



CHARITY COMMISSION
FOR ENGLAND AND WALES

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">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.

		<p>The AWRC's charitable objectives, as outlined in the governing documents, are as follows:</p> <p>Key aims</p> <ul style="list-style-type: none"> - 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.
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.	Para 1.17 and 1.19	<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"> - 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.

		<ul style="list-style-type: none"> - 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. <p>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.</p> <p>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.</p> <p>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.</p> <p>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>
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		<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	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	Para 1.38	These are laid out in our business plan and fundraising documentation.
Contribution made by volunteers	Para 1.38	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.

Other		

Achievements and Performance

	SORP reference	
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.	Para 1.20	<ul style="list-style-type: none"> 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.

		<ul style="list-style-type: none"> • 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.
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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	£846,605
Reasons for holding zero reserves	Para 1.22	N/A
Details of fund materially in deficit	Para 1.24	N/A
Explanation of any uncertainties about the charity continuing as a going concern	Para 1.23	N/A

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	N/A
A description of the principal risks facing the charity	Para 1.46	<p>Compliance with legislation and regulations appropriate to the activities, size and structure of the organisation</p> <p>Competition from larger organisations</p> <p>Loss of key staff/high staff turnover</p> <p>See risk register</p>
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 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.</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>Organisational structure</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>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</p>

		<p>everyday operations, staff, and services.</p> <p>Risk mitigation</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

	Trustee name	Office (if any)	Dates acted if not for whole year	Name of person (or body) entitled to appoint trustee (if any)
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	
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Corporate trustees – names of the directors at the date the report was approved

Director name		
N/A		

Name of trustees holding title to property belonging to the charity

Trustee name	Dates acted if not for whole year	
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	<p>The charity is incorporated in England and Wales.</p> <p>108 Craven Park Harlesden London NW10 8QE</p>
Auditor	<p>Field Sullivan Limited 9 Hare & Billet Road Blackheath SE3 0RB</p>
Bankers	<p>HSBC Kilburn 50-52 Kilburn High Road North Maida Vale London NW6 4HJ</p>

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 £ 18 months
Income and Endowments from:							
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
Expenditure on:							
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
Reconciliation of funds							
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 £
Fixed assets			
Tangible assets	12	20,944	4,530
Current assets			
Debtors	13	730,666	527,296
Cash at bank and in hand	14	489,364	755,027
		1,220,030	1,282,323
Creditors: Amounts falling due within one year	15	(453,962)	(453,343)
Net current assets		766,068	828,980
Net assets		787,012	833,510
Funds of the charity:			
Restricted income funds			
Restricted funds		252,955	333,709
Unrestricted income funds			
Unrestricted funds		534,057	499,801
Total funds	16	787,012	833,510

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

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:

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.

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 Fairbairn 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	<u>898</u>	<u>199</u>

6 Expenditure on charitable activities

	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	<u>1,061,932</u>	<u>879,139</u>
	<u>2,313,131</u>	<u>2,605,405</u>

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 £
Staff costs during the year were:		
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 £
Cost		
At 1 April 2023	21,826	21,826
Additions	<u>27,738</u>	<u>27,738</u>
At 31 March 2024	<u>49,564</u>	<u>49,564</u>
Depreciation		
At 1 April 2023	17,296	17,296
Charge for the year	<u>11,324</u>	<u>11,324</u>
At 31 March 2024	<u>28,620</u>	<u>28,620</u>
Net book value		
At 31 March 2024	<u>20,944</u>	<u>20,944</u>
At 31 March 2023	<u>4,530</u>	<u>4,530</u>

13 Debtors

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

14 Cash and cash equivalents

	2024 £	2023 £
Cash at bank	<u>489,364</u>	<u>755,027</u>

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	<u>24,545</u>	<u>21,255</u>
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 £
Unrestricted funds					
<i>General</i>					
General Funds	486,213	32,304	(435,785)	437,737	520,469
<i>Designated</i>					
COVID Contingency	13,588	-	-	-	13,588
Total unrestricted funds	<u>499,801</u>	<u>32,304</u>	<u>(435,785)</u>	<u>437,737</u>	<u>534,057</u>
Restricted funds					
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>
Total funds	<u>833,510</u>	<u>2,266,633</u>	<u>(2,313,131)</u>	<u>-</u>	<u>787,012</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 £
Unrestricted funds					
<i>General</i>					
General Funds	228,197	112,052	(174,366)	320,330	486,213
<i>Designated</i>					
COVID Contingency	13,588	-	-	-	13,588
Total unrestricted funds	<u>241,785</u>	<u>112,052</u>	<u>(174,366)</u>	<u>320,330</u>	<u>499,801</u>
Restricted funds					
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>
Total funds	<u>384,764</u>	<u>3,054,151</u>	<u>(2,605,405)</u>	<u>-</u>	<u>833,510</u>

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	(453,343)	-	(453,343)
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	44,397	44,397
	<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 Fairbairn Foundation	40,547
MOPAC IDVA	47,500
Refuge	85,000
Women & Girls Domestic	41,339
IRIS	39,794
IDVA TOT Course	65,300
	<u>2,234,329</u>

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
	252,955

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
1	Dr	Depreciation		4,843				
	Cr	Office equipment depreciation charge						3,343
	Cr	Computer equipment depreciation charge						1,499
		Being depreciation charge of fixed assets						
2	Dr	Office equipment					10,030	
	Dr	Computer equipment					8,246	
	Cr	IT costs			18,276			
		Being reanalysis of IT costs to fixed assets						
3	Dr	Bank					11,888	
	Cr	Memberships			11,888			
		Being transaction included on Xero but not paid until post YE						
4	Dr	Memberships		11,888				
	Cr	Trade creditors						11,888
		Being trade creditor identified during post year end payments testing						
5	Dr	Insurance		1,218				
	Cr	Prepayments						1,218
		Being reversal of prior year prepayment						
6	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
1	Dr	Interpreting	2,851			
	Cr	Trade creditors				2,851
Being additional trade creditor identified during our post year end payments testing I2.3						
2	Dr	Prepayments			569	
	Cr	Delivery costs		569		
Being additional prepayment identified during our cut-off testing I2.2						
3	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 I2.2						
			11,226	569	569	11,226
		Unadjusted surplus/(deficit)		(10,657)		