected by harmful practices across London.

Surviving Abuse and Rebuilding Lives - provided domestic abuse, advice and information and workshops and classes for women. This project has ended and now we are delivering on SAAT (Surviving Abuse And Thriving).

Solace - Providing advice and counselling services to women experiencing domestic abuse.

Brent Advice Fund - Providing advice and information services and workshops on welfare benefits & housing - this project has ended.

John Lyons - supporting young women experiencing harmful practices, this project has ended.

Southall Black Sisters - LHAWAS project providing direct accomodation and subsistence for women with No recourse to public funds.

London Community Response - supported the setting up of the harmful practices helpline project and an evaluation of the service - This project has ended.

Edward Harvest trust - Installation of security systems at the premises.

IRIS - To provide training to GP's practices and take refferals for women experiencing domestic abuse from GP practices.

Revitalise Project - undertake renovation works to AWRC premises including full access for women with disabilities and training room room for women.

#### 17 Analysis of net assets between funds

	Unrestricted funds General £	Restricted funds £	Total funds at 31 March 2023 £
Tangible fixed assets	4,530	-	4,530
Current assets	948,614	333,709	1,282,323
Current liabilities	(453,343)	-	(453,343)
Total net assets	<u>499,801</u>	<u>333,709</u>	<u>833,510</u>

## Asian Women's Resource Centre

### Notes to the Financial Statements for the Period from 1 October 2021 to 31 March 2023

	Unrestricted funds General £	Restricted funds £	Total funds at 30 September 2021 £
Tangible fixed assets	6,000	-	6,000
Current assets	669,169	142,979	812,148
Current liabilities	(433,384)	-	(433,384)
<b>Total net assets</b>	<b>241,785</b>	<b>142,979</b>	<b>384,764</b>

#### 18 Section 37 statement

##### Ending Harmful Practices

	Grant received (£)	Grant spent (£)
Ashiana Network	53,222	53,222
Asian Women's Resource Centre lead partner	89,917	89,917
DVIP	34,031	34,031
Forward	72,236	72,236
IKWRO	53,222	53,222
IMECE	53,222	53,222
LAWRS	53,222	53,222
Southall Black Sisters	23,507	23,507
Women and Girls Network	31,465	31,465
	<b>464,044</b>	<b>464,044</b>
Staff costs	385,298	385,298
Beneficiary costs	14,175	14,175
Other costs	64,572	64,572
	<b>464,044</b>	<b>464,044</b>

Funding of £464,044 was received from London Councils in 2021/23 (October 21 - March 23) for the Ending Harmful Practices project. The total amount spent was £464,044.

**ASIAN WOMEN'S RESOURCE CENTRE**

England & Wales - Charity number 1049058

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# Accounts

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Company registration number: 01942925

Charity registration number: 1049058

# Asian Women's Resource Centre

(A company limited by guarantee)

Annual Report and Financial Statements

for the Year Ended 30 September 2021

Field Sullivan Limited  
9 Hare & Billet road  
Blackheath  
SE3 ORB

## **Asian Women's Resource Centre**

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## **Asian Women's Resource Centre**

### **Reference and Administrative Details**

**Charity Registration Number** 1049058

**Company Registration Number** 01942925

**Registered Office** The charity is incorporated in England and Wales.  
108 Craven Park  
Harlesden  
London  
NW10 8QE

**Auditor** Field Sullivan Limited  
9 Hare & Billet road  
Blackheath  
SE3 0RB

**Bankers** HSBC  
Kilburn  
50-52 Kilburn High Road  
North Maida Vale  
London  
NW6 4HJ

## **Asian Women's Resource Centre**

### **Trustees' Report**

The Asian Women's Resource Centre led and delivered several partnership projects jointly with other women's organisations. This year the AWRC income was £2,065,195. However out of this we made partner payments totalling £1,059,898, which left the AWRC with an income of £1,006,297.

#### **Covid- 19**

In March 2020 in line with government guidance all AWRC staff commenced remote working from home. Only one member of staff, the housekeeper was furloughed. Self/ household isolation and violence against women and girls has been a deadly combination, despite this, the AWRC has not slowed down, we have ensured that BME women experiencing domestic abuse have continued to receive vital support services that they need. Needs have not gone away but increased for BME during the pandemic. For BME women racialized discrimination and the disproportionate impact of structural inequalities has become exacerbated and not alleviated, for example women with no recourse have little support and are therefore subject to further inequality. During lockdown our referrals doubled; source of referral included: police, social services, IDVA services, voluntary sector organizations and it has been challenging to meet increased demands within limited resources. The AWRC has developed a continuity plan on how services will be delivered during the pandemic and have conducted risk assessments on all our projects. This is monitored by trustees at board level.

#### **Aims and Objectives**

The Asian Women's Resource Centre (AWRC) has an open-door policy to all women, with specialism and expertise in providing support to Black, Minority, Ethnic (BME) women, girls, and children across London. The Charity was set up in 1980 and provides free, confidential, and non- judgemental services to women and children, through the provision of emergency crisis intervention, advice and information, counselling, domestic abuse advocacy, outreach and ongoing support and educational workshops and classes.

The AWRC's charitable objectives, as outlined in the governing documents, are as follows:

1. To relieve the poverty, distress and suffering of women, girls, and children, particularly but not exclusively, of Asian origin by the provision of advice and information in the areas of housing, health, employment, and childcare.
2. To advance the education for the public benefit by the provision of classes, workshops, seminars in areas of housing, health, employment and childcare and the provision for training for employment.

#### **Key aims**

- Work towards ending violence against women and girls.
- Ensure safety, security, and dignity, through offering targeted responses and reducing risks.
- Ensure the needs of BME women are addressed in line with the ethos of "led by and for".
- Independence and autonomy for BME women and girls.
- Securing equality for all women across all walks of life.
- Involvement of service users at all levels, to ensure that the services provided, meet the needs of women and girls.
- Have a commitment to equality and diversity.

#### **How Objectives and Activities Deliver Public Benefit**

In shaping the objectives for the year and planning the charity's activities, the trustees referred to the guidance contained in the Charity Commission's general guidance on public benefit, when reviewing the charity's aims and objectives and in planning future activities.

## Asian Women's Resource Centre

### Trustees' Report

The AWRC is based in the London Borough of Brent and is one of the oldest Asian women's organisations of its kind in the UK. Set up 40 years ago, the AWRC provides advice, information, and support within a culturally sensitive, confidential, and non-judgemental framework. It is one of the pioneering organisations addressing gender and equality amongst BME women and children across London. Funding is received from London Councils, Big Lottery, Brent Council and Mayors Office for Policing and Crime (MOPAC), John Lyons Charity, Lloyds Foundation, Solace, Southall Black Sisters, London Funders, Advance, charities, donations, and small trusts.

AWRC was created in recognition that women carry a disproportionate burden of problems of displacement, isolation, and exclusion from mainstream society. They are more vulnerable to abuse and encounter a host of other complex barriers to safety and wellbeing. The AWRC is the only organisation of its kind addressing the multiple needs of BME women.

The AWRC provides a range of services which benefit to BME women and girls. This includes the provision of advice and information, domestic abuse advocacy services, emotional support, women's drop-in activities, support group services, a luncheon club, employability workshops, summer activities for children, International Women's Day and 16 Days of Activism events. One of the key areas of our work is to address domestic and sexual abuse including harmful practices within the wider violence against women and girls (VAWG) agenda, this includes forced marriages, "so called" honour related abuse, faith-based abuse, female genital mutilation, caste oppression and acid attacks. The AWRC also supports women who have no recourse to public funds. Furthermore, the Centre tackles the many challenges associated with VAWG such as homelessness, welfare benefits, child contact/legal issues involving children, drugs and alcohol, mental health, parental conflicts, employment, immigration, cultural and religious pressures such as "sharam" (shame) and "izzat" (honour) which hold women in abusive relationships.

The AWRC is approached by 4 new women each week fleeing violent relationships, often in crisis situations requiring immediate interventions. The AWRC is the only place where women can seek out culturally and linguistically sensitive services in the Northwest London area.

We provide support in 18 community languages including: Gujarati, Hindi, Punjabi, Urdu, Marathi, Turkish, Azarbaijani, Kurdish, Italian, Portuguese, Farsi, Pashto, Konkani, Hinko, Patwari, Bengali, Tamil, Arabic and English, as well as options, prioritising safety so that women can make informed choices about their own lives and those of their children.

The AWRC also provides training to frontline practitioners from both the voluntary and statutory sectors on specialist issues which affect BME women, such as self-harm and suicide, forced marriages, honour related abuse and faith-based abuse, trafficking, caste, and dowry. The training aims to make practitioners more responsive to the needs of BME women and girls and early identification of the issues. In addition, we seek to highlight the needs of BME women and girls and ensure that their voices influence policy and legislative changes.

Although the AWRC provides services to Asian women, we have an open-door policy towards all women in need. Our services are currently accessed by a range of diverse communities including Middle Eastern, European, and African women.

The AWRC is continuously striving to reach quality and equalities standards and evidence of its success includes the Advice Quality Standard in the category of general help with casework (Level 1); an exemption from the Office of the Immigration Services Commissioner (OISC) to provide Immigration advice (Level 1); and the registration of its crèche services, with OFSTED and adheres to Women's Aid domestic violence service standards. This year we obtained Imkaan Accredited Quality Standards (IAQS) on harmful practices Award level: Distinctive.

## Asian Women's Resource Centre

### Trustees' Report

#### Public benefit

- To ensure that BME women and girls have access to free advice and information services on a wide range of issues including, welfare benefits, debt, housing/homelessness, education and training and immigration. A fundamental principle within the AWRC is that advice should be free at the point of delivery. Through offering advice services that are free, the AWRC can assure equal access to all women and girls, particularly women and girls from disadvantaged and marginalised communities.
- To address issues of abuse within the wider VAWG agenda, including harmful practices and ensure that safety is prioritised of women and girls.
- Improve the understanding of domestic abuse including harmful practices amongst service users, the wider Asian community, and frontline practitioners, through the delivery of presentations, training and workshops.
- Improve health and well-being of survivors of domestic abuse and support women to rebuild their lives and integrate into mainstream society.
- Address equalities issues and increase uptake of BME older women (55+), women in same sex relationships and women with disabilities or mental health issues, who experience abuse.

#### Significant Activities

##### Combating poverty and homelessness

Through the Surviving Abuse and Rebuilding Lives (SAARL) project and the Brent Advice Fund the AWRC offers the provision of advice and information with casework support (Level 1) in Immigration, employment, health, welfare benefits, housing and council tax benefits; through helping women apply for their entitlements and maximise incomes. Housing: Addressing homelessness, housing transfers, locata bidding, access affordable housing (either through local authorities or housing associations); supporting women, threatened with homelessness, from private landlords and assisting women to complete forms and how to follow up their cases independently. Our services also reached out to housebound women including, carers, women with disabilities and vulnerable women, through home visits. We conducted an external evaluation of the SAARL project.

##### Educating and preventing violence against women and girls

The AWRC has continued to lead and deliver on the London Councils funded project, Ascent Ending Harmful Practices project (2017-2021), this was further extended for another year up until 2026. The Ending Harmful Practices partnership consists of eight, specialist women's organisations and provides specialist services to women, who have been affected by forced marriages, female genital mutilation, acid attacks, faith-based abuse and honour related abuse across London. More specifically services include intense one to one advice and advocacy support and therapeutic support services. The project also provides workshops to young women and training to frontline practitioners, to increase early identification of those at risk and improve institutional responses to address harmful practices in London.

Prevention and Action Through Community Engagement and Training (P&ACT) was awarded a three-year grant from the Mayor's Office for Police and Crime (MOPAC) 2019-2022 this has been extended for another two years until 2025. The partnership consists of 12 partners, the largest partnership in the UK addressing harmful practices. P&ACT provides one to one advocacy, counselling, community engagement workshops and training to frontline staff on harmful. Including FGM FM, HBV (so called "honour"-based abuse), faith-based abuse, corrective rape, widow rituals and other harmful practices within the spectrum of violence against women and girls (VAWG). AWRC were also awarded the MOJ uplift to support P&ACT partners during the COVID-19 pandemic.

## **Asian Women's Resource Centre**

### **Trustees' Report**

Supporting women experiencing no recourse to public funds; The AWRC were awarded funding by London Councils to lead on the No Recourse Project (2020- 2021). The project is a partnership project with 11 other partners. The project delivers support to women with NRPF under S17, or outside S17 on spousal visa and women with insecure immigration status consist of the following: Appropriate accommodation in women's refuges across Pan-London, tailored and expert advice and advocacy services, and counselling and therapeutic support services and Intensive legal casework and advocacy support at L1, L2 and L3 including immigration and asylum advice services. This partnership came to an end in March 2020.

The AWRC is also a delivery partners on the London Holistic Wrap Around Service (LHAWAS) which supports women who have no recourse to public funds. The project provides one to one advocacy support, rent and subsistence costs to women and has continued to provide services to women with NRPF.

#### **Ascent advice and information**

The AWRC are delivery partners on the Ascent advice and information strand, providing domestic and sexual abuse support services. Women experiencing domestic and sexual abuse are often transient and move across borough boundaries (often the most vulnerable) and can find it hardest to access services. Additionally, women often prefer to access gender specific services. The Ascent Advice and information work was established to meet the needs of these user groups by providing services for women and girls regardless of their borough of residence. AWRC is a partner in this project and has continued to deliver one to one and group services, in ten London boroughs.

In addition to this the AWRC are delivery partners on the MOPAC funded Advice Plus Project - This project builds on capacity on the advice and information work to reach out to more women experiencing domestic and sexual abuse.

#### **Education and Training**

Through the SAARL project the AWRC has provided a range of training opportunities, workshops and classes to Asian women who have experienced domestic abuse living in Brent and Harrow. The classes have included: ESOL, computer, arts and crafts, embroidery, knitting, healthy eating, henna, and yoga. As part of this project women have also engaged in social and networking opportunities, such the luncheon club, women's activities sessions, International Women's Day, and 16 days of activism events, as well as Eid and Diwali. These activities have grown from strength to strength throughout this year and many women have benefited from these services. Due to Covid- 19 these classes are being delivered through Zoom.

MOPAC funded training- 2018-2020 - This Project is led by the AWRC together with the Ascent partners- Collectively the partnership provided training to 1379 professionals. The AWRC provided training to 235 frontline professionals in Brent, Kensington & Chelsea, Richmond, Harrow, and Barnet.

#### **Main objectives for the year**

- Lead and delivery of all AWRC partnership projects London Councils funded Ascent Ending Harmful Practices project, MOPAC funded P&ACT project providing advice and advocacy services to those who have been affected by harmful practices in London and strengthen partnership working.
- Develop work with young women aged between 16-25 funded by the John Lyons Charity 2018- 2021
- Deliver outreach services, in the targeted boroughs, extending our geographical reach in outer London boroughs as part the Ascent work.
- Deliver IRIS in partnership with Advance In Brent/Ealing, Hammersmith & Fulham and Westminster.
- Deliver the lottery funded SAARL project, offering domestic abuse and advice, information services, training, classes, and workshops to women living in Brent and Harrow.

## Asian Women's Resource Centre

### Trustees' Report

- Increase service user consultation and participation in the running of the organisation and its services. Additional funding was received to conduct an evaluation.
- Provide activities and networking opportunities for women.
- Support women who have no recourse to public funds and provide support services to women with complex needs such as mental health and drugs and alcohol dependencies.
- Active engagement with the London Violence Against Women and Girls consortium, with the aim of improving networks for women and to work more effectively on issues affecting women's equality.
- Securing core costs for the organisation.
- Strengthen links with voluntary and statutory organisations providing domestic abuse support services locally and on a pan London basis.
- Ensuring compliance with all quality mark standards relating to the work of the organisations including, Domestic Violence service standards and Quality Mark standards.
- Provision of placements for students and volunteers.

#### Strategies for achieving objectives

- Ensure continuous evaluation of outcomes for all AWRC funded projects using both quantitative and qualitative methods to track progress and to measure impact of the services on women. The AWRC has invested in Charity log case management system which has improved the organisations data collection.

#### Quantitative data collated includes:

- o Achievement of targets for women (1) assisted with forced marriages, honour related abuse and female genital mutilation; (2) Undertaking risk assessments and safety plans and making MARAC referrals; (3) participating in confidence building and health improvement activities.
- o Monitoring through number and type of advice provided; number of referrals; number and type of workshops, focus groups, peer mentoring workshops held with women and girls; number and type of mainstream services accessed; numbers of women accessing printed and web based information, translation services and numbers of client feedback survey conducted in client's own language.

#### Qualitative measures have included:

- o Beneficiaries have an increased understanding of the support options available to them and are more aware of their rights and entitlements; Beneficiaries reported mental health, physical activity, confidence and self-esteem and Beneficiaries living free from violent situations and collation of case studies.

- The AWRC relies heavily on the involvement of the volunteers to increase capacity of the organisation. The principle of volunteering is inherent in the charity's commitment to valuing and developing resources from within its own communities. The volunteers recruited by the AWRC play an important role within the organisation. They take responsibilities in varied tasks relating to the work of the Centre ranging from answering telephones from callers to undertaking research. The AWRC will actively engage volunteers.

#### Achievements and performance

- The organization staff team has grown from 4 members of staff to 23, through successful fundraising.
- We have also secured funding from Brent Council NCIL to improve the AWRC premises.
- The AWRC have a new look website and has increased its social media profile through setting up a Facebook page, Instagram, and Twitter account. This has had a significant impact on raising the profile of the AWRC work and has increased the numbers of followers that we are able to reach through our social media platforms. We now have 649 Twitter followers, 713 Instagram followers and 150 Facebook followers.

## Asian Women's Resource Centre

### Trustees' Report

- 697 women experiencing harmful practices, including forced marriage and honour-based violence have been supported through one-to-one advocacy support.
- 127 women with no recourse to public funds supported through one-to-one advocacy services.
- 146 women supported with on housing, welfare benefits advice, a further 24 women were supported through workshops on benefits and housing.
- 134 women improved their self-esteem and confidence developing practical skills through engaging in ESOL, computer, healthy eating, and sewing & embroidery classes. Additional sewing class and computer classes have commenced so more women can reach out to more women.
- 42 young women aged between 16- 25 experiencing harmful practices were supported through one-to-one advocacy support.
- 82 women improved their English language and IT skills through accessing ESOL and computer classes. All the participants who completed the course received a certificate from the Asian Women's Resource Centre.
- 96 women accessed the AWRC domestic abuse helpline.
- 265 frontline practitioners were provided with training on harmful practices to identify risk indicators and improve responses to women.
- AWRC improved monitoring and evaluation systems and has invested in a new case management system- Charity log which has improved data collection.
- AWRC has increased the profile of the organisation and its work within the VAWG sector and the wider community, this has been evidenced by our participation at events highlighting current challenges for BME and the needs for specialist services when supporting women and girls experiencing abuse.
- The Charity produces a separate annual report detailing the main achievements for the organisation, identifying the difference that it's made on the circumstances of its beneficiaries.

#### Financial Review

#### Reserves Policy

The directors are committed to maintaining an adequate, justified, and reasonable level of reserves in line with guidance from the Charity Commission. It is the trustees' aim to hold a reserve fund of £127,000 equivalent to three months' running costs.

#### Principal Funding Sources

Aside from the income generated from London Councils and the Lottery, the principal funding source for the charity is currently by way of grants from charities and trusts as well as donations.

#### Plans for Future Periods

- Secure continuation funding for the Charities core activities and to further diversify projects in the provision of services to BME women across London.
- Lead, manage and deliver on all AWRC partnership projects including Ascent Ending Harmful Practices, P&ACT Project, MOJ uplift and the No recourse project, meeting all targets and consolidating all systems and processes.
- Work on the ReVITALize project- refurbishing AWRC premises, increasing security and safety of both staff and service users, ensure that the building is Covid-19 secure, ensure full accessibility for women who have disabilities, create a play area for children and a training room.
- Continue to work as a delivery partner on the Ascent advice and counselling strand, Advice Plus project and the London Holistic Wrap Around Service (LHAWAS)
- To increase the social media profile of the organisation through Facebook, Twitter, and Instagram
- Update the website and develop webchat services
- Continue increasing the external profile of our work

## **Asian Women's Resource Centre**

### **Trustees' Report**

- Update AWRC business plan and fundraising strategy with support through the Lloyds enhance programme.
- Deliver specialist training on harmful practices as a way of generating funding, not covered by existing funders.
- Strengthen governance structures and our financial base, including reviewing the Constitution.
- Evaluate the impacts of our work and demonstrate value for money.
- Ensure a vibrant, engaged board supported by effective structures with strong, organisational capacity.
- Develop and deliver a comprehensive suite of programmes, deployed through a range of effective partnerships.
- Continue to work with the London Violence Against Women & Girls consortium to collaborate with partners on new projects and commissions.

#### **Structure, Governance and Management**

##### **Governing Document**

The AWRC is constituted as a company limited by guarantee incorporated on 29 August 1985 and is therefore governed by a Memorandum and Articles of Association and amended by special resolution dated 11 July 1995. It was registered as a charity with the Charity Commission on 7 September 1995. In the event of the company being wound up, all members present, and 12 months past are required to contribute an amount not exceeding £10.

##### **Recruitment and Appointment of Members**

New trustees are selected and recruited by advertising positions through the AWRC's networks which include local umbrella and second tier organisations. Adverts are also placed on AWRC's website. Interested parties are asked to complete an application form. Once the application form is received, they are interviewed by the Chair and Director of the AWRC. Trustees are asked to join the board and are elected and appointed officially at the Annual General Meeting.

##### **Member Induction and Training**

All new trustees are given an in-house induction into the work of the AWRC. The new members are also introduced to the staff and given the staff handbook which includes all the policies and procedures which govern work of the charity. An additional AWRC induction pack provides an outline of the core functions of the AWRC, governance issues, and responsibilities of members (including job descriptions for elected officers), legal responsibilities, role of directors, finances, and strategic role. Board members also attend relevant internal and external training to develop their skills and knowledge.

##### **Organisational Structure**

The Board of trustees meet on a bi-monthly basis and are responsible for the strategic direction, policy making and overall control of the charity. The Board of trustees have a variety of backgrounds and skills relevant to the work of the charity. In addition, there are specific roles for office holding posts such as the Chair and Treasurer. Individual trustees support specific areas of work and are accountable to the whole Board. All major decisions of the charity are made by the Board of trustees. The trustees approve the AWRC's business plan, annual work plan, annual budget and quarterly financial reports to measure and control the charity's performance against the budget. Day to day operations, such as staff management and operational decisions are delegated to the Executive director who receives supervision from the Chair every six weeks.

## Asian Women's Resource Centre

### Trustees' Report

#### Related Organisations

The AWRC continues to work in partnership on specific aspects of service delivery. For example, AWRC is part of Ascent delivering violence against women's services. Ascent projects are formal partnerships requiring joint collaborations on the delivery of project outcomes. The AWRC are also part of a wider network of the London Violence against Women and Girls consortium.

#### Risk Management

The directors have conducted their own review of the major risks to which the AWRC is exposed. A SWOT (Strengths, Weaknesses, Opportunities and Threats) analysis has been conducted and systems have been put into place to mitigate any risks. The most significant risk would be the loss of funding from London Councils. All other funding received is restricted. Strategic plans, business plan and fundraising strategy, are also in place to address the core funding situation and decrease the organisation's dependency on the one major funder.

Internal risks are minimised by written procedures for the authorisation of all transactions and projects; regular meetings of the directors to review management accounts, prepare and monitor budgets and forecasts and review the funding strategies in place.

#### Board of Directors

The following members served as directors during the year:

R Sayed (Chair)

R Varma

C Gajrawala (Treasurer)

P Kharbanda                      Resigned July 2020

N Dhanani                         Resigned March 2021

T Nijjar

Rehana Ameer                    Resigned August 2020

Khazana Khan                    Appointed August 2020

Tina Siddique                     Appointed August 2020

Nithee Kotecha                    Appointed August 2020

Rita Bologna                      Appointed March 2021

## Asian Women's Resource Centre

### Trustees' Report

#### Statement of Trustees' Responsibilities

The trustees (who are also the directors of Asian Women's Resource Centre for the purposes of company law) are responsible for preparing the trustees' report and the financial statements in accordance with the United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

Company law requires the trustees to prepare financial statements for each financial year. Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and 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 presume that the charitable company will continue in business.

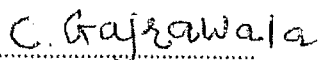
The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements 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 the prevention and detection of fraud and other irregularities.

#### Disclosure of information to auditor

Each trustee has taken steps that they ought to have taken as a trustee in order to make themselves aware of any relevant audit information and to establish that the charity's auditor is aware of that information. The trustees confirm that there is no relevant information that they know of and of which they know the auditor is unaware.

This report has been prepared in accordance with the Statement of Recommended Practice Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard for Smaller Entities (effective January 2015) and in accordance with the special provisions relating to small companies within Part 15 of the Companies Act 2006.

The annual report was approved by the trustees of the charity on 1 November 2022 and signed on its behalf by:



C Gajrawala  
Chair and Trustee

## Asian Women's Resource Centre

### Independent Auditor's Report to the Members of Asian Women's Resource Centre

#### Opinion

We have audited the financial statements of Asian Women's Resource Centre (the 'charity') for the year ended 30 September 2021, which comprise the Statement of Financial Activities, Balance Sheet, Statement of Cash Flows, 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 United Kingdom Accounting Standards, comprising Charities SORP - FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and applicable law (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 30 September 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 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 the provisions available for small entities, in the circumstances set out in note to the financial statements, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

#### Conclusions relating to going concern

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

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

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

#### Other information

The 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.

## **Asian Women's Resource Centre**

### **Independent Auditor's Report to the Members of Asian Women's Resource Centre**

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.

#### **Opinion on other matters prescribed by the Companies Act 2006**

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

- the information given in the Trustees' Report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Trustees' Report has been prepared in accordance with applicable legal requirements.

#### **Matters on which we are required to report by exception**

In the light of our knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Report.

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

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

#### **Responsibilities of trustees**

As explained more fully in the Statement of Trustees' Responsibilities (set out on page 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 the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the 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.

#### **Auditor 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.

## Asian Women's Resource Centre

### Independent Auditor's Report to the Members of Asian Women's Resource Centre

The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

Discussions were held with the directors with a view to identifying those laws and regulations that could be expected to have a material impact on the financial statements.

The following laws and regulations were identified as being of significance to the entity:

- Those laws and regulations considered to have a direct effect on the financial statements include UK financial reporting standards and Company Law.
- It is considered that there are no laws and regulations for which non-compliance may be fundamental to the operating aspects of the business.

Audit procedures undertaken in response to the potential risks relating to irregularities (which include fraud and non-compliance with laws and regulations) comprised of: inquiries of management and those charged with governance as to whether the entity complies with such laws and regulations; enquiries with the same concerning any actual or potential litigation or claims; inspection of relevant legal correspondence; review of board minutes; testing the appropriateness of entries in the nominal ledger, including journal entries; reviewing transactions around the end of the reporting period; and the performance of analytical procedures to identify unexpected movements in account balances which may be indicative of fraud.

No instances of material non-compliance were identified. However, the likelihood of detecting irregularities, including fraud, is limited by the inherent difficulty in detecting irregularities, the effectiveness of the entity's controls, and the nature, timing and extent of the audit procedures performed. Irregularities that result from fraud might be inherently more difficult to detect than irregularities that result from error. As explained above, there is an unavoidable risk that material misstatements may not be detected, even though the audit has been planned and performed in accordance with ISAs (UK).

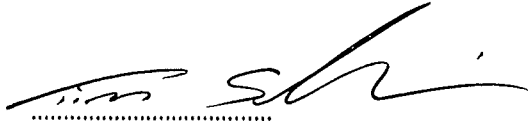
A further description of our responsibilities is available on the Financial Reporting Council's website at: [www.frc.org.uk/auditorsresponsibilities](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our auditor's report.

#### Use of our report

This report is made solely to the charitable company's trustees, 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 trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and its trustees as a body, for our audit work, for this report, or for the opinions we have formed.

**Asian Women's Resource Centre**

**Independent Auditor's Report to the Members of Asian Women's Resource Centre**



.....  
Timothy Sullivan FCA (Senior Statutory Auditor)  
For and on behalf of Field Sullivan Limited, Statutory Auditor

9 Hare & Billet road  
Blackheath  
SE3 0RB

Date: 9/11/22.....

**Asian Women's Resource Centre**

**Statement of Financial Activities for the Year Ended 30 September 2021  
(Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)**

	Note	Unrestricted £	Restricted £	Total 2021 £	Unrestricted £	Restricted £	Total 2020 £
<b>Income and Endowments from:</b>							
Donations and legacies	3	7,645	-	7,645	4,575	-	4,575
Charitable activities	4	58,756	1,999,788	2,058,544	27,083	1,574,488	1,601,571
Investment income	5	6	-	6	158	-	158
Total income		66,407	1,999,788	2,066,195	31,816	1,574,488	1,606,304
<b>Expenditure on:</b>							
Charitable activities	6	(167,788)	(1,807,397)	(1,975,185)	28,426	(1,425,014)	(1,396,588)
Total expenditure		(167,788)	(1,807,397)	(1,975,185)	28,426	(1,425,014)	(1,396,588)
Net (expenditure)/income		(101,381)	192,391	91,010	60,242	149,474	209,716
Transfers between funds		119,754	(119,754)	-	79,132	(79,132)	-
Net movement in funds		18,373	72,637	91,010	139,374	70,342	209,716
<b>Reconciliation of funds</b>							
Total funds brought forward		223,412	70,342	293,754	84,038	-	84,038
Total funds carried forward	17	241,785	142,979	384,764	223,412	70,342	293,754

All of the charity's activities derive from continuing operations during the above two periods.  
The funds breakdown for 2020 is shown in note 17.

The notes on pages 18 to 31 form an integral part of these financial statements.  
Page 15

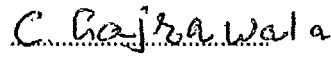
**Asian Women's Resource Centre**  
**(Registration number: 01942925)**  
**Balance Sheet as at 30 September 2021**

	Note	2021 £	2020 £
<b>Fixed assets</b>			
Tangible assets	12	6,000	9,248
<b>Current assets</b>			
Debtors	13	557,565	398,764
Cash at bank and in hand	14	<u>254,583</u>	<u>332,972</u>
		812,148	731,736
<b>Creditors: Amounts falling due within one year</b>	15	<u>(433,384)</u>	<u>(447,230)</u>
<b>Net current assets</b>		<u>378,764</u>	<u>284,506</u>
<b>Net assets</b>		<u>384,764</u>	<u>293,754</u>
<b>Funds of the charity:</b>			
<b>Restricted</b>		142,979	70,342
<b>Unrestricted income funds</b>			
Unrestricted		<u>241,785</u>	<u>223,412</u>
<b>Total funds</b>	17	<u>384,764</u>	<u>293,754</u>

The financial statements on pages 15 to 31 were approved by the trustees, and authorised for issue on 1 November 2022 and signed on their behalf by:



R Sayed  
Chair and Trustee



C Gajrawala  
Trustee

The notes on pages 18 to 31 form an integral part of these financial statements.

## Asian Women's Resource Centre

### Statement of Cash Flows for the Year Ended 30 September 2021

	Note	2021 £	2020 £
<b>Cash flows from operating activities</b>			
Net cash income		91,010	209,716
<b>Adjustments to cash flows from non-cash items</b>			
Depreciation		4,746	2,803
Investment income	5	<u>(6)</u>	<u>(158)</u>
		95,750	212,361
<b>Working capital adjustments</b>			
Increase in debtors	13	(158,801)	(301,695)
(Decrease)/Increase in creditors	15	(20,516)	363,483
Increase/(decrease) in deferred income		<u>6,670</u>	<u>(25,178)</u>
Net cash flows from operating activities		<u>(76,897)</u>	<u>248,971</u>
<b>Cash flows from investing activities</b>			
Interest receivable and similar income	5	6	158
Purchase of tangible fixed assets	12	<u>(1,498)</u>	<u>(8,340)</u>
Net cash flows from investing activities		<u>(1,492)</u>	<u>(8,182)</u>
Net (decrease)/Increase in cash and cash equivalents		(78,389)	240,789
Cash and cash equivalents at 1 October		<u>332,972</u>	<u>92,183</u>
Cash and cash equivalents at 30 September		<u><u>254,583</u></u>	<u><u>332,972</u></u>

All of the cash flows are derived from continuing operations during the above two periods.

The notes on pages 18 to 31 form an integral part of these financial statements.

## Asian Women's Resource Centre

### Notes to the Financial Statements for the Year Ended 30 September 2021

#### 1 Charity status

The charity is limited by guarantee, incorporated in England and Wales, and consequently does not have share capital. Each of the trustees is liable to contribute an amount not exceeding £1 towards the assets of the charity in the event of liquidation.

The address of its registered office is:

108 Craven Park  
Harlesden  
London  
NW10 8QE

These financial statements were authorised for issue by the trustees on 1 November 2022.

#### 2 Accounting policies

##### Summary of significant accounting policies and key accounting estimates

The principal accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

##### Statement of compliance

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) - Second edition October 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102). They also comply with the Companies Act 2006 and Charities Act 2011.

##### Basis of preparation

Asian Women's Resource Centre meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

##### Going concern

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern nor any significant areas of uncertainty that affect the carrying value of assets held by the charity.

## Asian Women's Resource Centre

### Notes to the Financial Statements for the Year Ended 30 September 2021

#### **Judgements and key sources of estimation uncertainty**

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

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

#### **Income and endowments**

All income is recognised once the charity has entitlement to the income, it is probable that the income will be received and the amount of the income receivable can be measured reliably.

#### **Donations and legacies**

Donations are recognised when the charity has been notified in writing of both the amount and settlement date. In the event that a donation is subject to conditions that require a level of performance by the charity before the charity is entitled to the funds, the income is deferred and not recognised until either those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the charity and it is probable that these conditions will be fulfilled in the reporting period.

#### **Deferred income**

Deferred income represents amounts received for future periods and is released to incoming resources in the period for which, it has been received. Such income is only deferred when:

- The donor specifies that the grant or donation must only be used in future accounting periods; or
- The donor has imposed conditions which must be met before the charity has unconditional entitlement.

#### **Gift aid**

Incoming resources from tax reclaims are included in the Statement of Financial Activities at the same time as the gift to which they relate.

#### **Investment income**

Dividends are recognised once the dividend has been declared and notification has been received of the dividend due.

#### **Expenditure**

All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable settlement is required and the amount can be measured reliably. All costs are allocated to the applicable expenditure heading that aggregate similar costs to that category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of resources, with central staff costs allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Other support costs are allocated based on the spread of staff costs.

## Asian Women's Resource Centre

### Notes to the Financial Statements for the Year Ended 30 September 2021

#### **Charitable activities**

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

#### **Support costs**

Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources, for example, allocating property costs by floor areas, or per capita, staff costs by the time spent and other costs by their usage.

#### **Governance costs**

These include the costs attributable to the charity's compliance with constitutional and statutory requirements, including audit, strategic management and trustees's meetings and reimbursed expenses.

#### **Taxation**

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

#### **Tangible fixed assets**

Individual fixed assets costing £500 or more are initially recorded at cost, less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

#### **Depreciation and amortisation**

Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual value, over their expected useful economic life as follows:

#### **Trade debtors**

Trade debtors are amounts due from customers for merchandise sold or services performed in the ordinary course of business.

Trade debtors are recognised initially at the transaction price. They are subsequently measured at amortised cost using the effective interest method, less provision for impairment. A provision for the impairment of trade debtors is established when there is objective evidence that the charity will not be able to collect all amounts due according to the original terms of the receivables.

#### **Cash and cash equivalents**

Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

## Asian Women's Resource Centre

### Notes to the Financial Statements for the Year Ended 30 September 2021

#### Trade creditors

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Accounts payable are classified as current liabilities if the charity does not have an unconditional right, at the end of the reporting period, to defer settlement of the creditor for at least twelve months after the reporting date. If there is an unconditional right to defer settlement for at least twelve months after the reporting date, they are presented as non-current liabilities.

Trade creditors are recognised initially at the transaction price and subsequently measured at amortised cost using the effective interest method.

#### Fund structure

Unrestricted income funds are general funds that are available for use at the trustees discretion in furtherance of the objectives of the charity.

Restricted income funds are those donated for use in a particular area or for specific purposes, the use of which is restricted to that area or purpose.

#### Covid -19

The Charity has been able to operate effectively during the COVID-19 pandemic with employees working remotely from their homes and the charity has taken appropriate steps to protect employees in line with government guidelines.

As a result of such measures the activities of the Charity during the current financial period has not been significantly adversely affected.

### 3 Voluntary income

	<b>Unrestricted</b>		
	<b>General</b>	<b>Total</b>	<b>Total</b>
	<b>£</b>	<b>2021</b>	<b>2020</b>
		<b>£</b>	<b>£</b>
Donations and legacies;			
Gift aid	555	555	-
Voluntary donations	6,930	6,930	2,882
Events and fees	160	160	1,693
	<u>7,645</u>	<u>7,645</u>	<u>4,575</u>

## Asian Women's Resource Centre

### Notes to the Financial Statements for the Year Ended 30 September 2021

#### 4 Income from charitable activities

	Unrestricted		Total 2021 £	Total 2020 £
	General £	Restricted £		
Big Lottery Fund Grant	-	100,000	100,000	110,352
London Councils	-	320,000	320,000	320,000
Mayor's Office for Policing and Crime	-	-	-	11,306
Solace Women's Aid	-	95,713	95,713	82,307
Trusts for London	-	-	-	2,083
Brent Advice Fund	-	15,000	15,000	16,667
MOPAC - Partner funding	-	-	-	33,694
John Lyons Foundation	-	24,997	24,997	25,000
Lloyds Foundation	25,000	-	25,000	25,000
London Councils (NRPF)	-	290,608	290,608	290,607
Southall Black Sisters (LS2LC)	-	122,606	122,606	89,187
MOPAC Tranche 4 (P & ACT EHP)	-	684,969	684,969	543,461
IRIS	-	73,333	73,333	-
Revitalise Project	-	197,562	197,562	-
LCRF Helpline	-	40,000	40,000	-
GMSP Foundation	30,000	-	30,000	-
London Community Response	-	35,000	35,000	50,000
Coronavirus job retention	3,756	-	3,756	1,907
	<u>58,756</u>	<u>1,999,788</u>	<u>2,058,544</u>	<u>1,601,571</u>

#### 5 Investment income

	Unrestricted funds General £	Total 2021 £	Total 2020 £
Interest receivable and similar income;			
Interest receivable on bank deposits	<u>6</u>	<u>6</u>	<u>158</u>

## Asian Women's Resource Centre

### Notes to the Financial Statements for the Year Ended 30 September 2021

#### 6 Expenditure on charitable activities

	Note	Total 2021 £	Total 2020 £
Project partner costs		1,059,898	918,505
Support services		72	353
Delivery costs		109,442	34,092
P&ACT Evaluation		13,334	-
SAARL Evaluation		-	13,847
Repairs and maintenance		191,156	41,955
Support costs	7	601,283	387,836
		<u>1,975,185</u>	<u>1,396,588</u>

In addition to the expenditure analysed above, there are also support costs of £601,283 (2020 - £387,835) which relate directly to charitable activities. See note 7 for further details.

## Asian Women's Resource Centre

### Notes to the Financial Statements for the Year Ended 30 September 2021

#### 7 Analysis of support costs

##### Support costs

	Total 2021 £	Total 2020 £
Staff costs		
Wages and salaries	397,564	267,063
Social security costs	32,959	19,494
Pension costs	8,078	5,204
Subcontract costs	72,049	43,996
Fundraising costs	72	41
Staff welfare	604	-
Staff training	29,390	5,497
Staff recruitment	315	175
Sundries	155	-
Travel	159	931
Advertising	9	160
Audit	5,138	4,681
Legal and professional	3,653	13
Rent and rates	1	1
Light and heat	882	3,042
Insurance	2,839	2,846
Telephone	7,923	5,661
IT costs	7,472	7,602
Printing and postage	1,787	1,095
Trade subscriptions	15,663	11,180
Leasing costs	4,570	4,223
Cleaning	4,232	1,262
Payroll and bookkeeping	857	679
Bank charges	166	188
Depreciation	4,746	2,802
	<u>601,283</u>	<u>387,836</u>

## Asian Women's Resource Centre

### Notes to the Financial Statements for the Year Ended 30 September 2021

#### 8 Net incoming/outgoing resources

Net incoming resources for the year include:

	2021 £	2020 £
Audit fees	4,650	4,266
Depreciation of fixed assets	<u>4,587</u>	<u>2,802</u>

#### 9 Trustees remuneration and expenses

No trustees, nor any persons connected with them, have received any remuneration from the charity during the year.

#### 10 Staff costs

The aggregate payroll costs were as follows:

	2021 £	2020 £
<b>Staff costs during the year were:</b>		
Wages and salaries	397,564	267,063
Social security costs	32,959	19,494
Pension costs	8,078	5,204
Subcontract costs	<u>72,049</u>	<u>43,996</u>
	<u>510,650</u>	<u>335,757</u>

The monthly average number of persons (including senior management / leadership team) employed by the charity during the year expressed as full time equivalents was as follows:

	2021 No	2020 No
Full time equivalent	<u>17</u>	<u>12</u>

No employee received emoluments of more than £60,000 during the year.

## Asian Women's Resource Centre

### Notes to the Financial Statements for the Year Ended 30 September 2021

#### 11 Taxation

The charity is a registered charity and is therefore exempt from taxation.

#### 12 Tangible fixed assets

	Furniture and equipment £	Total £
<b>Cost</b>		
At 1 October 2020	13,114	13,114
Additions	<u>1,498</u>	<u>1,498</u>
At 30 September 2021	<u>14,612</u>	<u>14,612</u>
<b>Depreciation</b>		
At 1 October 2020	3,866	3,866
Charge for the year	<u>4,746</u>	<u>4,746</u>
At 30 September 2021	<u>8,612</u>	<u>8,612</u>
<b>Net book value</b>		
At 30 September 2021	<u>6,000</u>	<u>6,000</u>
At 30 September 2020	<u>9,248</u>	<u>9,248</u>

#### 13 Debtors

	2021 £	2020 £
Trade debtors	556,405	396,994
Prepayments	800	1,770
Other debtors	360	-
	<u>557,565</u>	<u>398,764</u>

#### 14 Cash and cash equivalents

	2021 £	2020 £
Cash on hand	-	250
Cash at bank	<u>254,583</u>	<u>332,722</u>
	<u>254,583</u>	<u>332,972</u>

## Asian Women's Resource Centre

### Notes to the Financial Statements for the Year Ended 30 September 2021

#### 15 Creditors: amounts falling due within one year

	2021	2020
	£	£
Trade creditors	402,520	404,216
Other taxation and social security	-	6,855
Other creditors	529	4
Accruals	9,080	21,570
Deferred income	21,255	14,585
	<u>433,384</u>	<u>447,230</u>

#### 16 Pension and other schemes

##### Defined contribution pension scheme

The charity operates a defined contribution pension scheme. The pension cost charge for the year represents contributions payable by the charity to the scheme and amounted to £8,078 (2020 - £5,204).

## Asian Women's Resource Centre

### Notes to the Financial Statements for the Year Ended 30 September 2021

#### 17 Funds

	Balance at 1 October 2020 £	Incoming resources £	Resources expended £	Transfers £	Balance at 30 September 2021 £
<b>Unrestricted</b>					
<i>General</i>					
General Funds	209,824	66,407	(167,788)	119,754	228,197
<i>Designated</i>					
COVID Contingency	13,588	-	-	-	13,588
<b>Total unrestricted</b>	<u>223,412</u>	<u>66,407</u>	<u>(167,788)</u>	<u>119,754</u>	<u>241,785</u>
<b>Restricted</b>					
London Councils (EHP)	-	320,000	(293,722)	(26,278)	-
Surviving Abuse and Rebuilding Lives (SAARL)	10,633	100,000	(79,886)	(8,053)	22,694
Solace Women's Aid	9,452	95,713	(58,637)	-	46,528
Brent Advice Fund	-	15,000	(28,965)	13,965	-
MOPAC Tranche 4	10,115	684,969	(651,862)	(43,222)	-
John Lyons Foundation	-	24,997	(23,670)	(1,327)	-
Southall Black Sisters (LS2LC)	4,004	122,606	(136,706)	-	(10,096)
London Community Response Fund	36,212	35,000	(44,336)	(26,876)	-
London Councils (NRPF)	1,000	290,608	(263,645)	(27,963)	-
Edward Harvist	(1,074)	-	-	-	(1,074)
IRIS	-	73,333	(56,510)	-	16,823
Revitalise projects	-	197,562	(156,059)	-	41,503
London Council helpline	-	40,000	(13,399)	-	26,601
	<u>70,342</u>	<u>1,999,788</u>	<u>(1,807,397)</u>	<u>(119,754)</u>	<u>142,979</u>
<b>Total funds</b>	<u>293,754</u>	<u>2,066,195</u>	<u>(1,975,185)</u>	<u>-</u>	<u>384,764</u>

The transfer of funds represents apportioned management fees from the respective projects which should have been expended in 2020/21. This will be carried forward to the next financial year.

The covid contingency was set aside to mitigate any eventuality that may arise to staff members because of the pandemic.

## Asian Women's Resource Centre

### Notes to the Financial Statements for the Year Ended 30 September 2021

	Balance at 1 October 2019 £	Incoming resources £	Resources expended £	Transfers £	Balance at 30 September 2020 £
<b>Unrestricted</b>					
<i>General</i>					
General Funds	84,038	31,816	28,426	65,544	209,824
<i>Designated</i>					
COVID Contingency	-	-	-	13,588	13,588
<b>Total unrestricted</b>	<u>84,038</u>	<u>31,816</u>	<u>28,426</u>	<u>79,132</u>	<u>223,412</u>
<b>Restricted</b>					
London Councils (EHP)	-	320,000	(320,000)	-	-
MOPAC	-	11,306	(11,306)	-	-
Surviving Abuse and Rebuilding Lives (SAARL)	-	110,352	(99,719)	-	10,633
Solace Women's Aid	-	82,307	(72,855)	-	9,452
Brent Advice Fund	-	16,667	(16,667)	-	-
MOPAC - Partner funding	-	33,694	(33,694)	-	-
John Lyons Foundation	-	25,000	(25,000)	-	-
MOPAC Tranche 4	-	543,461	(504,547)	(28,799)	10,115
Southall Black Sisters (LS2LC)	-	89,187	(71,595)	(13,588)	4,004
London Community Response Fund	-	50,000	(13,788)	-	36,212
Coronavirus Job Retention Scheme	-	1,907	(1,907)	-	-
London Councils (NRPF)	-	290,607	(252,862)	(36,745)	1,000
Edward Harvist	-	-	(1,074)	-	(1,074)
	<u>-</u>	<u>1,574,488</u>	<u>(1,425,014)</u>	<u>(79,132)</u>	<u>70,342</u>
<b>Total funds</b>	<u>84,038</u>	<u>1,606,304</u>	<u>(1,396,588)</u>	<u>-</u>	<u>293,754</u>

## Asian Women's Resource Centre

### Notes to the Financial Statements for the Year Ended 30 September 2021

**Ascent Ending Harmful Practices Project 2017- 2022-** Provides casework and counselling services to women affected by harmful practices across London. This is a partnership project lead by the AWRC and consists of nine partners. It also aims to raise awareness so that early identification of those at risk is increased and responses are more efficient and effective. Beneficiaries are affected by sexual and domestic violence, specifically Female Genital Mutilation; honor-based abuse; forced marriage and other harmful practices.

**Prevention & Action Through Community Engagement & Training (P&ACT Partnership) 2018- 2022** MOPAC funded project is an extension of the Ascent EHP project providing longer term casework, counselling (20 week contracts) , training and community engagement workshops to women affected by harmful practices.

**London Councils No recourse to public funds project- 2020- 2021-** Providing support to women experiencing domestic abuse who have NRPF, pre- employment support and Level 1 Immigration advice. This is a partnership project led by the Asian Women's Resource Centre with 12 partners.

**The Ascent Advice and Counselling 2017- 2022** partnership in collaboration with 14 other organizations, provides holistic responsive services to women and girls across London affected by domestic and sexual violence bringing a new and dynamic approach to early and crisis intervention. AWRC is a delivery partner.

**MOPAC funded 2018-2022** Ascent Advice Plus an extension of the Ascent A&C project, adding extra capacity to the advice service by increasing flexibility to work with women for up to 26 weeks. Both projects ensure language and cultural needs are met and include full needs and risk assessments.

**John Lyons Freedom from harmful practices project- 2018- 2021** Project provides support to young women aged 16 - 25 who have been affected by harmful practices, through one to one advice, support groups and community engagement workshops.

**Brent Advice Fund 2019-2020** funded through Brent Council provides advice and information and workshops on welfare benefits and housing to Brent residents.

**Lloyds foundation 2019- 2023-** funds salaries of the project manager and core costs.

**The London Holistic Advocacy wrap around service life changing to life saving project (LHAWAS) -MOPAC funded 2018-2022.** The project provides specialist case work to BME women with No recourse to public funds which includes and Emergency Accommodation & Subsistence. The AWRC is a delivery partner.

**Surviving Abuse and rebuilding lives (SAARL) lottery funded 2018-2021-** This lottery funded project provides advice and information services, employability workshops ( ESOL and computers) ,volunteering opportunities and domestic abuse casework support for women living in Brent and Harrow.

For fuller details of projects see AWRC annual report.

## Asian Women's Resource Centre

### Notes to the Financial Statements for the Year Ended 30 September 2021

#### 18 Analysis of net assets between funds

##### Current year

	Unrestricted funds General £	Restricted funds £	Total funds at 30 September 2021 £
Tangible fixed assets	6,000	-	6,000
Current assets	669,169	142,979	812,148
Current liabilities	(433,384)	-	(433,384)
<b>Total net assets</b>	<b>241,785</b>	<b>142,979</b>	<b>384,764</b>

##### Prior year

	Unrestricted funds General £	Restricted funds £	Total funds at 30 September 2020 £
Tangible fixed assets	9,248	-	9,248
Current assets	661,394	70,342	731,736
Current liabilities	(447,230)	-	(447,230)
<b>Total net assets</b>	<b>223,412</b>	<b>70,342</b>	<b>293,754</b>

#### 19 Related party transactions

There were no related party transactions in the year.

**ASIAN WOMEN'S RESOURCE CENTRE**

England & Wales - Charity number 1049058

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# Accounts

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Company registration number: 01942925

Charity registration number: 1049058

# Asian Women's Resource Centre

(A company limited by guarantee)

Annual Report and Financial Statements

for the Year Ended 30 September 2020

Field Sullivan Limited  
70 Royal Hill  
Greenwich  
SE10 8RF

## Asian Women's Resource Centre

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## Asian Women's Resource Centre

### Reference and Administrative Details

<b>Chair</b>	R Sayed
<b>Trustees</b>	R Sayed C Gajrawala T Nijjar N Dhanani R Varma
<b>Principal Office</b>	108 Craven Park Harlesden London NW10 8QE
<b>Registered Office</b>	108 Craven Park Harlesden London NW10 8QE
<b>Company Registration Number</b>	01942925
<b>Charity Registration Number</b>	1049058
<b>Bankers</b>	HSBC Kilburn 50-52 Kilburn High Road North Maida Vale London NW6 4HJ
<b>Auditor</b>	Field Sullivan Limited 70 Royal Hill Greenwich SE10 8RF

# Asian Women's Resource Centre

## Trustees' Report

The Asian Women's Resource Centre lead and deliver several partnership projects jointly with other women's organisations, this year the AWRC income was £1,606,303.53, however out of this we made partner payments totalling £918,504.86, which left the AWRC with an income of £687,798.67.

### Covid- 19

In March 2020 in line with government guidance all AWRC staff commenced remote working from home. Only one member of staff, the housekeeper was furloughed. Self/ household isolation and violence against women and girls has been a deadly combination, despite this, the AWRC has not slowed down, we have ensured that BME women experiencing domestic abuse have continued to receive vital support services that they need. Needs have not gone away but increased for BME during the pandemic. For BME women racialized discrimination and the disproportionate impact of structural inequalities has become exacerbated and not alleviated, for example women with no recourse have little support and are therefore subject to further inequality. During lockdown our referrals doubled; source of referral included: police, social services, IDVA services, voluntary sector organizations and it has been challenging to meet increased demands within limited resources. The AWRC has developed a continuity plan on how services will be delivered during the pandemic and have conducted risk assessments on all our projects, this is monitored by trustees at board level.

### Aims and Objectives

The Asian Women's Resource Centre (AWRC) has an open-door policy to all women, with specialism and expertise in providing support to Black, Minority, Ethnic (BME) women, girls and children across London. The Charity was set up in 1980 and provides free, confidential and non- judgemental services to women and children, through the provision of emergency crisis intervention, advice and information, counselling, domestic abuse advocacy, outreach and ongoing support and educational workshops and classes.

The AWRC's charitable objectives, as outlined in the governing documents, are as follows:

- 1.To relieve the poverty, distress and suffering of women, girls and children, particularly but not exclusively, of Asian origin by the provision of advice and information in the areas of housing, health, employment and childcare.
- 2.To advance the education for the public benefit by the provision of classes, workshops, seminars in areas of housing, health, employment and childcare and the provision for training for employment.

### Key aims

- Work towards ending violence against women and girls.
- Ensure safety, security and dignity, through offering targeted responses and reducing risks.
- Ensure the needs of BME women are addressed in line with the ethos of "led by and for".
- Independence and autonomy for BME women and girls.
- Securing equality for all women across all walks of life.
- Involvement of service users at all levels, to ensure that the services provided, meet the needs of women and girls.
- Have a commitment to equality and diversity.

### How Objectives and Activities Deliver Public Benefit

In shaping the objectives for the year and planning the charity's activities, the trustees referred to the guidance contained in the Charity Commission's general guidance on public benefit, when reviewing the charity's aims and objectives and in planning future activities.

## Asian Women's Resource Centre

### Trustees' Report

The AWRC is based in the London Borough of Brent and is one of the oldest Asian women's organisations of its kind in the UK. Set up 40 years ago, the AWRC provides advice, information and support within a culturally sensitive, confidential and non-judgemental framework. It is one of the pioneering organisations addressing gender and equality amongst BME women and children across London. Funding is received from London Councils, Big Lottery, Brent Council and Mayor's Office for Policing and Crime (MOPAC), John Lyons Charity, Lloyds Foundation, Solace, Southall Black Sisters, London Funders, Advance, charities, donations and small trusts.

AWRC was created in recognition that women carry a disproportionate burden of problems of displacement, isolation and exclusion from mainstream society. They are more vulnerable to abuse and encounter a host of other complex barriers to safety and wellbeing. The AWRC is the only organisation of its kind addressing the multiple needs of BME women.

The AWRC provides a range of services which benefit to BME women and girls. This includes the provision of advice and information, domestic abuse advocacy services, emotional support, women's drop-in activities, support group services, a luncheon club, employability workshops, summer activities for children, International Women's Day and 16 Days of Activism events. One of the key areas of our work is to domestic abuse, domestic and sexual abuse and also harmful practices within the wider violence against women and girls (VAWG) agenda, this includes forced marriages, "so called" honour related abuse, faith-based abuse, female genital mutilation, caste oppression and acid attacks. The AWRC also supports women who have no recourse to public funds. Furthermore, the Centre tackles the many challenges associated with VAWG such as homelessness, welfare benefits, child contact/legal issues involving children, drugs and alcohol, mental health, parental conflicts, employment, immigration, cultural and religious pressures such as "sharam" (shame) and "izzat" (honour) which hold women in abusive relationships.

The AWRC is approached by 4 new women each week fleeing violent relationships, often in crisis situations requiring immediate interventions. The AWRC is the only place where women can seek out culturally and linguistically sensitive services in the North West London area.

We provide support in 16 community languages including: Gujarati, Hindi, Punjabi, Urdu, Marathi, Turkish, Azarbaijani, Kurdish, Italian, Portuguese, Farsi, Pashto, Konkani, Hinko, Patwari, Bengali and English, as well as options, prioritising safety so that women can make informed choices about their own lives and those of their children.

The AWRC also provides training to frontline practitioners from both the voluntary and statutory sectors on specialist issues which affect BME women, such as self-harm and suicide, forced marriages, honour related abuse and faith-based abuse, trafficking, caste and dowry. The training aims to make practitioners more responsive to the needs of BME women and girls and early identification of the issues. In addition, we seek to highlight the needs of BME women and girls and ensure that their voices influence policy and legislative changes.

Although the AWRC provides services to Asian women, we have an open-door policy towards all women in need. Our services are currently accessed by a range of diverse communities including Middle Eastern, European and African women.

The AWRC is continuously striving to reach quality and equalities standards and evidence of its success includes the Advice Quality Standard in the category of general help with casework (Level 1); an exemption from the Office of the Immigration Services Commissioner (OISC) to provide Immigration advice (Level 1); and the registration of its crèche services, with OFSTED and adheres to Women's Aid domestic violence service standards. This year we obtained Imkaan Accredited Quality Standards (IAQS) on harmful practices Award level: Distinctive.

## Asian Women's Resource Centre

### Trustees' Report

#### Public benefit

-To ensure that BME women and girls have access to free advice and information services on a wide range of issues including, welfare benefits, debt, housing/homelessness, education and training and immigration. A fundamental principle within the AWRC is that advice should be free at the point of delivery. Through offering advice services that are free, the AWRC can assure equal access to all women and girls, particularly women and girls from disadvantaged and marginalised communities.

-To address issues of abuse within the wider VAWG agenda, including harmful practices and ensure that safety is prioritised of women and girls.

-Improve the understanding of domestic abuse including harmful practices amongst service users, the wider Asian community and frontline practitioners, through the delivery of presentations, training and workshops.

-Improve health and well-being of survivors of domestic abuse and support women to rebuild their lives and integrate into mainstream society.

-Address equalities issues and increase uptake of BME older women (55+), women in same sex relationships and women with disabilities or mental health issues, who experience abuse.

#### Significant Activities

##### Combating poverty and homelessness

Through the Surviving Abuse and Rebuilding Lives (SAARL) project and the Brent Advice Fund the AWRC offers the provision of advice and information with casework support (Level 1) in Immigration, employment, health, welfare benefits, housing and council tax benefits; through helping women apply for their entitlements and maximise incomes. Housing: Addressing homelessness, housing transfers, locata bidding, access affordable housing (either through local authorities or housing associations); supporting women, threatened with homelessness, from private landlords and assisting women to complete forms and how to follow up their cases independently. Our services also reached out to housebound women including, carers, women with disabilities and vulnerable women, through home visits. This year we undertook an external evaluation of the SAARL project.

##### Educating and preventing violence against women and girls

The AWRC has continued to lead and deliver on the London Councils funded project, Ascent Ending Harmful Practices project (2017-2021), this was further extended for another year up until 2022. The Ending Harmful Practices partnership consists of eight, specialist women's organisations and provides specialist services to women, who have been affected by forced marriages, female genital mutilation, acid attacks, faith-based abuse and honour related abuse across London. More specifically services include intense one to one advice and advocacy support and therapeutic support services. The project also provides workshops to young women and training to frontline practitioners, to increase early identification of those at risk and improve institutional responses to address harmful practices in London.

**Prevention and Action Through Community Engagement and Training (P&ACT)** was awarded a three-year grant from the Mayor's Office for Police and Crime (MOPAC) 2019-2022 to build on the Ascent EHP partnership and build capacity to reach out to more women experiencing harmful practices across London. The partnership consists of 12 partners, our largest partnership. P&ACT provide one to one advocacy, counselling, community engagement workshops and training to frontline staff on harmful. including FGM FM, HBV (so called "honour"-based abuse), faith-based abuse, corrective rape, widow rituals and other harmful practices within the spectrum of violence against women and girls (VAWG). AWRC were also awarded the MOJ uplift to support P&ACT partners during the COVID-19 pandemic.

## Asian Women's Resource Centre

### Trustees' Report

**Supporting women experiencing no recourse to public funds;** The AWRC were awarded funding by London Councils to lead on the No Recourse Project (2020- 2021). The project is a partnership project with 11 other partners. The project delivers support to women with NRPF under S17, or outside S17 on spousal visa and women with Insecure immigration status consist of the following: Appropriate accommodation in women's refuges across Pan-London, tailored and expert advice and advocacy services, and counselling and therapeutic support services and Intensive legal casework and advocacy support at L1, L2 and L3 including immigration and asylum advice services.

The AWRC is also a delivery partner on the London Holistic Wrap Around Service (LHAWAS) which supports women who have no recourse to public funds. The project provides one to one advocacy support, rent and subsistence costs to women.

#### **Ascent advice and information**

The AWRC are delivery partners on the Ascent advice and information strand, providing domestic and sexual abuse support services. Women experiencing domestic and sexual abuse are often transient and move across borough boundaries. (often the most vulnerable) and can find it hardest to access services. Additionally, women often prefer to access gender specific services. the Ascent Advice and information work was established to meet the needs of these user groups by providing services for women and girls regardless of their borough of residence AWRC is a partner in this project and has continued to deliver one to one and group services, in ten London boroughs.

Advice Plus Project - The AWRC are partners in this project which builds capacity of organisations involved in the Ascent advice and information strand to reach out to more women experiencing domestic and sexual abuse.

#### **Education and Training**

Through the SAARL project the AWRC has provided a range of training opportunities, workshops and classes to Asian women who have experienced domestic abuse living in Brent and Harrow. The classes have included: ESOL, computer, arts and crafts, embroidery, knitting, healthy eating, henna and yoga. As part of this project women have also engaged in social and networking opportunities, such the luncheon club, women's activities sessions, international Women's day and 16 days of activism events , as well as Eid and Diwali. These activities have grown from strength to strength throughout this year and many women have benefited from these services. Due to Covid- 19 these classes are being delivered through Zoom.

MOPAC funded training- 2018-2020 - This Project is led by the AWRC together with the Ascent partners- Collectively the partnership provided training to 1379 professionals. The AWRC provided training to 235 frontline professionals in Brent, Kensington & Chelsea, Richmond, Harrow and Barnet.

#### **Main objectives for the year**

- Lead and delivery of all AWRC partnership projects London Councils funded Ascent Ending Harmful Practices project, MOPAC funded P&ACT project providing advice and advocacy services to those who have been affected by harmful practices in London and strengthen partnership working.
- Develop work with young women aged between 16-25 funded by the John Lyons Charity 2018- 2021
- Deliver outreach services, in the targeted boroughs, extending our geographical reach in outer London boroughs as part the Ascent work
- Deliver IRIS in partnership with Advance in Brent/Ealing, Hammersmith & Fulham and Westminster

## Asian Women's Resource Centre

### Trustees' Report

- Deliver the lottery funded SAARL project, offering domestic abuse and advice, information services, training, classes and workshops to women living in Brent and Harrow
- Increase service user consultation and participation in the running of the organisation and its services. Additional funding was received to conduct an evaluation
- Provide activities and networking opportunities for women
- Support women who have no recourse to public funds and provide support services to women with complex needs such as mental health and drugs and alcohol dependencies
- Active engagement with the London Violence Against Women and Girls consortium, with the aim of improving networks for women and to work more effectively on issues affecting women's equality
- Securing core costs for the organisation
- Strengthen links with voluntary and statutory organisations providing domestic abuse support services locally and on a pan London basis
- Ensuring compliance with all quality mark standards relating to the work of the organisations including, Domestic Violence service standards and Quality Mark standards
- Provision of placements for students and volunteers

#### Strategies for achieving objectives

-Ensure continuous evaluation of outcomes for all AWRC funded projects using both quantitative and qualitative methods to track progress and to measure impact of the services on women. The AWRC has invested in Charity log case management system which has improved the organisations data collection.

-Quantitative data collated includes:

o Achievement of targets for women (1) assisted with forced marriages, honour related abuse and female genital mutilation; (2) Undertaking risk assessments and safety plans and making MARAC referrals; (3) participating in confidence building and health improvement activities;

o Monitoring through: number and type of advice provided; number of referrals; number and type of workshops, focus groups, peer mentoring workshops held with women and girls; number and type of mainstream services accessed; numbers of women accessing printed and web based information, translation services and numbers of client feedback survey conducted in client's own language.

-Qualitative measures have included:

o Beneficiaries have an increased understanding of the support options available to them and are more aware of their rights and entitlements; Beneficiaries reported mental health, physical activity, confidence and self-esteem and Beneficiaries living free from violent situations and collation of case studies.

-The AWRC relies heavily on the involvement of the volunteers to increase capacity of the organisation. The principle of volunteering is inherent in the charity's commitment to valuing and developing resources from within its own communities. The volunteers recruited by the AWRC play an important role within the organisation. They take responsibilities in varied tasks relating to the work of the Centre ranging from answering telephones from callers to undertaking research. The AWRC will actively engage volunteers.

#### Achievements and performance

- The organization staff team has grown from 4 members of staff to 20, through successful fundraising
- We have also secured funding from Brent Council NCIL to improve the AWRC premises
- The AWRC have a new look website and has increased its social media profile through setting up a Facebook page, Instagram and Twitter account. This has had a significant impact on raising the profile of the AWRC work and has increased the numbers of followers that we are able to reach through our social media platforms. We now have 649 Twitter followers, 713 Instagram followers and 150 Facebook followers
- 788 women experiencing harmful practices, including forced marriage and honour-based violence have been supported through one to one advocacy support
- 87 women with no recourse to public funds supported through one to one advocacy services

## Asian Women's Resource Centre

### Trustees' Report

- 220 women supported with on housing, welfare benefits advice, a further 24 women were supported through workshops on benefits and housing
- 134 women improved their self-esteem and confidence developing practical skills through engaging in ESOL, computer, healthy eating, and sewing & embroidery classes. Additional sewing class and computer classes have commenced so more women can reach out to more women
- 42 young women aged between 16- 25 experiencing harmful practices were supported through one to one advocacy support.
- 82 women improved their English language and IT skills through accessing ESOL and computer classes. All the participants who completed the course received a certificate from the Asian Women's Resource Centre.
- 40 women engaged in domestic abuse support group and improved emotional wellbeing.
- 96 women accessed the AWRC domestic abuse helpline
- 235 frontline practitioners were provided with training on harmful practices to identify risk indicators and improve responses to women
- AWRC improved monitoring and evaluation systems and has invested in a new case management system-Charity log which has improved data collection
- AWRC has increased the profile of the organisation and its work within the VAWG sector and the wider community, this has been evidenced by our participation at events highlighting current challenges for BME and the needs for specialist services when supporting women and girls experiencing abuse
- The Charity produces a separate annual report detailing the main achievements for the organisation, identifying the difference that it's made on the circumstances of its beneficiaries

#### Financial Review

#### Reserves Policy

The directors are committed to maintaining an adequate, justified and reasonable level of reserves in line with guidance from the Charity Commission. It is the trustees' aim to hold a reserve fund of £127,000 equivalent to three months' running costs.

#### Principal Funding Sources

Aside from the income generated from London Councils and the Lottery, the principal funding source for the charity is currently by way of grants from charities and trusts as well as donations.

#### Plans for Future Periods

- Secure continuation funding for the Charities core activities and to further diversify projects in the provision of services to BME women across London.
- Lead, manage and deliver on all AWRC partnership projects including Ascent Ending Harmful Practices, P&ACT Project, MOJ uplift and the No recourse project, meeting all targets and consolidating all systems and processes
- Work on the ReVITALize project- refurbishing AWRC premises, increasing security and safety of both staff and service users, ensure that the building is Covid-19 secure, ensure full accessibility for women who have disabilities, create a play area for children and a training room
- Continue to work as a delivery partner on the Ascent advice and counselling strand, Advice Plus project and the London Holistic Wrap Around Service (LHAWAS)
- To increase the social media profile of the organisation through Facebook, Twitter and Instagram
- Update the website and develop webchat services
- Continue increasing the external profile of our work
- Update AWRC business plan and fundraising strategy with support through the Lloyds enhance programme
- Deliver specialist training on harmful practices as a way of generating funding, not covered by existing funders
- Strengthen governance structures and our financial base, including reviewing the Constitution

## Asian Women's Resource Centre

### Trustees' Report

- Evaluate the impacts of our work and demonstrate value for money
- Ensure a vibrant, engaged board supported by effective structures with strong, organisational capacity
- Develop and deliver a comprehensive suite of programmes, deployed through a range of effective partnerships
- Continue to work with the London Violence Against Women & Girls consortium to collaborate with partners on new projects and commissions

#### Structure, Governance and Management

##### Governing Document

The AWRC is constituted as a company limited by guarantee incorporated on 29 August 1985, and is therefore governed by a Memorandum and Articles of Association and amended by special resolution dated 11 July 1995. It was registered as a charity with the Charity Commission on 7 September 1995. In the event of the company being wound up, all members present and 12 months past are required to contribute an amount not exceeding £10.

##### Recruitment and Appointment of Members

New trustees are selected and recruited by advertising positions through the AWRC's networks which include local umbrella and second tier organisations. Adverts are also placed on AWRC's website. Interested parties are asked to complete an application form. Once the application form is received, they are interviewed by the Chair and Director of the AWRC. Trustees are asked to join the board and are elected and appointed officially at the Annual General Meeting.

##### Member Induction and Training

All new trustees are given an in-house induction into the work of the AWRC. The new members are also introduced to the staff and given the staff handbook which includes all the policies and procedures which govern work of the charity. An additional AWRC induction pack provides an outline of the core functions of the AWRC, governance issues, and responsibilities of members (including job descriptions for elected officers), legal responsibilities, role of directors, finances and strategic role. Board members also attend relevant internal and external training to develop their skills and knowledge.

##### Organisational Structure

The Board of trustees meet on a bi-monthly basis and are responsible for the strategic direction, policy making and overall control of the charity. The Board of trustees have a variety of backgrounds and skills relevant to the work of the charity. In addition, there are specific roles for office holding posts such as the Chair and Treasurer. Individual trustees support specific areas of work and are accountable to the whole Board. All major decisions of the charity are made by the Board of trustees. The trustees approve the AWRC's business plan, annual work plan, annual budget and quarterly financial reports to measure and control the charity's performance against the budget. Day to day operations, such as staff management and operational decisions are delegated to the Executive director who receives supervision from the Chair every six weeks.

##### Related Organisations

The AWRC continues to work in partnership on specific aspects of service delivery. For example, AWRC is part of Ascent delivering violence against women's services. Ascent projects are formal partnerships requiring joint collaborations on the delivery of project outcomes. The AWRC are also part of a wider network of the London Violence against Women and Girls consortium.

## Asian Women's Resource Centre

### Trustees' Report

#### Risk Management

The directors have conducted their own review of the major risks to which the AWRC is exposed. A SWOT (Strengths, Weaknesses, Opportunities and Threats) analysis has been conducted and systems have been put into place to mitigate any risks. The most significant risk would be the loss of funding from London Councils. All other funding received is restricted. Strategic plans, business plan and fundraising strategy, are also in place to address the core funding situation and decrease the organisation's dependency on the one major funder.

Internal risks are minimised by written procedures for the authorisation of all transactions and projects; regular meetings of the directors to review management accounts, prepare and monitor budgets and forecasts and review the funding strategies in place.

#### Board of Directors

The following members served as directors during the year;

R Sayed (Chair)

R Varma

C Gajrawala (Treasurer)

P Kharbanda                      Resigned August 2020

N Dhanani                         Resigned November 2020

T Nijjar

Rehana Ameer                   Resigned November 2020

Khazana Khan                   Appointed November 2020

Tina Siddique                    Appointed November 2020

Nithee Kotecha                   Appointed November 2020

#### Disclosure of information to auditor

Each trustee has taken steps that they ought to have taken as a trustee in order to make themselves aware of any relevant audit information and to establish that the charity's auditor is aware of that information. The trustees confirm that there is no relevant information that they know of and of which they know the auditor is unaware.

#### Reappointment of auditor

A resolution to reappoint Field Sullivan as the company's auditor will be proposed at the forthcoming annual general meeting.

## Asian Women's Resource Centre

### Trustees' Report

This report has been prepared in accordance with the Statement of Recommended Practice Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard for Smaller Entities (effective January 2015) and in accordance with the special provisions relating to small companies within Part 15 of the Companies Act 2006.

The annual report was approved by the trustees of the charity on 1 March 2021 and signed on its behalf by:



R Sayed  
Chair and Trustee

## **Asian Women's Resource Centre**

### **Statement of Trustees' Responsibilities**

The trustees (who are also the directors of Asian Women's Resource Centre for the purposes of company law) are responsible for preparing the trustees' report and the financial statements in accordance with the United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

Company law requires the trustees to prepare financial statements for each financial year. Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and 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 presume that the charitable company will continue in business.

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and 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 the prevention and detection of fraud and other irregularities.

## Asian Women's Resource Centre

### Independent Auditor's Report to the Members of Asian Women's Resource Centre

#### Opinion

We have audited the financial statements of Asian Women's Resource Centre (the 'charity') for the year ended 30 September 2020, which comprise the Statement of Financial Activities, Balance Sheet, Statement of Cash Flows, 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 United Kingdom Accounting Standards, comprising Charities SORP - FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and applicable law (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 30 September 2020 and of its results 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.

## Asian Women's Resource Centre

### Independent Auditor's Report to the Members of Asian Women's Resource Centre

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.

#### Opinion on other matters prescribed by the Companies Act 2006

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

- the information given in the Trustees' Report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Trustees' Report has been prepared in accordance with applicable legal requirements.

#### Matters on which we are required to report by exception

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

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

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

#### Responsibilities of trustees

As explained more fully in the Statement of Trustees' Responsibilities (set out on page 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 the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the 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.

#### Auditor's responsibilities for the audit of the financial statements

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

## Asian Women's Resource Centre

### Independent Auditor's Report to the Members of Asian Women's Resource Centre

As part of an audit in accordance with ISAs (UK), we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the charity's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.
- Conclude on the appropriateness of the trustees use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the charity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.
- Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the charity to express an opinion on the financial statements. We are responsible for the direction, supervision and performance of the charity audit. We remain solely responsible for our audit opinion.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

#### Use of our report

This report is made solely to the charitable company's trustees, 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 trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and its trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Asian Women's Resource Centre

Independent Auditor's Report to the Members of Asian Women's Resource Centre



Timothy Sullivan FCA (Senior Statutory Auditor)  
For and on behalf of Field Sullivan Limited, Statutory Auditor

70 Royal Hill  
Greenwich  
SE10 8RF

Date: 16/3/21

Asian Women's Resource Centre

Statement of Financial Activities for the Year Ended 30 September 2020  
(Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

	Note	Unrestricted funds £	Restricted funds £	Total 2020 £	Unrestricted funds £	Restricted funds £	Total 2019 £
<b>Income and Endowments from:</b>							
Donations and legacies	3	4,575	-	4,575	21,407	-	21,407
Charitable activities	4	27,083	1,574,488	1,601,571	25,000	577,394	602,394
Investment income	5	158	-	158	149	-	149
<b>Total income</b>		<b>31,816</b>	<b>1,574,488</b>	<b>1,606,304</b>	<b>46,556</b>	<b>577,394</b>	<b>623,950</b>
<b>Expenditure on:</b>							
Charitable activities	6	28,426	(1,425,014)	(1,396,588)	(8,764)	(577,841)	(586,605)
<b>Total expenditure</b>		<b>28,426</b>	<b>(1,425,014)</b>	<b>(1,396,588)</b>	<b>(8,764)</b>	<b>(577,841)</b>	<b>(586,605)</b>
Net income/(expenditure)		60,242	149,474	209,716	37,792	(447)	37,345
Transfers between funds		79,132	(79,132)	-	-	-	-
<b>Net movement in funds</b>		<b>139,374</b>	<b>70,342</b>	<b>209,716</b>	<b>37,792</b>	<b>(447)</b>	<b>37,345</b>
<b>Reconciliation of funds</b>							
Total funds brought forward		84,038	-	84,038	46,246	447	46,693
Total funds carried forward	12	223,412	70,342	293,754	84,038	-	84,038

All of the charity's activities derive from continuing operations during the above two periods.

The funds breakdown for 2019 is shown in note 12.

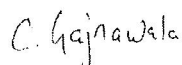
**Asian Women's Resource Centre**  
**(Registration number: 01942925)**  
**Balance Sheet as at 30 September 2020**

	Note	2020 £	2019 £
<b>Fixed assets</b>			
Tangible assets	9	9,248	3,711
<b>Current assets</b>			
Debtors	10	398,764	97,069
Cash at bank and in hand		332,972	92,183
		<u>731,736</u>	<u>189,252</u>
<b>Creditors: Amounts falling due within one year</b>	11	<u>(447,230)</u>	<u>(108,925)</u>
<b>Net current assets</b>		<u>284,506</u>	<u>80,327</u>
<b>Net assets</b>		<u>293,754</u>	<u>84,038</u>
<b>Funds of the charity:</b>			
<b>Restricted funds</b>		70,342	-
<b>Unrestricted income funds</b>			
Unrestricted funds		<u>223,412</u>	<u>84,038</u>
<b>Total funds</b>	12	<u>293,754</u>	<u>84,038</u>

The financial statements on pages 16 to 30 were approved by the trustees, and authorised for issue on 1 March 2021 and signed on their behalf by:



.....  
R Sayed  
Chair and Trustee



.....  
C Gajrawala  
Trustee

## Asian Women's Resource Centre

### Statement of Cash Flows for the Year Ended 30 September 2020

	Note	2020 £	2019 £
<b>Cash flows from operating activities</b>			
Net cash income		209,716	37,345
<b>Adjustments to cash flows from non-cash items</b>			
Depreciation		2,803	1,064
Investment income	5	<u>(158)</u>	<u>(149)</u>
		212,361	38,260
<b>Working capital adjustments</b>			
Increase in debtors	10	(301,695)	(53,520)
Increase in creditors	11	363,483	43,247
(Decrease)/increase in deferred income		<u>(25,178)</u>	<u>11,727</u>
Net cash flows from operating activities		<u>248,971</u>	<u>39,714</u>
<b>Cash flows from investing activities</b>			
Interest receivable and similar income	5	158	149
Purchase of tangible fixed assets	9	<u>(8,340)</u>	<u>(4,775)</u>
Net cash flows from investing activities		<u>(8,182)</u>	<u>(4,626)</u>
Net increase in cash and cash equivalents		240,789	35,088
Cash and cash equivalents at 1 October		<u>92,183</u>	<u>57,095</u>
Cash and cash equivalents at 30 September		<u><u>332,972</u></u>	<u><u>92,183</u></u>

All of the cash flows are derived from continuing operations during the above two periods.

## Asian Women's Resource Centre

### Notes to the Financial Statements for the Year Ended 30 September 2020

#### 1 Charity status

The charity is limited by guarantee, incorporated in , and consequently does not have share capital. Each of the trustees is liable to contribute an amount not exceeding £1 towards the assets of the charity in the event of liquidation.

The address of its registered office is:

108 Craven Park  
Harlesden  
London  
NW10 8QE

The principal place of business is:

108 Craven Park  
Harlesden  
London  
NW10 8QE

These financial statements were authorised for issue by the trustees on 1 March 2021.

#### 2 Accounting policies

##### Summary of significant accounting policies and key accounting estimates

The principal accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

##### Statement of compliance

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 2015) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102). They also comply with the Companies Act 2006 and Charities Act 2011.

##### Basis of preparation

Asian Women's Resource Centre meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

##### Going concern

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern nor any significant areas of uncertainty that affect the carrying value of assets held by the charity.

##### Income and endowments

All income is recognised once the charity has entitlement to the income, it is probable that the income will be received and the amount of the income receivable can be measured reliably.

## Asian Women's Resource Centre

### Notes to the Financial Statements for the Year Ended 30 September 2020

#### *Donations and legacies*

Donations are recognised when the charity has been notified in writing of both the amount and settlement date. In the event that a donation is subject to conditions that require a level of performance by the charity before the charity is entitled to the funds, the income is deferred and not recognised until either those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the charity and it is probable that these conditions will be fulfilled in the reporting period.

#### *Deferred income*

Deferred income represents amounts received for future periods and is released to incoming resources in the period for which, it has been received. Such income is only deferred when:

- The donor specifies that the grant or donation must only be used in future accounting periods; or
- The donor has imposed conditions which must be met before the charity has unconditional entitlement.

#### *Gift aid*

Incoming resources from tax reclaims are included in the Statement of Financial Activities at the same time as the gift to which they relate.

#### *Investment income*

Dividends are recognised once the dividend has been declared and notification has been received of the dividend due.

#### **Expenditure**

All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable settlement is required and the amount can be measured reliably. All costs are allocated to the applicable expenditure heading that aggregate similar costs to that category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of resources, with central staff costs allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Other support costs are allocated based on the spread of staff costs.

#### *Charitable activities*

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

#### **Support costs**

Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources, for example, allocating property costs by floor areas, or per capita, staff costs by the time spent and other costs by their usage.

#### **Taxation**

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

## Asian Women's Resource Centre

### Notes to the Financial Statements for the Year Ended 30 September 2020

#### **Tangible fixed assets**

Individual fixed assets costing £500 or more are initially recorded at cost, less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

#### **Depreciation and amortisation**

Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual value, over their expected useful economic life as follows:

#### **Trade debtors**

Trade debtors are amounts due from customers for merchandise sold or services performed in the ordinary course of business.

Trade debtors are recognised initially at the transaction price. They are subsequently measured at amortised cost using the effective interest method, less provision for impairment. A provision for the impairment of trade debtors is established when there is objective evidence that the charity will not be able to collect all amounts due according to the original terms of the receivables.

#### **Cash and cash equivalents**

Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

#### **Trade creditors**

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Accounts payable are classified as current liabilities if the charity does not have an unconditional right, at the end of the reporting period, to defer settlement of the creditor for at least twelve months after the reporting date. If there is an unconditional right to defer settlement for at least twelve months after the reporting date, they are presented as non-current liabilities.

Trade creditors are recognised initially at the transaction price and subsequently measured at amortised cost using the effective interest method.

#### **Fund structure**

Unrestricted income funds are general funds that are available for use at the trustees's discretion in furtherance of the objectives of the charity.

Restricted income funds are those donated for use in a particular area or for specific purposes, the use of which is restricted to that area or purpose.

## Asian Women's Resource Centre

### Notes to the Financial Statements for the Year Ended 30 September 2020

#### Covid -19

The Charity has been able to operate effectively during the COVID-19 pandemic with employees working remotely from their homes and the charity has taken appropriate steps to protect employees in line with government guidelines.

As a result of such measures the activities of the Charity during the current financial period has not been significantly adversely affected.

#### 3 Voluntary income

	Unrestricted funds		Total 2020 £	Total 2019 £
	General £	£		
Voluntary donations	2,882		2,882	17,604
Events and fees	1,693		1,693	3,803
	<u>4,575</u>		<u>4,575</u>	<u>21,407</u>

#### 4 Income from charitable activities

	Unrestricted funds		Total 2020 £	Total 2019 £
	General £	Restricted funds £		
Big Lottery Fund Grant	-	110,352	110,352	91,665
London Councils	-	320,000	320,000	320,000
Mayor's Office for Policing and Crime	-	11,306	11,306	22,612
Solace Women's Aid	-	82,307	82,307	36,979
Trusts for London	2,083	-	2,083	25,000
Brent Advice Fund	-	16,667	16,667	20,000
MOPAC - Partner funding	-	33,694	33,694	67,388
John Lyons Foundation	-	25,000	25,000	18,750
Lloyds Foundation	25,000	-	25,000	-
London Councils (NRPF)	-	290,607	290,607	-
Southall Black Sisters (LS2LC)	-	89,187	89,187	-
MOPAC Tranche 4 (P & ACT EHP)	-	543,461	543,461	-
London Community Response	-	50,000	50,000	-
Coronavirus job retention scheme	-	1,907	1,907	-
	<u>27,083</u>	<u>1,574,488</u>	<u>1,601,571</u>	<u>602,394</u>

Asian Women's Resource Centre

Notes to the Financial Statements for the Year Ended 30 September 2020

5 Investment income

	Unrestricted funds	Total 2020	Total 2019
	General £	£	£
Interest receivable and similar income;			
Interest receivable on bank deposits	<u>158</u>	<u>158</u>	<u>149</u>

## Asian Women's Resource Centre

### Notes to the Financial Statements for the Year Ended 30 September 2020

#### 6 Expenditure on charitable activities

	Note	Total 2020 £	Total 2019 £
Wages and salaries		311,059	184,078
Fundraising costs		41	2,061
Support services		353	4,418
Project partners		918,505	326,372
Delivery costs		34,092	-
Staff NIC		19,494	12,262
Staff pensions		5,204	3,003
Staff training		5,496	435
Staff recruitment		175	-
Travel		931	1,694
Advertising		160	223
Audit		4,682	4,548
Legal and professional		13	113
Repairs and maintenance		1,074	-
Rent and rates		1	1
Light and heat		3,042	5,303
Insurance		2,846	2,802
Repairs		40,881	4,426
SAARL Evaluation		13,847	-
Telephone		5,661	5,117
IT costs		7,602	8,753
Printing and postage		1,095	1,152
Trade subscriptions		11,180	4,456
Leasing costs		4,223	4,223
Cleaning		1,262	649
Payroll and bookkeeping		679	9,271
Bank charges		188	181
Depreciation		2,802	1,064
		<u>1,396,588</u>	<u>586,605</u>

## Asian Women's Resource Centre

### Notes to the Financial Statements for the Year Ended 30 September 2020

#### 7 Trustees remuneration and expenses

No trustees, nor any persons connected with them, have received any remuneration from the charity during the year.

#### 8 Taxation

The charity is a registered charity and is therefore exempt from taxation.

#### 9 Tangible fixed assets

	Furniture and equipment £	Total £
<b>Cost</b>		
At 1 October 2019	4,774	4,774
Additions	8,340	8,340
At 30 September 2020	13,114	13,114
<b>Depreciation</b>		
At 1 October 2019	1,063	1,063
Charge for the year	2,803	2,803
At 30 September 2020	3,866	3,866
<b>Net book value</b>		
At 30 September 2020	9,248	9,248
At 30 September 2019	3,711	3,711

#### 10 Debtors

	2020 £	2019 £
Trade debtors	396,994	41,436
Prepayments	1,770	715
Accrued income	-	54,918
	398,764	97,069

## Asian Women's Resource Centre

### Notes to the Financial Statements for the Year Ended 30 September 2020

#### 11 Creditors: amounts falling due within one year

	2020	2019
	£	£
Trade creditors	404,216	22,048
Other taxation and social security	6,855	4,083
Other creditors	4	7
Accruals	21,570	43,024
Deferred income	14,585	39,763
	<u>447,230</u>	<u>108,925</u>

## Asian Women's Resource Centre

### Notes to the Financial Statements for the Year Ended 30 September 2020

#### 12 Funds

	Balance at 1 October 2019 £	Incoming resources £	Resources expended £	Transfers £	Balance at 30 September 2020 £
<b>Unrestricted funds</b>					
<i>General</i>					
General Funds	84,038	31,816	28,426	65,544	209,824
<i>Designated</i>					
COVID Contingency	-	-	-	13,588	13,588
<b>Total unrestricted funds</b>	<u>84,038</u>	<u>31,816</u>	<u>28,426</u>	<u>79,132</u>	<u>223,412</u>
<b>Restricted funds</b>					
London Councils (EHP)	-	320,000	(320,000)	-	-
MOPAC	-	11,306	(11,306)	-	-
Surviving Abuse and Rebuilding Lives (SAARL)	-	110,352	(99,719)	-	10,633
Solace Women's Aid	-	82,307	(72,855)	-	9,452
Brent Advice Fund	-	16,667	(16,667)	-	-
MOPAC - Partner funding	-	33,694	(33,694)	-	-
John Lyons Foundation	-	25,000	(25,000)	-	-
MOPAC Tranche 4	-	543,461	(504,547)	(28,799)	10,115
Southall Black Sisters (LS2LC)	-	89,187	(71,595)	(13,588)	4,004
London Community Response Fund	-	50,000	(13,788)	-	36,212
Coronavirus Job Retention Scheme	-	1,907	(1,907)	-	-
London Councils (NRPF)	-	290,607	(252,862)	(36,745)	1,000
Edward Harvist	-	-	(1,074)	-	(1,074)
	<u>-</u>	<u>1,574,488</u>	<u>(1,425,014)</u>	<u>(79,132)</u>	<u>70,342</u>
<b>Total funds</b>	<u>84,038</u>	<u>1,606,304</u>	<u>(1,396,588)</u>	<u>-</u>	<u>293,754</u>

The transfer of £65,544 represent apportioned management fees from the respective projects (see below) which should have been expended in 2019/20. This will be carried forward to the next financial year.

The covid contingency of £13,588 was set aside to mitigate any eventuality that may arise to staff members because of the pandemic.

## Asian Women's Resource Centre

### Notes to the Financial Statements for the Year Ended 30 September 2020

	Balance at 1 October 2018 £	Incoming resources £	Resources expended £	Balance at 30 September 2019 £
<b>Unrestricted funds</b>				
<i>General</i>				
General Funds	46,246	46,556	(8,764)	84,038
<b>Restricted funds</b>				
London Councils (EHP)	-	320,000	(320,000)	-
MOPAC	-	22,612	(22,612)	-
Surviving Abuse and Rebuilding Lives (SAARL)	-	91,665	(91,665)	-
Solace Women's Aid	-	36,979	(36,979)	-
Brent Advice Fund	447	20,000	(20,447)	-
MOPAC - Partner funding	-	67,388	(67,388)	-
John Lyons Foundation	-	18,750	(18,750)	-
	<u>447</u>	<u>577,394</u>	<u>(577,841)</u>	<u>-</u>
<b>Total funds</b>	<u>46,693</u>	<u>623,950</u>	<u>(586,605)</u>	<u>84,038</u>

## Asian Women's Resource Centre

### Notes to the Financial Statements for the Year Ended 30 September 2020

**Ascent Ending Harmful Practices Project 2017- 2022-** Provides casework and counselling services to women affected by harmful practices across London. This is a partnership project lead by the AWRC and consists of nine partners. It also aims to raise awareness so that early identification of those at risk is increased and responses are more efficient and effective. Beneficiaries are affected by sexual and domestic violence, specifically Female Genital Mutilation; honor-based abuse; forced marriage and other harmful practices.

**Prevention & Action Through Community Engagement & Training (P&ACT Partnership) 2018- 2022** MOPAC funded project is an extension of the Ascent EHP project providing longer term casework, counselling (20 week contracts) , training and community engagement workshops to women affected by harmful practices.

**London Councils No recourse to public funds project- 2020- 2021-** Providing support to women experiencing domestic abuse who have NRPF, pre- employment support and Level 1 immigration advice. This is a partnership project led by the Asian Women's Resource Centre with 12 partners.

**The Ascent Advice and Counselling 2017- 2022** partnership in collaboration with 14 other organizations, provides holistic responsive services to women and girls across London affected by domestic and sexual violence bringing a new and dynamic approach to early and crisis intervention. AWRC is a delivery partner.

**MOPAC funded 2018-2022** Ascent Advice Plus an extension of the Ascent A&C project, adding extra capacity to the advice service by increasing flexibility to work with women for up to 26 weeks. Both projects ensure language and cultural needs are met and include full needs and risk assessments.

**John Lyons Freedom from harmful practices project- 2018- 2021** Project provides support to young women aged 16 - 25 who have been affected by harmful practices, through one to one advice, support groups and community engagement workshops.

**Brent Advice Fund 2019-2020** funded through Brent Council provides advice and information and workshops on welfare benefits and housing to Brent residents.

**Lloyds foundation 2019- 2023-** funds salaries of the project manager and core costs.

**The London Holistic Advocacy wrap around service life changing to life saving project (LHAWAS) -MOPAC funded 2018-2022.** The project provides specialist case work to BME women with No recourse to public funds which includes and Emergency Accommodation & Subsistence. The AWRC is a delivery partner.

**Surviving Abuse and rebuilding lives (SAARL) lottery funded 2018-2021-** This lottery funded project provides advice and information services, employability workshops ( ESOL and computers) ,volunteering opportunities and domestic abuse casework support for women living in Brent and Harrow.

For fuller details of projects see AWRC annual report.

## Asian Women's Resource Centre

### Notes to the Financial Statements for the Year Ended 30 September 2020

#### 13 Analysis of net assets between funds

##### Current year

	Unrestricted funds General £	Total funds £
Tangible fixed assets	9,248	9,248
Current assets	731,736	731,736
Current liabilities	<u>(447,230)</u>	<u>(447,230)</u>
Total net assets	<u><u>293,754</u></u>	<u><u>293,754</u></u>

##### Prior year

	Unrestricted funds General £	Total funds £
Tangible fixed assets	3,711	3,711
Current assets	189,252	189,252
Current liabilities	<u>(108,925)</u>	<u>(108,925)</u>
Total net assets	<u><u>84,038</u></u>	<u><u>84,038</u></u>