

WOMEN'S RESOURCE CENTRE

England & Wales · Charity number 1070606

Details

Other names WRC

Status Registered

Legal form Charitable company

Company number [02462336](#)

Registered 1998-07-21

Register [View on the Charity Commission register](#)

Contact

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Activities

Objects: THE RELIEF OF WOMEN WHO ARE IN NEED BY THE PROVISION OF ADVICE AND INFORMATION AND SUCH OTHER ASSISTANCE AS THE COMPANY SHALL FROM TIME TO TIME DECIDE.

Activities: The Women's Resource Centre is a charity which supports women's organisations to be more effective and sustainable. We provide training, information, resources and one-to-one support on a range of organisational development issues. We also lobby decision makers on behalf of the women's not-for-profit sector for improved representation and funding.

Classification

- **How:** Provides Services, Provides Advocacy/advice/information, Sponsors Or Undertakes Research, Acts As An Umbrella Or Resource Body
- **What:** General Charitable Purposes, Education/training
- **Who:** Other Charities Or Voluntary Bodies

Geography

- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£1,013,221	£945,502	£399,233	10
2024-03-31	£819,773	£735,833	£331,514	10
2023-03-31	£655,817	£662,654	£247,574	8
2022-03-31	£652,344	£827,445	£254,411	9
2021-03-31	£1,002,931	£642,256	£429,512	7

Trustees

Name	Role	Appointed
Almaz Anderson		2025-04-24
Cheryl Worrell		2024-08-12
Layla Moosavi		2026-04-10
Sharon Facey		2022-02-04

WOMEN'S RESOURCE CENTRE

England & Wales - Charity number 1070606

Accounts



Annual Report
2024/25

Reporting Period
1st April 2024 - 31 March 2025

Prepared by
Women's Resource Centre





Esuantsiwa (Esua) Goldsmith - WRC Ambassador

2024-2025 - Another exciting roller-coaster year for WRC. Where does the Feminist time fly?

It's been heartwarming to see WRC go from strength to strength this year. And hasn't it flown by? I'm proud to have been WRC's Ambassador over many years, speaking up for WRC and the issues that matter to us and our sector, helping WRC with training, mentoring, strategic planning, facilitating sessions, headlining at WRC's Annual conference 2023.

Keeping the energies up and staying positive isn't easy. Times are very tough right now, challenges are coming at us from all directions - politically and financially, women-only spaces are shrinking, and we are witnessing the escalation of violence, misogyny, the rise of the Extreme Right, and attacks on women and on our movement on and off-line. But WRC's track record proves that when women get together, we are like a mighty river - there's no stopping us. Our third sector leadership conference held in Birmingham this year was a huge success - women say it's like no other conference they've attended. Our co-ordination of the London VAWG Consortium is now in its 16th year, bringing around £8million into diverse frontline services for women. The Consortium is now rightly recognised as a strategic voice for women across London - and all this achieved with no dedicated project funding for the co-ordination and leadership provided by WRC.

The heart of WRC is our membership, offering our members great learning and capacity-growing opportunities like our highly rated and consistently over-subscribed Feminist Leadership Training. Being part of WRC means we are always learning and connecting with each other, passing on wisdom and experience.

I was delighted to be invited to train and facilitate our group of Black women mentors in January for the NBWL – a fantastic group of women, ready to offer one-to-one support and nurture other young women in our sector.

Recognising that Women’s Liberation is a Global movement transcending borders, WRC’s work extends to the international sphere - playing a leading role in co-ordinating regional roadshows and collating the country and UK Four-nations report to the CEDAW Committee (UN Commission for the Elimination of All Forms of Discrimination Against Women).

Being part of the WRC brings us leadership, connection, activism, inspiration, hope and solidarity, celebrating how far we have come as well as how far we still have to go. I was honoured to take part in the WRC-led Sisters-Doing-it-for-Themselves Archive project a couple of years ago, making sure that we create and curate our own Herstory, nothing is lost, and we recognise and celebrate what we have achieved and build and expand on it for our future.

This year is yet another year WRC can place in our Herstory Book. Whether it’s local, National or Global, WRC makes sure everything we do is underpinned by our collective voice, building for transformation change for all women.

Now that’s Sisterhood. And it’s powerful.

Esua Goldsmith, WRC Ambassador



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Esuantsiwa (Esua) Goldsmith - WEC Ambassador



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Vision & Mission

WRC has three strategic aims, which all of our work must be in furtherance of.

During this year, we have continued to ensure our work is closely aligned with our aims.

Our extensive and specialist support to our network is directly related to achieving structural change through strengthening and amplifying their work and voices.

Recent global events and the repeated exposure of state institutions' failures to tackle deep-rooted inequality show why our work remains essential.

With our members, networks, and partners we continue to strive for women's rights to be prioritised.

OUR VISION

All women are empowered and have substantive equality.

OUR MISSION

Supporting and standing up for a diverse and thriving women's sector.

OUR APPROACH

Women's Resource Centre is the national umbrella organisation for the women's sector. We provide capacity building programmes, training, peer support events and one to one support for organisations.

We coordinate policy consultations and publications to inform policy makers in the UK about the social and economic value of women's groups across England.

Our understanding of women's inequality is based on sex, race and class as cemented by the interlocking systems of patriarchy, white supremacy and capitalism. Our work to create social change for all women is underpinned by collective action and collaboration.

OUR VALUES

- Anti-Racist Feminism
- Collaboration
- Equality
- Integrity
- Professionalism
- Environmental Sustainability.

STRATEGIC AIMS

Women's Resource Centre's mission is to stand up and support a thriving and diverse women's sector. Our vision is a world where all women are empowered and have substantive equality.

To achieve our mission and to work towards our ultimate vision, WRC has adopted the following three strategic aims for 2024-2029. All the work undertaken by WRC will work to achieve a minimum one of these aims and always in line with our values of Anti-Racist Feminism, Equality, Professionalism, Collaboration, Integrity, and Environmental Sustainability.

LEAD ON TRANSFORMATIONAL STRUCTURAL CHANGE FOR WOMEN

- Increase the funding and financial independence of WRC and the women's sector
- Developing and sharing our analysis of achieving structural change for women
- Own an iconic women's building which inspires women's leadership and empowerment, celebrates the historical, current and future achievements of women
- Build robust evidence base for strategic advocacy on behalf of the women's sector

STRENGTHEN THE COLLECTIVE VOICE OF THE WOMEN'S SECTOR

- Ensuring the UK women's sector is a recognised and visible voice of power and influence in decision-making contexts
- Amplify the voices of the most marginalised women both within our sector and with decision-makers
- Promote an understanding of the ecosystem of the women's sector
- Develop partnerships or consortia across England
- Expand WRC research and policy work and maintain our leadership in CEDAW work
- Grow and maintain the WRC membership
- Promote and develop our analysis of the women's sector's role in driving social change for women and girls.

GROW AND NURTURE WOMEN'S RIGHTS-BASED LEADERSHIP

- Equip the women's sector with the skills to further social justice for women & girls
- Become a recognised and accredited training provider
- Preserve and protect the expertise and knowledge within our sector
- Promote and support Black and minoritised led-by-and-for women's groups
- Provide networking opportunities for the women's sector
- Expand and grow WRC's leadership training and network initiatives




OUR TEAM

STAFF TEAM

- Vivienne Hayes (CEO)
- Samantha Asumadu (Head of Operations)
- Kiran Dhami (Head of Policy & Research)
- Dr. Nour Gazarin (Ascent Manager)
- Jaiye Elias (NBWL Lead)
- Casey Mackins (LVAWGC Assistant) (Up until 17.10.25)
- Bowale Fadare (Up until 28.06.2024)
- Inderjit Sahota (Up until 05.06.2025)
- Deborah Oyelakin (Prevention Coordinator, LVAWGC)
- Niamh Kehoe (Housing Coordinator, LVAWGC)

FREELANCERS

- Ipek Faria
- Shani Lee
- Kathleen Moss
- Jeni Osbourne
- Tebussum Rashid
- Dr. Sue Robson 
- Evelina Svensson

TRUSTEES

- Sharon Facey (Acting Chair)
- Almaz Anderson (Appointed 24.04.2025)
- Helen Harrigan (Resigned 24.04.2025)
- Arlene Rivet (Resigned 05.11.2025)
- Cheryl Worrell



BANK

Unity Trust Bank plc,
Nine Brindleyplace,
Birmingham,
B1 2HB

SOLICITORS

Anthony Collins Solicitors LLP
134 Edmund Street,
Birmingham,
B3 2ES

AUDITORS

Sayer Vincent LLP,
110 Golden Lane,
London,
EC1Y 0TG

The trustees review the aims, objectives and activities of the charity each year. This report looks at what the charity has achieved and the outcomes of its work in the reporting period. The trustees report the success of each key activity and the benefits the charity has brought to those groups of people that it is set up to help. The review also helps the trustees ensure the charity's aims, objectives and activities remained focused on its stated purposes. The trustees present their report and the audited financial statements for the year ended 31st March 2025.

Reference and administrative information set out on this page forms part of this report. The financial statements comply with current statutory requirements, the memorandum and articles of association and the Statement of Recommended Practice - Accounting and Reporting by Charities: SORP applicable to charities preparing their accounts in accordance with FRS 102. This trustees' annual report includes a directors' report as required by company law.

The organisation is a charitable company limited by guarantee, incorporated on 23rd January 1990 and registered as a charity on 21 July 1998. 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. All trustees give their time voluntarily and receive no benefits from the charity. Any expenses reclaimed from the charity are set out in note 9 to the accounts.

ORGANISATIONAL CHART



The Board of Trustees of WRC are responsible for all governance, HR and Finance policies and procedures; agreeing the annual budget and monitoring spend quarterly. They are responsible for appointing the Auditor and the CEO and for WRC's strategic plan. Additionally, they are responsible for managing risk and the future planning and direction of WRC. They also take responsibility for HR and staff remuneration and ensuring WRC complies with all relevant legislation. WRC contracts HR consultants to ensure it keeps up to date and follows appropriate employment law.

WRC is mindful of its commitment to the rights of women and as such has generous holiday, maternity and compassionate leave allowances. Additionally WRC operates a flexible working policy to ensure that staff with any caring responsibilities are not excluded from taking up employment at WRC. The day to day running of the organisation and implementation of these policies is delegated to the CEO of WRC.

STAFF AND TRUSTEE INDUCTION

STAFF

New WRC staff work through a checklist with their line manager when starting at WRC and are given the relevant training to their role. New staff members will sign their employment contract, a payroll starter form and ICE form and have a probation period of 6 months.

TRUSTEES

Women interested in serving on the WRC Board are asked to complete a brief application form outlining their interests and experience in relation to the requirements and person specifications set in the “Board Roles and Responsibilities” document.

Once completed, the document should be returned to the CEO of WRC. The CEO of WRC may contact the candidates’ referees, and the form is assessed by WRC’s Chair of trustees and CEO to ensure the candidate meets the criteria outlined in the person specification.

Suitable candidates are invited to meet the Chair and CEO to focus on the competencies and attributes that cannot be measured via the application form. Then, a decision is made about which candidates should advance to the next stage. Also, part of the process is a formal paper that includes-the candidate’s application form and a paper written by the CEO and Chair following the meeting.

Candidates going forward to the next stage may then be invited to meet with members of WRC’s Board Selection Panel. This provides an opportunity to further discuss the specificities of being a Board member, as well as enable the Selection Panel/Board to decide if the candidate should be invited to join the Board of Trustees.

Once approved by the Board of Trustees, WRC’s CEO will arrange for the new member to complete appropriate forms to notify Companies House and the Charity Commission that she is a new Director and Trustee of WRC.

The new member's induction will cover the roles and responsibilities of Board membership including Policies, Procedures, and Constitution of WRC and further forms to complete including a Board Declaration and Declaration of Interests form. An existing Board member is appointed as a contact person to provide support and advice to the new member. The new member is encouraged to provide feedback on the induction process throughout the first 6 months of involvement to assist in improving and developing the systems for inducting new members of the Board.

CHAIR'S REPORT

WRC has successfully navigated another year of challenge for women and girls' human rights, with our sector bearing the brunt of the impact of this on communities across the country.

Whilst need for support from our members increases resources remain stubbornly insufficient and we believe disproportionately low.

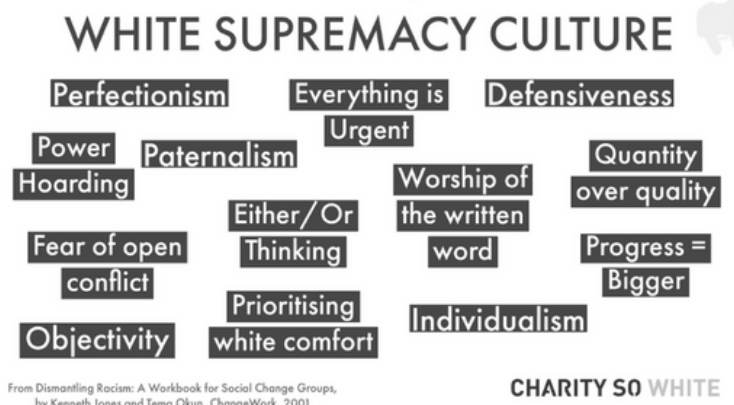
I am proud to be leading our board of trustees to hold the vision of achieving all women's rights through the work of WRC and our members, who form the backbone of resisting inequality and the roll back of rights. I thank my sister trustees for their steadfast commitment to our collective work and the staff team for their tenacity and hard work.

We remain hopeful in our resistance and will continue tirelessly to achieve our mission through our belief that together we are stronger.

Sharon Facey
WRC Acting Chair of The Board

Rupa Sarkar, 23.01.1976 to 25.02.2023, was our visionary Chair of trustees since 2014 and supporter of WRC for two decades.

[Read our CEO's tribute here](#)



ANTI-RACISM WORK

We remain committed to an analysis of women's oppression based on sex, race and class. We have ensured that marginalised women's voices are central to our work. Our annual conference, and the diversity of our attendees is testament to our way of working. Our dedicated work on the Network for Black Women Leaders and the support to the AWE network in Greater Manchester demonstrate this commitment.

We held an important online event about the impact of racism on women and women's organisations in October 2024 in the aftermath of racist riots the previous summer. Sector leaders came together to share their thoughts and actions. We were able to provide an important space to think strategically, as a sector, about ways we would respond. This came off the back of a collective letter from the women's sector that we wrote, and which gained 130 signatures in 3 days, in which we denounced the racism inherent in actions purported to be in the protection of women and girls. This led to a meeting with the Minister for Women and Equalities, to which we invited other Black and minoritised women's organisations to attend.

Racism, polarisation, and the weaponisation of VAWG is set to continue and worsen over the coming months and years. WRC will keep this issue on the agenda, working across the sector to act for women, and against racism through our policy and capacity-building work, as well as events.

In terms of our ongoing organisational anti-racism action plan, this year has seen us reviewing some of our internal policies through an anti-racist lens, reading through and collectively discussing the sector's anti-racist charter, writing a new anti-racism policy document to outline our commitments and action, as well as thinking about how to build on our existing anti-racist work.

FUTURE PLANS

This year, we moved offices thanks to the offer of a rent-free space in Holborn.

A much bigger space, which we were able to furnish with the generosity of donated items from John Lewis, and has afforded us the ability to host more in-person meetings and events, which women constantly tell us is much needed after lockdown and is key to building and maintaining collaboration and activity for social change.

Regrettably, the funding landscape for our sector remains of deep concern, and we remain committed to raising this in our work with the Propel initiative led by London Funders and our other interactions with funding bodies.

Our work to realise an endowment fund for our sector has further developed with endorsement from a range of institutions, and which we plan to launch later in the year.

Our commitment to the preservation of our life-changing and life-saving sector remains robust and forthright through building partnership working and striving for a collective voice.

Our CEDAW work is expected to be central next year when we hope the date for our government's examination will be announced, enabling us to plan our roadshow of consultations to match that timeline.

The increasing hostility to women's rights and in particular for Black and minoritised women is of grave concern and we stand in solidarity with those women, and committed to echoing our sisters' voices in the ongoing struggle for all women's human rights.

OUR FUNDERS

With thanks to all our funders, past and present



THE UK FUND FOR WOMEN AND GIRLS



LLOYDS BANK



OXFAM



CITY BRIDGE FOUNDATION



HM Government



MAYOR OF LONDON
OFFICE FOR POLICING AND CRIME



NATIONAL EMERGENCIES TRUST



Esmée Fairbairn FOUNDATION



Cabinet Office



Department of Health





The WRC Shop

Our Google Ad Grant activity has played an important role in reaching new audiences. Between April 2024 and March 2025, the campaign generated 10,511 clicks from 113,868 impressions, at an average click-through rate of 9.23%. These campaigns drove 4,756 tracked conversions, including 4,603 first-time visits, and 8 shop purchases.

Online sales growth has continued to be modest over the past year. We recognise the significant potential for growth of the WRC Online Shop, which has an ambition to both support individual women makes and contribute to WRC's unrestricted income. The modest sales in this year demonstrate the need for a dedicated marketing resource to capitalise on what we believe are significant opportunities. While these results highlight the challenges of sustaining and growing this channel, they also reinforce the importance of ongoing investment in the shop's development.



GOOGLE AD GRANT

Clicks	10,511
Impressions	1,200
Click-through rate	9.23%
Tracked conversions	4,756
First time visits	4,603
Shop purchases	8

The BELL Project

BELL is an acronym that stands for Building, Empowering, Leading, Learning. It is comprised of eight strands of work that spans across all of WRC:

- CEDAW
- Policy & Campaigns
- Research
- Women's Sector Funding Poll (Oct 2024)
- Disabled Women and Welfare Reform (June 2025)
- Policy Engagement
- Capacity-Building for the Sector
- Movement Building
- Impact
- Feminist Leadership training programme
- Network for Black Women Leaders coaching and mentoring programme
- Women's leadership conference
- Strategic advocacy

The BELL project enables WRC to continue its vital, core work to further the provision of services for women in dire need and influencing decision-makers to create an environment fit for purpose for women and girls.

WRC's strategic aims are embedded across the BELL project. Our holistic, multi-faceted approach is crucial for driving real and tangible social change for women and girls.

WRC, in collaboration with WAITS, Roshni and the Muslim Women's Network UK, held its third annual Women's Sector Leadership Conference on 25 June 2025 in Birmingham, bringing together 126 delegates. This year's theme, Reclaiming Our Power: Organising for Change, focused on movement building: collaboration, finding common ground, and working across differences to create radical and effective social change. The theme reflected decades of austerity and cuts that have left the sector financially dependent on the state and asked: how can we keep fighting for justice when our survival is at risk?

Speakers emphasised the urgent need to reconnect with a wider women's movement in the face of mounting threats from right-wing and reactionary forces. While recent years have been marked by division and competition, participants saw this moment as a chance to be bolder, braver and more united.

Vivienne Hayes OBE, CEO of WRC, opened the day with a powerful call to collective liberation: "Nobody else is going to do it—we have to do it." She urged women to continue as "warrior women," setting a tone of solidarity and determination. Keynote speaker Baljit Banga, CEO of Hibiscus Initiatives, offered a radical critique of the sector's trajectory and a call to reclaim its transformative roots.

The morning panel – Marcia Lewinson (WAITS), Dr Surwat Sohail (Roshni Birmingham) and Faeza Vaid (Muslim Women's Network UK) – reflected on the sector's achievements and challenges. They highlighted gains in representation across education, public services and politics, while acknowledging that the movement has not always been inclusive. Leadership by Black and minoritised women and a commitment to intersectionality were identified as central to building a stronger, more united movement.

Jess Phillips, Minister for Safeguarding and Violence Against Women and Girls urged feminist organisations to engage more strategically in policymaking, citing stark violence statistics and the need for trauma-informed, feminist-led campaigns, alongside global solidarity. The final panel launched the Alternative Women's Economy (AWE) network. Chaired by Claire Dove, CBE Crown Representative for the VCSE, the panel shared stories of abuse and financial hardship to underline the urgent need for economic and legal reform, and set out a bold vision for women's empowerment across economic, social and political life. The day closed with the Audre Lorde Prize for leadership and an evening reception – leaving delegates inspired, motivated and connected to a broader historical movement.

FEEDBACK AND EVALUATIONS

83%	Agreed or strongly agreed that the conference improved their ability to work in partnership and collaboration
92%	Agreed or strongly agreed that the conference increase their knowledge about women's sector issues and promising practice
78%	Agreed or strongly agreed that the conference increased their understanding of current policy issues
93%	Agreed or strongly agreed that the conference provided them with opportunities for networking sharing knowledge and forming partnerships
83%	Agreed or strongly agreed that the conference increased the visibility of new ideas and promising practice within the sector
75%	Agreed or strongly agreed that the conference provided a platform for sector-wide agreements on actions

“The overall conference was very well organised, with powerful speakers, panels and workshops. The conference provided a wonderful, friendly and warm atmosphere where people could mingle, network or simply soak the atmosphere. The food was amazing.”

“Wonderful, informative, and great time of networking. I loved the flow of the session and both the workshops I attended were delivered extremely well. I left feeling full of information, contacts and energy. My first time attending, very well put together, food was delicious and those small thoughtful touches. The stalls were great too, with chances to learn more about various organisations. I came on my own but never felt alone. Everyone was welcoming, embraced each other, a Sisterhood. Thank you.”

Feminist Leadership Training 2024-2025

This year the Feminist Leadership training programme we had 343 applicants to about 100 places. We delivered the programme to 131 women in 10 groups; four online and six around the country; Newcastle (10-12 June 2024), 17-19 Birmingham (17-19 June 2024), Plymouth (24-26 June 2024), London (2-4 December 2024), Nottingham (4-6 December 2024), and Liverpool (9-11 December 2024). The programme provides theory as well as the practical and analytical skills through personal reflections and interactive exercises. The programme explores topics relating to feminism, leadership and power. The participants can take the learning and apply it back into their organisations to bring about transformational change.

THE PROGRAMME CONSISTS OF THE FOLLOWING TOPICS/THEMES

Feminist Leadership-an introduction, Emotional Intelligence, Creating a Culture of Belonging, Power Presentation and Pitching, Burnout; Signs, Impact, Prevention, Project Management, Relationship Management, Negotiation Skills, and Values and Organisational Culture.

“One of the most impactful leadership courses I've been on! A great mix of learning and discussion delivered in a culture of safety and support. Thank you!”

“Fantastic. Very engaging, well-facilitated. balanced and well timed. Informative, humanistic and supportive.”

“Amazing! I have learnt so much about not only feminist leadership but also myself. I have met the most fabulous women and think this training has been transformative for me.”

“It's an excellent programme, that offers both theory and practical tools that can be used and applied in different contexts. The trainers were super and held the space with grace and confidence and openness.”

“This training, this time, these days have been an actual gift and I think we all feel that in different ways... It has been a reminder that there is so much to learn from new and unexpected places and people and the training has embodied feminism, solidarity and activism in how it was held and delivered. So grateful.”



NETWORK FOR BLACK WOMEN LEADERS (NWBL)

NBWL has continued to grow as a powerful platform for connection, support, and leadership development across sectors for Black women.

MENTORING AND COACHING

This year, **51 women** were matched in our signature mentoring programme. While some were unable to continue (15 women), engagement remained strong, with flexibility ensuring participants could access the right support at the right time.

Our bespoke coaching programme reached **19 women**, with group and 1:1 sessions supporting their personal and professional growth. In total, 192 women benefited from NBWL's coaching, mentoring, and networking opportunities this year.

TRAINING AND DEVELOPMENT

NBWL delivered a rich programme of training and workshops, including:

- Mentoring for Social Change (Trainer: Esua Jane Goldsmith, Jan 2025)
- Strategic Networking for Career Advancement (Trainer: Khadijah Ward, DarkGirlBoss Feb 2025)
- The Role of Identity in Shaping Leadership Style
- Finding Balance and Avoiding Burnout
- Addressing Racial Trauma in the Workplace

- Leadership Lessons from a 40-Year Career (Fireside Chat)
- Poetry Workshop for Mental Health Awareness Week
- The Mindset and Strategies of High-Earning Black Women
- Embracing Your Worth – Overcoming Self-Doubt and Building Confidence
- Navigating and Challenging Structural Racism in Professional Spaces (Trainer: Nina Kelly, Reframing Race, March 2025)
- Decolonising Brand Strategy
- Building Wealth with Tech
- Digital Storytelling for Social Change
- Financial Strategies for Scaling: Accounting Tips for Black Women Entrepreneurs

COMMUNITY AND CONNECTION

NBWL hosted **23 networking events** (online and in-person), offering vital spaces for peer learning, professional sisterhood, and encouragement. These gatherings remain a cornerstone of the programme, reinforcing NBWL as not just a network, but a movement.

REACH AND IMPACT

Across mentoring, coaching, and networking, **192 women accessed development opportunities through NBWL this year**, demonstrating the demand for identity-affirming spaces that centre and support Black women leaders.

PARTICIPANT VOICES

“It’s great to be in space learning and sharing with Black women.”

– Event Attendee, Nov 2024

“I feel that this mentoring programme came at the perfect time in my journey. ... It significantly boosted my confidence.”

– Mentee, 2024–25 Cohort

“I received incredible emotional and practical mentorship. ... The proactive, professional, and kind support from Jaiye was outstanding.”

– Mentee, 2024–25 Cohort



Alternative Women's Economy (AWE)

The Alternative Women's Economy (AWE) project is led by Black and minoritised women living in Greater Manchester. AWE has built upon their work to develop shared narratives about their communities and the two key aims they want to achieve;

1. To develop economic networks that support women and their communities to be financially independent.
2. Create a platform for women to come together to elevate the 'voice' of women from Black and minoritised communities to lead, influence and change decisions, policies and practices that negatively impact upon them and their communities

AWE developed from WRC's work in Manchester to develop consortia and partnerships, based upon the successful work of the London VAWG consortium. Initially WRC supported the development of the Mama Health and Poverty Partnership (MHaPP), a partnership of small African women's organisations who went on to successfully secure their members work and influence.

Building upon this and in response to Black and minoritised women's organisations reporting their marginalisation within Greater Manchester. WRC with the support of Smallwood Trust and Fondation Chanel have been providing support to a diverse group of Black and minoritised women's organisations in Greater Manchester.

AWE members continue to highlight the disparity between funding for their vital and often life-saving work. They want to work with local politicians, policy makers, businesses and organisations to develop initiatives, programmes and projects that change their environments and improve their communities. To influence decision makers to include and listen to women from Black and minoritised communities, and they want to work with policy makers to ensure they consider the impact of regulation and practise on Black and minoritised communities. By working with policy makers their aim is to ensure the needs and experiences of Black and minoritised women.

PROGRESS

	Meetings
Project planning	40
Organisational Development	10
Partnership	8
Strategic planning	7

AWE Partners have spent the year growing the network, by leading workshops at the WRC national conference, growing their own organisations and enterprises, producing articles for national publications, making links with groups works with similar values and exploring local opportunities for social enterprise. AWE also developed videos demonstrating the work of their organisations and the benefits of collaborative working.

“The journey is as just as important as our destination.”



LONDON VAWG CONSORTIUM

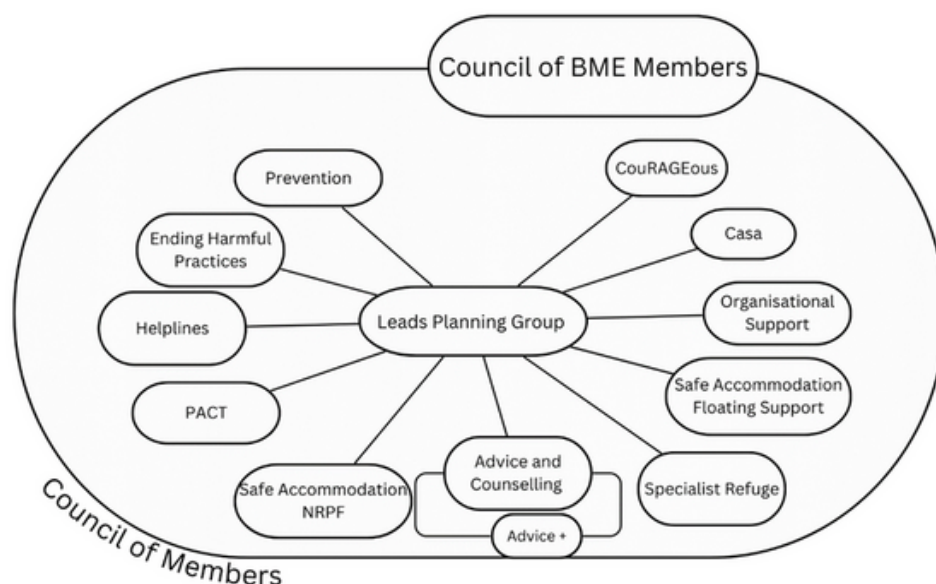
GOVERNANCE AND FUNDING

The London VAWG Consortium is the largest pan-London coalition of expert women's and Black and Minoritised (BME) specialist VAWG organisations. It has twenty-six members and delivers £8.0 million of services to over 30,000 women and girls each year. Over 50% of the members are by and for BME specialist VAWG organisations.

The Consortium's anchor strategic partner is London Councils. The Consortium has an unbroken record of twelve years delivery with London Councils and has just won a further four years' funding for the fourth time.

MOPAC is the other key funder, sometimes in its own right and sometimes on behalf of other organisations such as the Ministry of Justice, the Greater London Authority and the Home Office, as well as grant funding from other sources.

WRC also applies for funding for the Consortium, including a three-year grant from City Bridge Foundation (2016-2019) and the SASA Collaboration funded by Lloyd's Foundation (2024-2026).



Infographic showing the Consortium's governance structure and funded strands

The Consortium's specialist role is pan-London funding and services, which enables it to add value to the expert VAWG sector. It does not compete for borough or local funding or services. It will support local expert organisations to successfully win local funding, if requested.

The Consortium has explored adopting an independent legal entity, which would formalise the relationship between the Consortium and WRC. This included the following agreements:

- That women who work for the Consortium would be employed by WRC
- That there would be regular collaboration with WRC to align strategies.

Work on the legal entity was paused due to a lack of resources to implement it. However, the Consortium adopted many of the principles of the legal entity, including the two Councils of Members and how it manages conflicts of interest, which are now well-established practices.

Fundamental to the Consortium is the Statement of Values and Principles, which applies to every member and binds them together in the struggle for women's substantive equality and ending violence against women and girls. The Consortium provides solidarity and organised, strategic resistance to women's oppression, including competitive tendering.

ANTI-RACISM PRACTICE

The Consortium has a progressive approach to addressing structural racism as an integral part of its anti-racism work. It has an established Council of BME Members which meets to address the interests of by and for BME members. It publishes an index of how funding coming through the Consortium is distributed between members and works towards achieving greater equity. It has piloted appointing a by and for BME Co-Lead as a model to build Lead experience, track record and capacity in BME members. It is Consortium policy that a minimum of 50% of funding coming into the Consortium will be distributed among BME members and has an established practice of led by and for BME strands.

The Consortium's anti-racism work is informed by Imkaan's [uncivil partnerships: reflections on collaborative working in the ending violence against women and girls sector](#) (2017).

The Council of Members comprises the full membership of the Consortium and is the governing body.



The Leads Planning Group and funded service strands are sub-groups accountable to the Council of Members. The Council of BME Members addresses the interests of BME members. Each funded service strand has a Lead organisation which is appointed by the whole membership to be the accountable body for funding agreements on behalf of the Consortium.

Leads meet regularly in the Leads Planning Group, the strategic leadership body of the Consortium, to share information and ensure all funding agreements and services are progressing effectively, with the opportunity to receive support and feedback. This also provides space for oversight and overview of strategic pan-London developments and ensures that all services are linked to each other and wider VAWG developments across London.

The Consortium has two other sub-groups – the Safe Accommodation sub-group (currently subsumed in the Safe Accommodation Collaboration) and the Membership sub-group which has oversight of new members coming into the Consortium, equitable resource distribution and sustainability of members and the appointment and development of Leads and Co-Leads.

The co-ordination of the Consortium is funded through a 0.8% partnership contribution from each of the funded strands. Consortium policy is that most of delivery funding will go to frontline expert organisations. Consortium co-ordination is capped at a maximum of three full-time staff (ie strategic, operational, support), regardless of the total value of funding agreements held by the Consortium. This ensures that Consortium members remain the experts and co-ordination adds value, that is, carries out work it is not possible for members to do.

STRATEGIC AIMS AND ORGANISATION

In 2020, the Consortium adopted the strategic objective that all VAWG services in London will be delivered by, led by and for women's and BME specialist VAWG providers by 2030. This is informed by the critique that violence against women and girls is a cause and consequence of women's inequality and that ending VAWG requires substantive equality for women, including equitable funding distribution (London women's organisations receive less than 3% of funding).

MOPAC VAWG Expert Reference Group

The London VAWG Consortium forms the core of the MOPAC VAWG Expert Reference Group. The Expert Reference Group is an independent non-statutory body, which advises the Mayor's VAWG Board and is a critical channel for influencing pan London policy and decision-makers. A key priority for the Expert Reference Group has been establishing a direct relationship with the Metropolitan Police Service.

CONSORTIUM PROJECTS

The Consortium has three projects at present: Ascent Prevention, Survivors' Access to Safe Accommodation (SASA) Collaboration and Ascent Support to Organisations.



LVAWG Consortium Ascent Prevention Strand

THE PARTNERSHIP

The Ascent Prevention strand is a partnership project undertaken by the London Violence Against Women and Girls (VAWG) Consortium, funded by London Councils, the partnership is now in its second year.

This unique partnership consists of the following by and for specialist VAWG organisations FORWARD, IKWRO, IMECE, JWA and LAWRS (2024 -2025). RESPECT joined the strand in the second year of the project (2025 -2026)

Women's Resource Centre leads the Prevention Strand until March 2026.

Our Partnership aims to empower professionals and young people to develop awareness and behaviours that embed the importance of healthy relationships and tackle attitudes and beliefs that cause violence and abuse.

As per our funding agreement with London Councils we prioritised outreach and service delivery in the following Boroughs: Barking & Dagenham, Bromley, City of London, Greenwich, Hillingdon, Kensington & Chelsea, Kingston upon Thames, Newham, Richmond upon Thames, Tower Hamlets and Waltham Forest. The demand for our work means that we have retained and developed new partnerships with other London Boroughs. With successful engagement and delivery in multiple London boroughs the partnership has achieved a fair and ethical spread across London.

2024-2025 PROJECT OUTCOMES

3,456 participants

- 72% were under age 16
- 51% were women and girls
- 48% were men and boys
- 88% were from Black and Minoritised backgrounds
- 12% were white British

DISABILITIES

- 87.23% Not disabled.
- 6.33% Other disability
- 3.01% Mental Health
- 2.6% Learning disability
- 0.52% Blind or visual impairment
- 0.31% Mobility

Our Partnership aims to empower professionals and young people to develop awareness and behaviours that embed the importance of healthy relationships and tackle attitudes and beliefs that cause violence and abuse.

- 2,380 (67%) participants can identify the components of a healthy relationship

“Very informative and relaxed session”

“The workshop was really interesting because I have learnt the sign of healthy relationship and unhealthy relationship”

- 2,397 (69%) can identify at least one warning sign of domestic or sexual abuse

“The service that the lady offered made me understand forms of emotional/physical/mental abuse/violence, overall I was pleased with everything”

- 2,381 (69%) participants know where to get support and learn more about Domestic and/or Sexual Abuse services.

“I found out who to talk to when I am a bit doubted”

- 423 professionals who engaged with our training reported increased confidence in addressing issues with children and young people.

“You’re lucky to have these lessons. If I had had these then maybe I wouldn’t have hurt people in my life and I wouldn’t be hurt myself.”

(Hillingdon Professional Q3)

- 42 professionals who engaged with our training reported increased commitment to ensuring the work is embedded

“We have a wellbeing hub at lunch time and a girls only space.”

(DSL from HSAEL on embedding the work Q4)

PROJECT HIGHLIGHTS

This year we delivered our bespoke Healthy Relationship workshops to children and young people across London in 21 different schools and 8 further education settings.

We trained professionals in 20 different settings including local council staff, NHS staff, and professionals from the voluntary sector.

We delivered 4 domestic abuse awareness workshops for parents and carers.

"Helpful information was shared to parents on talking to our kids about healthy relationships" Q4

We provided specialist training in Barking & Dagenham for 33 MPS officers who were working as student safety officers in the borough, this much-needed and influential piece of work was well received by the officers.

"Great insights and perspectives have been shared today. Practical tools that we will use in our work going forward"

(MPS officer Q1 training)

FUTURE PLANS

The Prevention strand is currently exploring ways to extend the work beyond March 2026.

In February 2025 the partnership submitted a successful proposal to London Councils for continued funding of the Partnership until March 2026. We have responded to the present needs of the boroughs that we work in and worked with our new partner Respect to develop a specialist training for professionals working with boys and young men. This training will help professionals to embed long term work in their boroughs.

Survivors Access to Safe Accommodation (SASA) Collaboration

In May 2024, WRC, on behalf of the London VAWG Consortium's Safe Accommodation subgroup were successful in obtaining funding from Lloyds Bank Foundation to develop a systems change project designed to improve access to safe and suitable accommodation for women and children affected by male violence in London.

Despite amendments to homelessness legislation brought about by the Domestic Abuse Act (2021), survivors in London continue to face unique and substantial challenges to securing safe accommodation, largely due to the lack of affordable housing in the UK being most acute in London. As such, the SASA Collaboration sought to work in partnership with London boroughs to identify good practice and solutions to address the longstanding barriers that survivors experience.

PARTNERS

WRC is the lead partner for the Collaboration, working alongside Ashiana, Asian Women's Resource Centre, FORWARD, Iranian and Kurdish Women's Rights Organisation, Imece, Kurdish and Middle Eastern Women's Organisation, Latin American Women's Aid, Latin American Women's Rights Service, London Black Women's Project, Nia and Refuge.

AIMS

By amplifying the voices and experiences of survivors and utilising the expertise of both the housing and VAWG sector, the SASA Collaboration aims to explore innovative housing solutions for survivors, improve partnership working between the VAWG sector and statutory partners, and to identify a lawful, consistent, compassionate and aspirational way for councils to discharge their housing duty to survivors safely.

PROJECT OUTCOMES 2024 – 2025

Since the project's inception a Housing Coordinator was recruited to coordinate the project, and the Collaboration has undertaken research and stakeholder engagement activities to explore the key issues and underlying drivers of barriers to safe accommodation and potential solutions to overcome these.

The Collaboration has secured the commitment and engagement of six London boroughs: Brent, Hackney, Haringey, Kingston upon Thames, Lewisham and Newham, successfully building a coalition to work together to affect change.

The Collaboration has also submitted a joint response to the consultation on the London Mayor's domestic abuse safe accommodation strategy (2025-28) and met with the Ministry of Housing, Communities and Local Government, to highlight the persistent barriers women experience accessing housing support and assistance.

The Collaboration will continue to work in partnership over the next year to develop good practice recommendations and proposals for alternative housing provision and seek to embed these to affect practical and sustainable change for survivors.



ASCENT

Ascent is a partnership project undertaken by the London Violence Against Women and Girls (VAWG) Consortium, delivering a range of services for survivors of domestic and sexual violence, under six themes, funded by London Councils. The Ascent project has been running since 2013.

Specialist Refuge	Prevention	Support Services to Orgs	Advice & Counselling	Domestic and Sexual Violence Helplines	Ending Harmful Practices
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The partners in the Support Services Strand together are IMKAAN, Respect, Rights of Women (RoW) and Women & Girls Network (WGN). Women's Resource Centre (WRC) is the lead partner.'

THE ASCENT SUPPORT SERVICES TO ORGANISATIONS STRAND THIS YEAR DELIVERED:

Sustainability Training	8
Accredited training	4
Expert Led training	16
Bespoke training	1
Specialist briefing sessions	9
Webinars	2
Special events	2
One to one support sessions	9
Best practice briefings	2
Fact sheets	12
E-newsletter	4
Needs Analysis Survey	1
Case Study	1

THIS YEAR THE PROJECT DIRECTLY SUPPORTED 254 ORGANISATIONS ACROSS ALL LONDON BOROUGHS

ORGANISATIONS REPORTED THE BELOW OUTCOMES AS A RESULT OF THE PROJECT

- 147 Organisations with increased knowledge of legislation, specifically the Domestic Abuse Act 2021
- 119 Organisations with increased knowledge of policy and best practice in service delivery
- 105 Organisations with improved working relationships with local authority statutory services
- 67 Voluntary sector organisations able to demonstrate increased working relationships (with health professionals, housing professionals, other local services)
- 154 Professionals with increased awareness of the signs of domestic and sexual abuse and knowledge of domestic and sexual abuse services available to their clients
- 179 Professionals with increased knowledge of domestic and sexual abuse legislation, policy and best practice in clients support
- 34 Organisations with an increased understanding of funding opportunities and application procedures
- 60 Organisations with improved ability to evidence and demonstrate the impact of their services
- 23 Organisations with improved ability to develop partnerships/collaborations to improve services
- 22 Organisations with increased ability to improve the wellbeing of staff and volunteers
- 144 Organisations with increased awareness of intersectionality and structural inequality in the context of domestic and sexual abuse
- 159 Organisations with improved ability to meet the diverse and intersectional needs of service user

CEDAW

WRC has played a historically important role in coordinating a grassroots, women's sector-wide response to CEDAW (Convention on the Elimination of all Discrimination Against Women). We aim to raise the profile of UN mechanisms such as CEDAW to hold the government to account on its record to eliminate discrimination against women and as a campaigning and advocacy opportunity for the entire women's sector.

Unfortunately, due to UN backlogs, the timelines were not announced again this year, so meaningful engagement in the CEDAW reporting process was stalled again.

Nevertheless, we kept adding women to our CEDAW mailing list, keeping them in the loop about our plans and projected timelines, and convened a meeting of the representative organisations across the other three nations (Scotland, Wales and Northern Ireland) in November 2024 where we discussed coordinating our country responses into a Four Nations report, as well as clarifying some misinformation about the new process. We were also in touch with the EHRC about the civil society submission.

In January 2025, we published an [explainer of the new CEDAW process](#) that would be undertaken (List of Issues), as we were aware that many people did not know how this was going to work. We also produced [a visual aid](#) to make it more accessible and understandable. When timelines are finally announced, WRC will be ready to act and engage women in the reporting process.

POLICY AND CAMPAIGNS

Over the past year, WRC has strengthened its role as the leading voice for the women's sector by producing timely research, accessible policy resources, and strategic consultation responses. Our work has ensured that women's organisations across the country are equipped with evidence, advocacy tools, and opportunities to influence decision-makers.

RESEARCH

Women's Sector Funding Poll (Oct 2024): We surveyed 141 organisations to capture the scale of funding precarity and commissioning challenges, providing robust evidence to support advocacy with funders and government.

Disabled Women and Welfare Reform (June 2025): We documented the disproportionate impact of the government's 'Pathways to Work' reforms on disabled women, amplifying their lived experience and recommending rights-based alternatives.

POLICY ENGAGEMENT

We have submitted responses on key issues, including welfare reform, EHRC Code of Practice, VAWG funding, and community cohesion, thus ensuring the women's sector's expertise shapes parliamentary and statutory debates.

We have produced accessible resources such as a CEDAW Explainer and Visual Guide (Jan 2025), a briefing for Minister Peacock on commissioning (July 2025), and a FAQ on the Supreme Court's Equality Act ruling.

We continue to translate complex policy issues into accessible blog posts and think-pieces, keeping feminist perspectives visible and relevant in public debate.

CAPACITY-BUILDING FOR THE SECTOR

We launched a new interview series showcasing member organisations such as Rochdale Connections Trust, Juno Women's Aid, and SEEAWA.

We hosted events at our new offices, providing space for dialogue and networking on issues such as professionalism, neoliberalism, commissioning, and rights.

We delivered two national online information sessions with equality law expert Audrey Ludwig on the Supreme Court's ruling, attended by 200+ women.

MOVEMENT BUILDING

We continued convening the National Advisory Group, whose insight and connections have been vital in advancing the Forever Fund and building relationships with funders and philanthropists. We are planning a formal launch of the Forever Fund in January 2026. This will bring much-needed, long-term funding into the women's sector. We want to get to a place where we are not begging for crumbs, and we have the resources we need to thrive and scale up our services and organisations.

We began development of a proposal for a women's national mechanism to ensure systemic issues are evidenced and addressed at a strategic level.

POLICY ENGAGEMENT

- Evidenced systemic issues such as funding precarity, ableism in welfare reform, and gaps in commissioning.
- Provided remedies grounded in lived experience.
- Equipped women's organisations with accessible tools for advocacy.
- Influenced parliamentary debates, ministerial briefings, and international accountability processes.
- Developed a proposal for a new funding model to sustain the women's sector through the Forever Fund. A bold vision for future growth is needed, which WRC is in a leading position to take forward.

We continue to build relationships with key stakeholders and influential decision-makers, including the Ministers for Women and Equalities, funders and civil servants. Together, this has reinforced WRC's leadership in the sector and advanced women's human rights by placing an anti-racist, feminist analysis at the centre of public policy.

TRUSTEES' REPORT

WRC trustees have completed a detailed review of our risk register given the current external environment and the ever-increasing competition for available resources.

The mission and work of WRC continue to be in great demand. WRC receives funds to be used for specific purposes as agreed with our funders that support the key objectives of the charity in the following ways:

London Councils: Ascent is a Pan-London project undertaken by the London VAWG Consortium, delivering a range of services for survivors of domestic and sexual violence, under six strands, funded by London Councils. WRC is the lead organisation in the 2nd tier services strand.

London Councils: Prevention partnership of the London VAWG Consortium, delivering training and workshops to young people across the capital, of which WRC is the Lead.

Lloyds Foundation: A partnership of the London VAWG Consortium working across a number of London Local Authorities working together to improve responses to women and their children in need of safe accommodation post fleeing VAWG.

Smallwood Trust: Funding for a project centered around a shared narrative of economic justice for women and its implementation. This project is a continuation of a project that established the Mama Health and Poverty Partnership (MHaPP) in March 2020, funded originally by the Esmeé Fairbairn Foundation. The project unifies MHaPP members and further led by for and Black and minoritised women organisations in Greater Manchester. The partnership have entitled themselves 'Alternative Women's Economy.'

Fondation CHANEL: This a three year funding programme which is entitled the 'BELL' project. BELL is an acronym that stands for Building, Empowering, Leading, Learning.

The BELL project enables WRC to continue its vital, core work to further the provision of services for women in dire need and influencing decision-makers to create an environment fit for purpose for women and girls. This project focuses on three core interrelated themes of Women's Resource Centre's work: Women's Leadership, Strategic Advocacy and Collective Action.

Key activities are the Feminist Leadership Training, the Network for Black Women Leaders and our lead role in producing a sector wide CEDAW report for the committee who examine our government's progress on eliminating discrimination against women.

MOPAC: As the secretariat for the VAWG Expert Reference Group, part of MOPAC's governance and feeding into the Mayor's VAWG Board.

FINANCIAL REVIEW

WRC's total income for the year is £1,013,221 (2024: £819,773) of which £846,312 (2024: £661,897) was restricted to specific projects. Expenditure in the year amounted to £945,502 (2024: £735,833) of which £842,996 (2024: £651,332) related to restricted income funds.

RESERVE POLICY

The trustees' policy is to hold sufficient funds to cover three to six months' running costs. In addition to this the Trustees have this year designated funds for maternity costs and for new initiatives. The latter is in recognition of the need for WRC to remain agile and responsive to our sectors' needs, which are unable to be met in a timely fashion through lengthy processes of grant funding applications.

Based on 2024-2025 costs, excluding London Councils funding and including costs budgeted to increase in 2025-2026, three to six months running costs amount to £150,000 - £300,000.

On 31st March 2025, the unrestricted reserve is £199,401 (2024: £184,998), in addition to this Trustees have designated £30,000 for maternity costs and £20,000 for new initiatives (2024: nil).

Total reserves carried forward to 2025-2026 stand at £399,233 (2024: £331,514) of which £149,832 (2024: £146,516) is restricted to specific projects per the accounts.

The charitable company offers a defined contribution pension scheme for the benefit of employees. The assets of the scheme are administered by an independent pension provider, The Pensions Trust. The company will also pay the employer's contribution to the employee's own stakeholder pension scheme if desired. Pension contributions are available to all employees at 5% as well as key management personnel.

The trustees consider that there are no material uncertainties about the charitable company's ability to continue as a going concern. The charitable company can operate based on confirmed funding with sufficient reserves. The trustees will continue to be carefully monitoring the charity budget, finances, and outcomes, at present all costs incurred to keep operating are covered by grants received. We have significantly increased the level of support offered to other organisations, and the management and trustees continue to monitor this to ensure it can be managed.

The board of trustees continues to meet at least quarterly to maintain a close eye on identified risks for the charity. The key identified risks and uncertainties relate to ensuring sufficient funds are generated to meet expenditure and increase the charity's reserves, which during this reporting period has been successful.

External training and the online shop are expected to increase unrestricted funding in the long run. The staff team continues to prioritise fundraising. The challenge to secure adequate resources in a highly competitive environment with increasing demand for what is available has not abated. Our work to realise an endowment fund for our sector continues to be a key priority as a way to address this.

FUNDRAISING ACTIVITIES

This year WRC has not used external fundraisers to support our fundraising activity. Project Leads and the CEO have collaborated to ensure funding is in place to continue the vital projects that form basis of WRC's work.

WRC has not employed commercial participators and currently we have no plans to. We have received no complaints about our fundraising activities and do not routinely fundraise directly with the general public; we do have a donation request on some emails to our members.

REMUNERATION POLICY

WRC uses the NJC pay scale to inform pay policy. Key management personnel pay is agreed by trustees; a benchmarking process is carried out periodically using external providers for a realistic benchmarking process. Trustees review salaries every three years.

ENGAGEMENT

WRC continues to prioritise the vital life-saving work of our sector, simultaneously with our own survival. We continue to advocate for increased core funding from trusts and foundations and for prioritised investment in led by and for specialist women's organisations, as all evidence demonstrates that societal change comes from those closest to the issue leading the work to address it. Expenditure on external and internal fundraising has focused on grant and contracts from trusts and foundations and has not been material to the overall work of the charity. It has enabled WRC to secure much needed funding to support the work we do.

TRUSTEES' RESPONSIBILITIES

The trustees (who are also directors of the 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).

Company law requires the trustees to prepare financial statements for each financial year which 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 the 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 then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgments 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 operation.

The trustees are responsible for keeping adequate accounting records that 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.

In so far as the trustees are aware:

There is no relevant audit information of which the charitable company's auditors are unaware; the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

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

Members of the charity guarantee to contribute an amount not exceeding £1 to the assets of the charity in the event of winding up. The total number of such guarantees at 31 March 2025 was four (2024: 4). Trustees are members of the charity but this entitles them only to voting rights.

AUDITOR

Sayer Vincent LLP was re-appointed as charity's auditors during the year and has expressed its willingness to continue in that capacity.

Women's Resource Centre (WRC) is a charitable company limited by guarantee and is incorporated in United Kingdom. The registered office address and principal place of business is 3rd Floor Lion House, 72-75 Red Lion Street, London, WC1R 4NA

The trustees have 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 its future activities. In particular, the trustees consider how planned activities will contribute to the aims and objectives that have been set. The report of the Board of Trustees has been prepared in accordance with the special provisions applicable to companies subject to the small companies' regime.

Approved by the trustees on 15th December 2025 and signed on their behalf by:

Sharon Facey
Acting Chair
Women's Resource Centre

Independent auditor's report to the members of Women's Resource Centre

Opinion

We have audited the financial statements of Women's Resource Centre (the 'charitable company') 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 significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- Give a true and fair view of the state of the charitable company'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
- 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 charitable company 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 Women's Resource Centre's ability to continue as a going concern for a period of at least twelve months from when the financial statements are 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 other information comprises the information included in the trustees' annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. 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. 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 course of 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 this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- The information given in the trustees' annual report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- The trustees' annual report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' annual report. We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- Adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; 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; or
- The directors were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the trustees' annual report and from the requirement to prepare a strategic report

Responsibilities of trustees

As explained more fully in the statement of trustees' responsibilities set out in the trustees' annual report, the trustees (who are also the directors of the charitable company for the purposes of company law) 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 charitable company'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 charitable company 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.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud are set out below.

Capability of the audit in detecting irregularities

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:

- We enquired of management, which included obtaining and reviewing supporting documentation, concerning the charity's policies and procedures relating to:
 - Identifying, evaluating, and complying with laws and regulations and whether they were aware of any instances of non-compliance;
 - Detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected, or alleged fraud;
 - The internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations.
- We inspected the minutes of meetings of those charged with governance.
- We obtained an understanding of the legal and regulatory framework that the charity operates in, focusing on those laws and regulations that had a material effect on the financial statements or that had a fundamental effect on the operations of the charity from our professional and sector experience.
- We communicated applicable laws and regulations throughout the audit team and remained alert to any indications of non-compliance throughout the audit.
- We reviewed any reports made to regulators.
- We reviewed the financial statement disclosures and tested these to supporting documentation to assess compliance with applicable laws and regulations.
- We performed analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud.
- In addressing the risk of fraud through management override of controls, we tested the appropriateness of journal entries and other adjustments, assessed whether the judgements made in making accounting estimates are indicative of a potential bias and tested significant transactions that are unusual or those outside the normal course of business.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance.

The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities is available on the Financial Reporting Council's website at: 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 members as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Farrah Kitabi (Senior statutory auditor)

Date: 17 December 2025

for and on behalf of Sayer Vincent LLP, Statutory Auditor

110 Golden Lane, LONDON, EC1Y 0TG

Statement of financial activities (incorporating an income and expenditure account)

For the year ended 31 March 2025

	Note	Unrestricted £	Restricted £	2025 Total £	Unrestricted £	Restricted £	2024 Total £
Income from:							
Donations and legacies	2	13,970	3,387	17,357	19,286	-	19,286
Charitable activities							
Development	3	129,589	842,925	972,514	124,203	656,897	781,100
Other	3	-	-	-	-	5,000	5,000
Other trading activities	4	15,981	-	15,981	10,771	-	10,771
Investments	5	7,369	-	7,369	3,616	-	3,616
Total income		166,909	846,312	1,013,221	157,876	661,897	819,773
Expenditure on:							
Raising funds	6	18,882	-	18,882	25,478	-	25,478
Charitable activities							
Development	6	83,624	842,996	926,620	58,440	646,332	704,772
Other	6	-	-	-	584	5,000	5,584
Total expenditure		102,506	842,996	945,502	84,501	651,332	735,833
Net income/(expenditure) for the year and net movement in funds		64,403	3,316	67,719	73,375	10,565	83,940
Reconciliation of funds:							
Total funds brought forward		184,998	146,516	331,514	111,623	135,951	247,574
Total funds carried forward	16	249,401	149,832	399,233	184,998	146,516	331,514

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in Note 17 to the financial statements.

Balance sheet

Company no. 02462336

As at 31 March 2025

	Note	£	2025 £	£	2024 £
Fixed assets:					
Tangible assets	12		3,299		-
Current assets:					
Debtors	13	122,814		202,079	
Cash at bank and in hand		432,292		284,048	
			<u>555,106</u>	<u>486,127</u>	
Liabilities:					
Creditors: amounts falling due within one year	14	(159,172)		(154,613)	
				<u>486,127</u>	
Net current assets			<u>395,934</u>		<u>331,514</u>
Total net assets			<u>399,233</u>		<u>331,514</u>
The funds of the charity:	17				
Restricted income funds			149,832		146,516
Unrestricted income funds:					
Designated funds		50,000		-	
General funds		199,401		184,998	
			<u>249,401</u>	<u>184,998</u>	
Total unrestricted funds			<u>249,401</u>		<u>184,998</u>
Total charity funds			<u>399,233</u>		<u>331,514</u>

Approved by the trustees on 15th December 2025 and signed on their behalf by

Sharon Facey
Acting Chair

Statement of cash flows

For the year ended 31 March 2025

	2025 £	£	2024 £	£
Cash flows from operating activities				
Net income for the reporting period (as per the statement of financial activities)	67,719		83,940	
Dividends, interest and rent from investments	(7,369)		(3,616)	
Depreciation	531		294	
Decrease/(increase) in debtors	79,265		(37,113)	
(Decrease) in creditors	4,559		61,262	
	<u>140,875</u>		<u>104,767</u>	
Net cash provided by operating activities				
Cash flows from investing activities:				
Dividends, interest and rents from investments	7,369		3,616	
	<u>7,369</u>		<u>3,616</u>	
Net cash provided by investing activities				
	<u>148,244</u>		<u>108,383</u>	
Change in cash and cash equivalents in the year				
Cash and cash equivalents at the beginning of the year	284,048		175,665	
Cash and cash equivalents at the end of the year	<u>432,292</u>		<u>284,048</u>	
Analysis of cash and cash equivalents				
	At 1 April 2024 £	Cash flows £	At 31 March 2025 £	
Cash at bank and in hand	284,048	148,244	432,292	
Total cash and cash equivalents	<u>284,048</u>	<u>148,244</u>	<u>432,292</u>	

Notes to the financial statements

For the year ended 31 March 2025

1 Accounting policies**a) Statutory information**

Women's Resource Centre is a charitable company limited by guarantee and is incorporated in United Kingdom.

The registered office address and principal place of business is 3rd Floor, 72–75 Red Lion Street, London, WC1R 4NA.

b) Basis of preparation

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), (Charities SORP FRS 102) and the Companies Act 2006.

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

c) Public benefit entity

The charitable company meets the definition of a public benefit entity under FRS 102.

d) Going concern

WRC has significantly increased the level of support offered to other organisations, the management and trustees continue to monitor this to ensure it can be managed. The trustees consider that there are no material uncertainties about the charitable company's ability to continue as a going concern.

The trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

e) Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

Donated professional services and donated facilities are recognised as income when the charity has control over the item or received the service, any conditions associated with the donation have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably.

On receipt, donated gifts, professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

f) Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

g) Fund accounting

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

Unrestricted funds are donations and other incoming resources received or generated for the charitable purposes.

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

h) Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- Costs of raising funds relate to the costs incurred by the charitable company in inducing third parties to make voluntary contributions to it, as well as the cost of any activities with a fundraising purpose
- Expenditure on charitable activities includes the costs of delivering services, training, capacity building and other activities undertaken to further the purposes of the charity and their associated support costs

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

Notes to the financial statements

For the year ended 31 March 2025

1 Accounting policies (continued)**i) Allocation of support costs**

Resources expended are allocated to the particular activity where the cost relates directly to that activity. However, the cost of overall direction and administration of each activity, comprising the salary and overhead costs of the central function, is apportioned on the following basis which are an estimate, based on staff time, of the amount attributable to each activity:

● Development	90%
● Other	0%
● Fundraising	2%
● Support costs	6%
● Governance costs	2%

Support and governance costs are re-allocated to each of the activities on the following basis which is an estimate, based on staff time, of the amount attributable to each activity:

● Development	98%
● Other	0%
● Fundraising	2%

Governance costs are the costs associated with the governance arrangements of the charity. These costs are associated with constitutional and statutory requirements and include any costs associated with the strategic management of the charity's activities.

j) Operating leases

Rental charges are charged on a straight line basis over the term of the lease.

k) Tangible fixed assets

Items of equipment are capitalised where the purchase price exceeds £1,000. Depreciation costs are allocated to activities on the basis of the use of the related assets in those activities. Assets are reviewed for impairment if circumstances indicate their carrying value may exceed their net realisable value and value in use.

Where fixed assets have been revalued, any excess between the revalued amount and the historic cost of the asset will be shown as a revaluation reserve in the balance sheet.

Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The depreciation rates in use are as follows:

● Office equipment	3 years
● Computer equipment	3 years

l) Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

m) Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account. Cash balances exclude any funds held on behalf of others, disclosed in Note 20.

n) Financial Instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

Notes to the financial statements

For the year ended 31 March 2025

1 Accounting policies (continued)

o) Creditors and provisions

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

p) Pensions

The charitable company makes pension contributions equivalent to a minimum of 5% of gross salaries on behalf of its employees. Employees are Auto-Enrolled into the scheme on employment. The contributions are charged to the statement of financial activities on an accrual basis. The charity has no liability under the scheme other than for the payment of those contributions.

2 Income from donations and legacies

	Unrestricted £	Restricted £	2025 Total £	Unrestricted £	Restricted £	2024 Total £
Gift in Kind – Office space	5,600	–	5,600	–	–	–
Gift in Kind – Office furniture	5,000	–	5,000	–	–	–
Gifts including Gift Aid	3,370	3,387	6,757	19,286	–	19,286
	<u>13,970</u>	<u>3,387</u>	<u>17,357</u>	<u>19,286</u>	<u>–</u>	<u>19,286</u>

WRC also received a grant for Google Ads in 2025 which has not been valued in the accounts.

3a Income from charitable activities

	Unrestricted £	Restricted £	2025 Total £	Unrestricted £	Restricted £	2024 Total £
London Councils	–	423,782	423,782	–	229,091	229,091
Smallwood Trust	–	21,000	21,000	–	42,000	42,000
Fondation Chanel	29,971	311,863	341,834	59,941	305,806	365,747
London Funders	–	21,500	21,500	–	20,000	20,000
MOPAC	30,000	–	30,000	–	60,000	60,000
Barrow Cadbury Trust	–	9,780	9,780	–	–	–
Lloyds Bank Foundation	–	50,000	50,000	–	–	–
Critical Social Policy Solidarity Fund	–	5,000	5,000	–	–	–
Other	69,618	–	69,618	64,262	–	64,262
Sub-total for Development	<u>129,589</u>	<u>842,925</u>	<u>972,514</u>	<u>124,203</u>	<u>656,897</u>	<u>781,100</u>
Enterprise Development Programme (Equally Ours)	–	–	–	–	5,000	5,000
Sub-total for Other	<u>–</u>	<u>–</u>	<u>–</u>	<u>–</u>	<u>5,000</u>	<u>5,000</u>
Total income from charitable	<u>129,589</u>	<u>842,925</u>	<u>972,514</u>	<u>124,203</u>	<u>661,897</u>	<u>786,100</u>

Women's Resource Centre

Notes to the financial statements

For the year ended 31 March 2025

3b Section 37 Statement

Grant aid of £189,417 was received in 2024/25 (2023/24: £187,597) from London Councils for the ASCENT project. The following table illustrates how money was allocated across the partnership's six organisations, what the portion for WRC was, what the money was awarded for and that it had been used for these purposes.

	2025 Grant received £	2025 Grant spent £	2024 Grant received £	2024 Grant spent £
Ascent Support Services to Organisations				
WRC lead partner	76,114	76,114	58,563	58,563
Delivery partner Against Violence and Abuse (AVA)	-	-	18,242	18,242
Delivery partner Imkaan	22,113	22,113	28,180	28,180
Delivery partner Respect	25,981	25,981	25,152	25,152
Delivery partner Rights of Women	38,199	38,199	31,292	31,292
Delivery partner Women and Girls Network	25,494	25,494	24,652	24,652
Delivery partner LVAWGC	1,516	1,516	1,516	1,516
	189,417	189,417	187,597	187,597
Project expenditure				
Staff costs	141,695	141,695	143,090	140,308
Beneficiary costs	21,943	21,943	16,200	20,390
Other direct costs	8,161	8,161	11,034	10,347
Other costs – inc overheads	17,618	17,618	17,273	16,552
	189,417	189,417	187,597	187,597

3b Section 37 Statement

Grant aid of £234,365 was received in 2024/25 (2023/24: £41,494) from London Councils for the Ascent Ending Harmful Practices Partnership & Advice and Counselling. The following table illustrates how money was allocated across the partnership's seven organisations, what the portion for WRC was, what the money was awarded for and that it had been used for these purposes.

	2025 Grant received £	2025 Grant spent £	2024 Grant received £	2024 Grant spent £
Prevention Support Services to Organisations				
WRC lead partner	74,831	74,831	7,069	7,069
Delivery partner Iranian & Kurdish Women's Rights	34,436	34,436	3,825	3,825
Delivery partner IMECE Women's Centre	38,459	38,459	6,375	6,375
Delivery partner Latin American Women's Rights Service	34,436	34,436	6,375	6,375
Delivery partner Women and Girls Network	-	-	5,100	5,100
Delivery partner FORWARD UK	28,912	28,912	6,375	6,375
Delivery partner Jewish Women's Aid	23,291	23,291	6,375	6,375
	234,365	234,365	41,494	41,494
Project expenditure				
Staff costs	191,285	191,285	35,494	35,494
Beneficiary costs	13,055	13,055	-	-
Other direct costs	5,883	5,883	-	-
Overheads	24,142	24,142	6,000	6,000
	234,365	234,365	41,494	41,494

4 Income from other trading activities

	Unrestricted £	Restricted £	2025 Total £	Unrestricted £	Restricted £	2024 Total £
Membership subscriptions	314	-	314	392	-	392
Online shop	688	-	688	333	-	333
Training and other events	14,979	-	14,979	10,046	-	10,046
	<u>15,981</u>	<u>-</u>	<u>15,981</u>	<u>10,771</u>	<u>-</u>	<u>10,771</u>

5 Income from investments

	Unrestricted £	Restricted £	2025 Total £	Unrestricted £	Restricted £	2024 Total £
Interest on current account	6,212	-	6,212	2,506	-	2,506
Interest on Scottish Widows savings account	1,157	-	1,157	1,110	-	1,110
	<u>7,369</u>	<u>-</u>	<u>7,369</u>	<u>3,616</u>	<u>-</u>	<u>3,616</u>

Women's Resource Centre

Notes to the financial statements

For the year ended 31 March 2025

6a Analysis of expenditure (current year)

	Charitable activities					2025 Total £	2024 Total £
	Cost of raising funds £	Development, including Policy £	Other £	Governance costs £	Support costs £		
Staff costs (Note 8)	16,903	284,951	-	6,761	29,449	338,064	318,075
Training for beneficiaries	-	31,225	-	-	-	31,225	26,867
Accommodation and related costs	-	17,252	-	-	4,057	21,309	19,751
Gift in Kind – office	-	4,480	-	-	1,120	5,600	-
Gift in Kind – furniture	-	4,000	-	-	1,000	5,000	-
Temporary staff and professional fees	-	145,749	-	-	12,243	157,992	102,879
Conference and events	-	18,983	-	-	-	18,983	23,712
Partner costs	-	273,124	-	-	-	273,124	161,944
Project costs	-	21,112	-	-	-	21,112	28,633
Audit costs	-	-	-	12,420	-	12,420	11,820
IT/office costs	-	35,458	-	-	3,421	38,879	30,937
Publicity, membership, communications	-	1,846	-	-	687	2,533	1,069
Goods for online shop	521	-	-	-	-	521	218
Staff training	-	-	-	-	1,020	1,020	415
Travel and subsistence	-	16,313	-	18	283	16,614	9,219
Depreciation	-	-	-	-	531	531	294
Recruitment	-	575	-	-	-	575	-
	17,424	855,068	-	19,199	53,811	945,502	735,833
Support costs	1,051	51,601	-	1,159	(53,811)	-	-
Governance costs	407	19,951	-	(20,358)	-	-	-
Total expenditure 2025	18,882	926,620	-	-	-	945,502	
Total expenditure 2024	25,478	704,772	5,584	-	-	-	735,833

Notes to the financial statements

For the year ended 31 March 2025**6b Analysis of expenditure (prior year)**

	Charitable activities					2024 Total £
	Cost of raising funds £	Development £	Other £	Governance costs £	Support costs £	
Staff costs (Note 8)	22,597	245,891	5,000	6,542	38,045	318,075
Training for beneficiaries	-	26,867	-	-	-	26,867
Accommodation and related costs	-	16,917	-	-	2,834	19,751
Temporary staff and professional fees	-	92,626	-	-	10,253	102,879
Conference and events	-	23,284	-	-	428	23,712
Partner costs	-	161,944	-	-	-	161,944
Project costs	-	28,633	-	-	-	28,633
Grants paid out	-	-	-	-	-	-
Audit costs	-	-	-	11,820	-	11,820
IT/office costs	-	26,496	-	-	4,441	30,937
Publicity, membership, communications	-	400	-	-	669	1,069
Goods for online shop	218	-	-	-	-	218
Staff training	-	-	-	-	415	415
Travel and subsistence	-	7,761	-	-	1,458	9,219
Depreciation	-	294	-	-	-	294
	22,815	631,113	5,000	18,362	58,543	735,833
Support costs	1,972	54,552	432	1,587	(58,543)	-
Governance costs	691	19,107	151	(19,949)		-
Total expenditure 2024	25,478	704,772	5,584	-	-	735,833

Women's Resource Centre

Notes to the financial statements

For the year ended 31 March 2025

7 Net expenditure for the year

This is stated after charging / (crediting):

	2025	2024
	£	£
Operating lease rentals:		
Property	16,590	15,873
Depreciation	531	294
Auditor's remuneration (excluding VAT):		
Audit	10,350	9,850
	<u>10,350</u>	<u>9,850</u>

8 Analysis of staff costs, trustee remuneration and expenses, and the cost of key management personnel

Staff costs were as follows:

	2025	2024
	£	£
Salaries and wages	297,535	284,849
Social security costs	26,382	20,298
Employer's contribution to defined contribution pension schemes	14,147	12,928
	<u>338,064</u>	<u>318,075</u>

One (2024: Nil) employees received employee benefits (excluding employer pension costs and employer's national insurance) during the year between £60,000 – £69,999.

The total employee benefits including employer's NIC and pension contributions of the key management personnel were £76,939 (2024: £65,415).

No trustees were paid or received any other benefits from employment with the charity in the year (2024: £nil). One charity trustee was paid £750 in the previous year for crafting the Woman of Achievement Award Sculpture, nothing further was paid this year, no other trustees received payment for professional or other services supplied to the charity.

1 trustee received payment or reimbursement of travel and subsistence costs relating to attendance at meetings in the year of £17 (2024: £nil).

9 Staff numbers

The average number of employees (head count based on number of staff employed) during the year was as follows:

	2025	2024
	No.	No.
Raising funds	0.6	0.7
Development	7.0	7.8
Policy	0.7	
Other	–	0.2
Support	1.0	1.0
Governance	0.2	0.2
	<u>9.5</u>	<u>9.9</u>

10 Related party transactions

There are no related party transactions to disclose for 2025 (2024: £750). One charity trustee, Helen Harrigan, was paid £750 for crafting the Woman of Achievement Award Sculpture in the previous year. The decision to engage the trustee was at an arm's length and the trustee was excluded from the decision making.

There are no donations from related parties which are outside the normal course of business and no restricted donations from related parties. One trustee introduced WRC to John Lewis & Partners which led to WRC receiving the gift of furniture valued at £5,000 in the accounts as a Gift in Kind, and taken at full cost in the accounts.

11 Taxation

The charitable company is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

Women's Resource Centre

Notes to the financial statements

For the year ended 31 March 2025

12 Tangible fixed assets

	Office equipment £	Computer equipment £	Total £
Cost or valuation			
At the start of the year	2,731	14,648	17,379
Additions	–	3,830	3,830
Disposals	–	(8,078)	(8,078)
At the end of the year	<u>2,731</u>	<u>10,400</u>	<u>13,131</u>
Depreciation			
At the start of the year	2,731	14,648	17,379
Depreciation charge for the year	–	531	531
Depreciation on disposals	–	(8,078)	(8,078)
At the end of the year	<u>2,731</u>	<u>7,101</u>	<u>9,832</u>
Net book value	<u>–</u>	<u>3,299</u>	<u>3,299</u>
At the start and end of the year	<u>–</u>	<u>–</u>	<u>–</u>

All of the above assets are used for charitable purposes.

13 Debtors

	2025 £	2024 £
Trade debtors	114,601	190,586
Other debtors	1,541	9,128
Prepayments	6,672	2,365
	<u>122,814</u>	<u>202,079</u>

14 Creditors: amounts falling due within one year

	2025 £	2024 £
Trade creditors	79,504	84,885
Taxation and social security	7,753	5,888
Deferred income (Note 14a)	–	5,180
Accruals	71,915	58,660
	<u>159,172</u>	<u>154,613</u>

14a Deferred income

Deferred income comprises income for training received in 2024–2025 that relates to activity in 2025–2026.

	2025 £	2024 £
Balance at the beginning of the year	5,180	–
Amount released to income in the year	(5,180)	–
Amount deferred in the year	–	5,180
Balance at the end of the year	<u>–</u>	<u>5,180</u>

15 Pension scheme

The charitable company offers a defined contribution pension scheme for the benefit of employees. The assets of the scheme are administered by an independent pension provider, The Pensions Trust. The company will also pay the employer's contribution to the employee's own stakeholder pension scheme if desired.

At 31 March 2025, £2,136 was owed for March contributions (2024: £1,776).

Women's Resource Centre

Notes to the financial statements

For the year ended 31 March 2025

16a Analysis of net assets between funds (current year)

	General unrestricted £	Designated £	Restricted £	Total funds £
Fixed assets	3,299	-	-	3,299
Net current assets	196,102	50,000	149,832	395,934
Net assets at 31 March 2025	199,401	50,000	149,832	399,233

16b Analysis of net assets between funds (prior year)

	General unrestricted £	Designated £	Restricted £	Total funds £
Fixed assets	-	-	-	-
Net current assets	184,998	-	146,516	331,514
Net assets at 31 March 2024	184,998	-	146,516	331,514

17a Movements in funds (current year)

	At 1 April 2024 £	Income & gains £	Expenditure & losses £	Transfer between funds	At 31 March 2025 £
Restricted funds:					
London Councils Ascent partnership	-	189,417	(189,417)	-	-
London Councils Ascent partnership – Prevention	-	234,365	(234,365)	-	-
Smallwood Trust Manchester AWE	10,698	21,000	(31,698)	-	-
Critical Social Policy – Solidarity fund AWE	-	5,000	(5,000)	-	-
Fondation Chanel	135,818	311,863	(317,213)	-	130,468
Network for Black Women Leaders	-	3,387	(3,387)	-	-
London Funders	-	21,500	(21,500)	-	-
Lloyds Bank Foundation – Safe Accomodation	-	50,000	(30,636)	-	19,364
Barrow Cadbury Trust	-	9,780	(9,780)	-	-
MOPAC	-	-	-	-	-
Total restricted funds	146,516	846,312	(842,996)	-	149,832
Unrestricted funds:					
Designated funds:					
Maternity costs	-	-	-	30,000	30,000
New initiatives	-	-	-	20,000	20,000
Total designated funds	-	-	-	50,000	50,000
General funds	184,998	166,909	(102,506)	(50,000)	199,401
Total funds	331,514	1,013,221	(945,502)	-	399,233

Women's Resource Centre

Notes to the financial statements

For the year ended 31 March 2025

17b Movements in funds (prior year)	At 1 April 2023 £	Income & gains £	Expenditure & losses £	Transfer between funds £	At 31 March 2024 £
Restricted funds:					
London Councils Ascent partnership	–	187,597	(187,597)	–	–
London Councils Ascent partnership– Smallwood Trust Manchester Media Hub	–	41,494	(41,494)	–	–
Fondation Chanel	13,356	42,000	(44,658)	–	10,698
London Funders	115,095	305,806	(285,083)	–	135,818
Equally Ours – Equality & Diversity	–	20,000	(20,000)	–	–
Comic Relief	–	5,000	(5,000)	–	–
MOPAC	7,500	–	(7,500)	–	–
	–	60,000	(60,000)	–	–
Total restricted funds	135,951	661,897	(651,332)	–	146,516
Unrestricted funds:					
General funds	111,623	157,876	(84,501)	–	184,998
Total funds	247,574	819,773	(735,833)	–	331,514

Purposes of restricted funds

London Councils Ascent: Ascent is a pan-London project undertaken by the London VAWG Consortium, delivering a range of services for survivors of domestic and sexual violence, under six strands, funded by London Councils. WRC is the lead organisation in the 2nd tier services strand.

London Councils Ascent Prevention: the project empowers children, young people, and their communities to recognise and prevent domestic abuse, while providing clear pathways to support services.

Smallwood Trust: The Alternative Women's Economy (AWE) Partnership is made up of six non-profits, organisations, working with Black women and their families in Greater Manchester.

Critical Social Policy – Solidarity fund AWE: Support for The Alternative Women's Economy (AWE) Partnership in Manchester.

Fondation Chanel: a three year funding programme to enable us to continue vital core work in the areas of Building, Empowering, Leading, Learning. The project focuses on three core interrelated themes of WRC's work: Women's Leadership, Strategic Advocacy and Collective Action.

Network for Black Women Leaders: further funding received to support the Network which is part of the Fondation Chanel programme.

MOPAC: secretariat role for the MOPAC VAWG Reference Group

Barrow Cadbury Trust – Women's Building: to prepare and submit a partnership tender led by WRC to Peabody Housing Association to operate the yet to be built Holloway Park Women's Building. The tender was submitted successfully by the deadline. The outcome of the tender was unfortunately was unsuccessful, despite our tender being the only one submitted.

Lloyds Bank Foundation – Safe Accommodation Advocacy Project: This is collaboration is a subgroup of The London Violence Against Women and Girls Consortium (LVAWGC) Safe Accommodation Strategic Working Group the Working Group. The collaboration wants to address the issue of inappropriate provision for women and children experiencing male violence of suitable and safe accommodation in London.

Purpose of designated funds

New initiatives fund: to allow WRC to promote new initiatives and projects prior to grant funding being applied for/received.

Maternity costs: to cover the enhanced maternity benefits that WRC offers.

Women's Resource Centre

Notes to the financial statements

For the year ended 31 March 2025

18 Operating lease commitments

The charity's total future minimum lease payments under non-cancellable operating leases is as follows for each of the following periods

	Property 2025 £	2024 £
Less than one year	130	4,354
One to five years	-	-
	130	4,354
	130	4,354

WRC main office now occupies rent free space. The lease is for 36 months from September 2025, with maximum rental of £12 per annum. The Gift in Kind is valued in the accounts per the saving of office rent paid previously.

19 Legal status of the charity

The charity is a company limited by guarantee and has no share capital. The liability of each member in the event of winding up is limited to £1.

20 Funds held on behalf of others

In accordance with SORP FRS 102, these transactions are considered to represent conduit funding and, as such, are not shown in the charity's statement of financial activities. Equally, amounts still to be disbursed by Women's Resource Centre at the year end are not shown on the balance sheet.

	Sisters of Frida	
	2025 £	2024 £
Funds at the start of the year	34,425	-
Income received	11,475	34,425
Expenditure incurred	(45,900)	-
Funds at the end of the year	-	34,425
	-	34,425
Funds held on behalf of these funds at 31 March 2025 are as follows:	2025 £	2024 £
Cash at bank	-	34,425
	-	34,425

Thank you!

Thank you for taking the time to read this report. If you have any questions or would like to discuss our findings further, please don't hesitate to reach out to us.



020 7697 3450



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wrc.org.uk



Lion House, 3rd Floor, 72-75 Red
Lion Street, London, WC1R 4NA



women's
resource
centre

WOMEN'S RESOURCE CENTRE

England & Wales - Charity number 1070606

Accounts



ANNUAL REPORT

2023/2024



Cover image by Moretiola Atinuke Fagborun

www.wrc.org.uk

admin@wrc.org.uk

020 7697 3450

United House, North Road, London, N7 9DP

Charity no: 1070606

Company no: 2462336

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VISION & MISSION

WRC has six strategic aims, which all of our work must be in furtherance of. During this year we have continued to ensure our work is closely aligned with our aims. Our extensive and specialist support to our network is directly related to achieving structural change through strengthening and amplifying their work and voices. Recent global events and the continuing highlighting of many of the state institution's failure to address entrenched inequality is a testament to the continued need for our work. With our members, networks, and partners we continue to strive for women's rights to be prioritised.

OUR VISION

All women are empowered and have substantive equality.

OUR MISSION

Supporting and standing up for a diverse and thriving women's sector.

OUR APPROACH

Women's Resource Centre is the national umbrella organisation for the women's sector. We provide capacity building programmes, training, peer support events and one to one support for organisations. We coordinate policy consultations and publications to inform policy makers in the UK about the social and economic value of women's groups across England.

OUR VALUES

- Feminism
- Collaboration
- Equality
- Integrity
- Professionalism
- Sustainability

STRATEGIC AIMS

Our capacity-building work alongside training and advocacy across numerous projects has furthered all of our aims. For example, the much praised and oversubscribed Feminist Leadership Training continues to facilitate women from our sector to develop their leadership skills and approaches befitting of our sector's aim to address institutional sexism and racism. Additionally, the commitment and expertise of our National Women's Advisory Board ensure we keep our finger on the pulse of the key issues arising in our sector.

We are grateful to members of this board for their time and collaboration in influencing key strategic policy developments at a national level through their engagement with the task force of the crown representative for the VCSE. Along with them, we continue to make representations to The National Lottery Community Fund for a fairer share of resourcing of our sector.

Our work with London Funders has also continued aiming to improve equity outcomes through grant-making processes. This work is long-term, and we hope will support grant makers to use their power and resources to address institutional discrimination and inequality.

Our work continues with the Network for Black Women Leaders, and we are pleased to have secured resources for this during the year which has provided coaching and mentoring support for women in the network. The continuing disparity for Black women across all aspects of their lives, including the fiscal deficit they experience remains a key driver for realising our aim of financial inclusion and equity.

As ever all of our work is based on collaboration and collective action, as through this we believe transformation for women can be achieved. The challenge of attracting sufficient income remains, but we are pleased that this year we have maintained sufficient income for our core activities.

OUR TEAM

STAFF TEAM

- Vivienne Hayes (CEO)
- Inderjit Sahota (Development Manager)
- Evelina Svensson (Development Manger)
- Mariama Njie-Ceesay (NBWL Manager)
- Nour Gazarin (Ascent Manager)
- Kiran Dhama (Head of Policy & Research)
- Laura Morris (Policy Officer)
- Bowale Fadare (Admin & Membership Officer)
- Jaiye Elias (Head of Marketing and WRC shop)
- Casey Mackins (LVAWGC Assistant)
- Allison Fewtrell (Manchester Women's Network Project Officer)

FREELANCERS

Tebussum Rashid
Rose Ssali
Shani Lee
Kathleen Moss
Wasilat Daniju
Helen Cylwik
Dr Sue Robson
Sarah Learmonth

TRUSTEES

Sharon Facey (Acting Chair)
Tracey Ford (Resigned 31/03/24)
Helene Harrigan
Arlene Rivet
Cheryl Worrell (Appointed 12/08/24)

BANK

Unity Trust Bank plc,
Nine Brindleyplace,
Birmingham,
B1 2HB

SOLICITORS

Anthony Collins Solicitors LLP 134
Edmund Street, Birmingham, B3 2ES

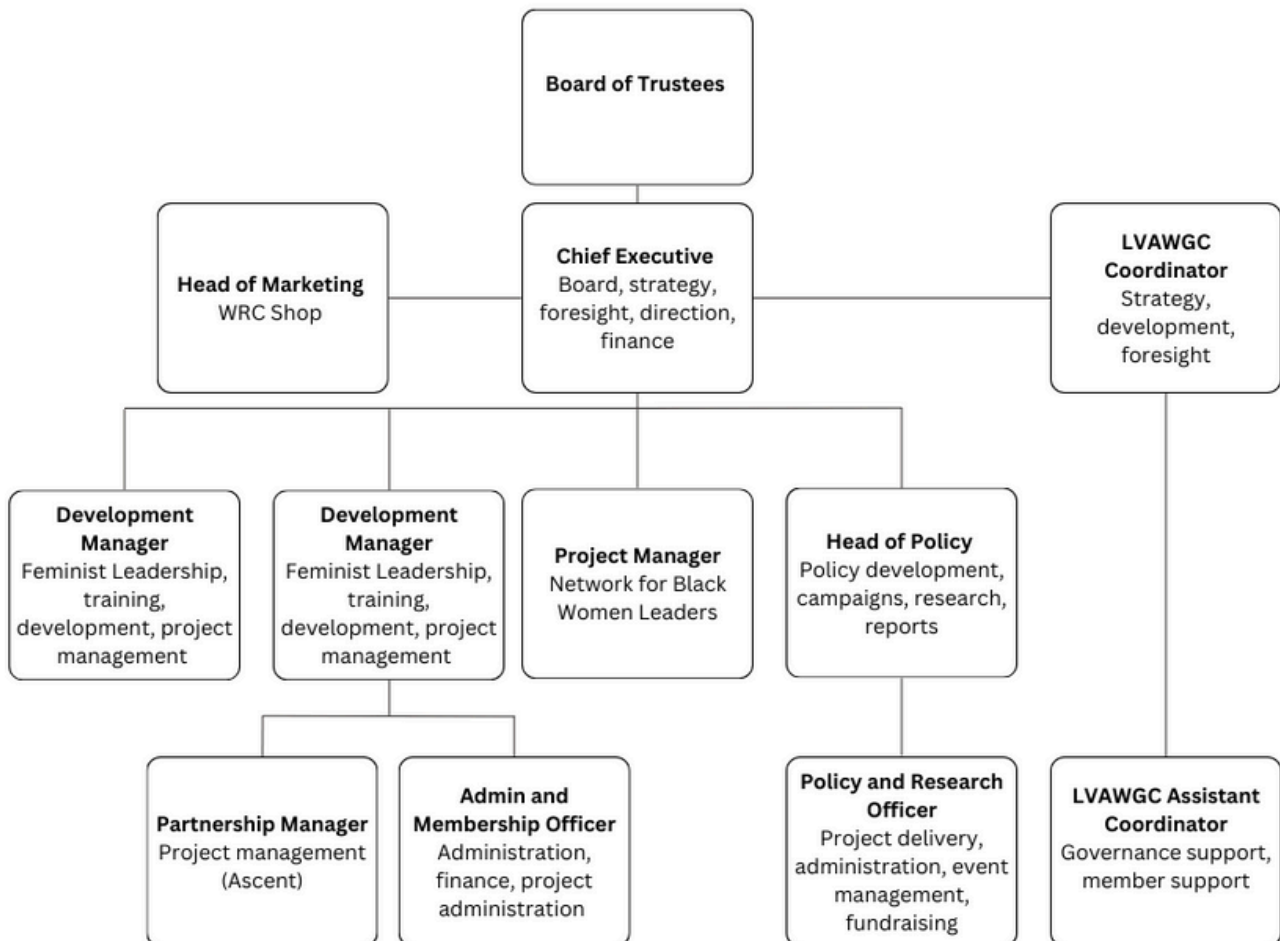
AUDITORS

Sayer Vincent LLP,
110 Golden Lane, London,
EC1Y 0TG

The trustees review the aims, objectives and activities of the charity each year. This report looks at what the charity has achieved and the outcomes of its work in the reporting period. The trustees report the success of each key activity and the benefits the charity has brought to those groups of people that it is set up to help. The review also helps the trustees ensure the charity's aims, objectives and activities remained focused on its stated purposes. The trustees present their report and the audited financial statements for the year ended 31st March 2024.

Reference and administrative information set out on this page forms part of this report. The financial statements comply with current statutory requirements, the memorandum and articles of association and the Statement of Recommended Practice - Accounting and Reporting by Charities: SORP applicable to charities preparing their accounts in accordance with FRS 102. This trustees' annual report includes a directors' report as required by company law. The organisation is a charitable company limited by guarantee, incorporated on 23rd January 1990 and registered as a charity on 21 July 1998. 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. All trustees give their time voluntarily and receive no benefits from the charity. Any expenses reclaimed from the charity are set out in note 9 to the accounts.

WRC's ORGANISATIONAL CHART



The Board of Trustees of WRC are responsible for all governance, HR and Finance policies and procedures; agreeing the annual budget and monitoring spend quarterly. They are responsible for appointing the Auditor and the CEO and for WRC's strategic plan. Additionally, they are responsible for managing risk and the future planning and direction of WRC. They also take responsibility for HR and staff remuneration and ensuring WRC complies with all relevant legislation. WRC contracts HR consultants to ensure it keeps up to date and follows appropriate employment law.

WRC is mindful of its commitment to the rights of women and as such has generous holiday, maternity and compassionate leave allowances. Additionally WRC operates a flexible working policy to ensure that staff with any caring responsibilities are not excluded from taking up employment at WRC. The day to day running of the organisation and implementation of these policies is delegated to the CEO of WRC.

STAFF AND TRUSTEE INDUCTION

STAFF

New WRC staff work through a checklist with their line manager when starting at WRC and are given the relevant training to their role. New staff members will sign their employment contract, a payroll starter form and ICE form and have a probation period of 6 months.

TRUSTEES

Women interested in serving on the WRC Board are asked to complete a brief application form outlining their interests and experience in relation to the requirements and person specifications set in the "Board Roles and Responsibilities" document.

Once completed, the document should be returned to the CEO of WRC. The CEO of WRC may contact the candidates' referees, and the form is assessed by WRC's Chair of trustees and CEO to ensure the candidate meets the criteria outlined in the person specification.

Suitable candidates are invited to meet the Chair and CEO to focus on the competencies and attributes that cannot be measured via the application form. Then, a decision is made about which candidates should advance to the next stage. Also, part of the process is a formal paper that includes the candidate's application form and a paper written by the CEO and Chair following the meeting.

Candidates going forward to the next stage may then be invited to meet with members of WRC's Board Selection Panel. This provides an opportunity to further discuss the specificities of being a Board member, as well as enable the Selection Panel/Board to decide if the candidate should be invited to join the Board of Trustees.

Once approved by the Board of Trustees, WRC's CEO will arrange for the new member to complete appropriate forms to notify Companies House and the Charity Commission that she is a new Director and Trustee of WRC. The new member will sign these as soon as possible and the CEO will forward it to Companies House and the Charity Commission.

The new member's induction will cover the roles and responsibilities of Board membership including Policies, Procedures, and Constitution of WRC and further forms to complete including a Board Declaration and Declaration of Interests form. An existing Board member is appointed as a contact person to provide support and advice to the new member. The new member is encouraged to provide feedback on the induction process throughout the first 6 months of involvement to assist in improving and developing the systems for inducting new members of the Board.

CHAIR'S REPORT

I am pleased to have been able to help steer WRC through this year as the acting chair, with the work and commitment of all the staff team, trustees and volunteers. Together as the Acting Chair and CEO we have carried forward and honoured the work and vision of our highly esteemed and beloved former Chair Rupa Sarkar.

WRC has continued to be agile and respond to the needs of our members and sector during what are rapidly becoming the most difficult times for us in our sector's 50-year history. The reality of ever decreasing investment into our life changing and often lifesaving sector ([Rosa, 2023](#)) remains a significant and grave phenomenon. And whether by intention or accident is resulting in a dismantling of our highly expert specialist organisations. We now face an existential struggle that necessitates urgent action.

Whilst we endeavour with our sister organisations to raise our voices to those making the decisions, we understand this alone is insufficient as our voices are often unheard, misheard or ignored.

With WRC's national Advisory board, we have begun collaborative work for the development of an Independent Endowment Fund for our sector. This work will be further progressed in the coming year.

We remain steadfast in our work for social justice for women and our organisations,

Sharon Facey
WRC Acting Chair of The Board

ANTI-RACISM WORK

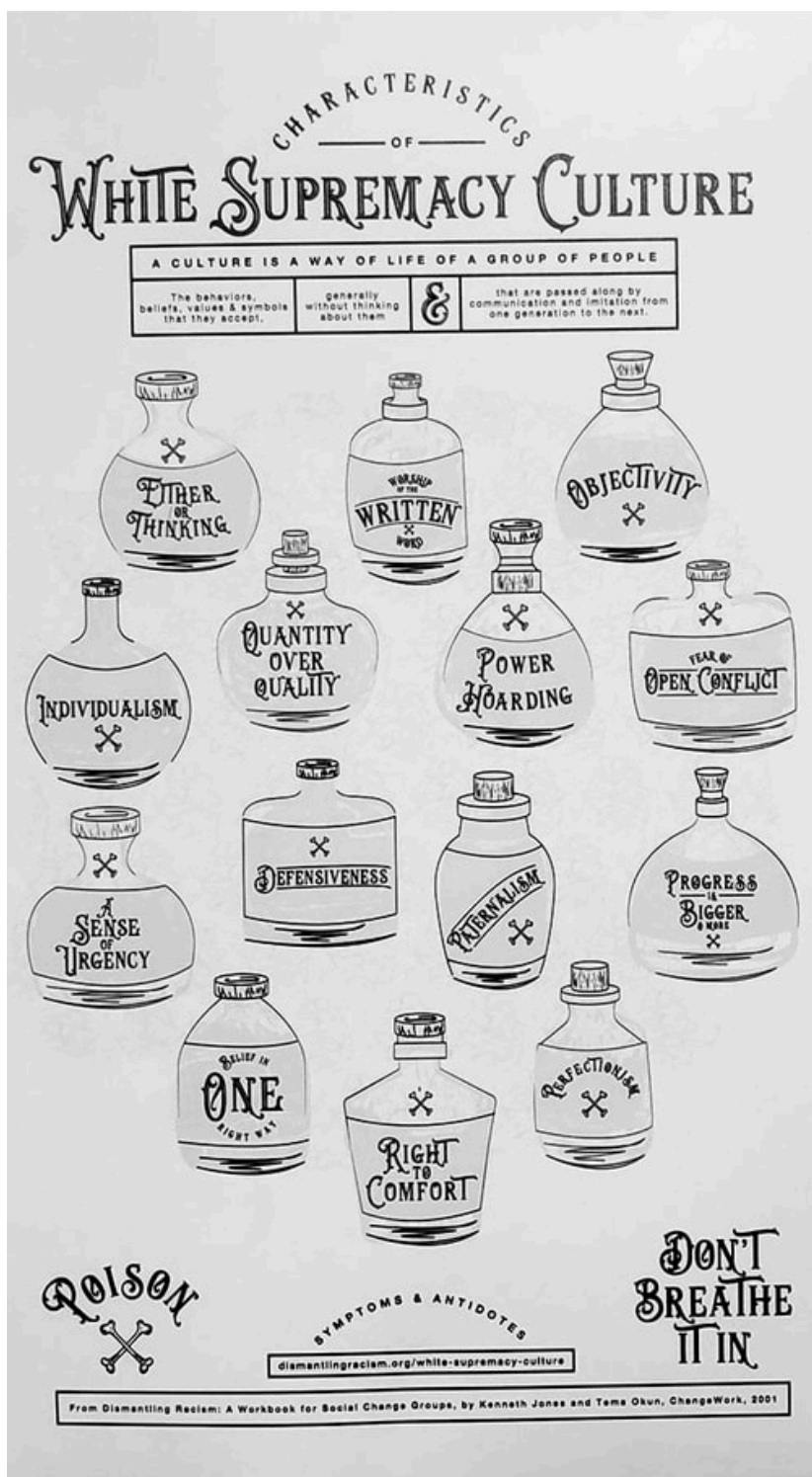
Our internal Anti Racism work has continued with regular workshops for all staff to reflect on progress on our Action Plan.

WRC remains rooted in an analysis of Women's oppression and discrimination based upon Sex Race and Class and strive to centre women and those organisations working across race and class to ensure we address women's human rights for all women.

We are proud to have a diverse staff team and board of trustees ensuring we maintain at least 50% of our workforce and leadership from multiple oppressed communities of women.

Whilst we maintain our internal work on Anti Racism, we will in collaboration with sister organisations identify external work with our membership and sector to work towards realising an anti-racist women's sector, our work is guided by the VAWG sector anti racist charter .

Our current programmes in Manchester and the Network for Black Women Leaders are examples of some of this work.



From: 'Dismantling Racism: A Workbook for Social Change Groups' by Kenneth Jones and Tema Okun ChangeWork 2001

FUTURE PLANS

True partnerships and honest collaboration are the only way forward to create social change; as demonstrated by our actions this year.

We know that only 2% of funding available to civil society is awarded the women's sector, and recognising that we shan't dismantle the master's house with the master's tools as Lorde teaches us, we consider the only viable way forward is to create our own tools. Consequently, this year we have progressed our collaborative work to realise an endowment fund by and for the women's sector. Together with the progress made on the realisation of our women's building, WRC continues to push for actual and tangible social change for women and girls in the UK; and the organisations that support them.

This work is slow, the road for its completion is long and the nature of it is complex and resource-intensive. Yet, the progress made this year demonstrates that it is possible.

The National Advisory Board as well as the Manchester Network have solidified this year; both being examples of social change driven by grassroots, specialist women's voluntary and community organisations, often led by and for Black and minoritised women. Through these platforms, WRC has facilitated a women's sector speaking with a united voice.

Through continuous support and development, these initiatives are steadily furthering social change.

As we embark on yet another year, we will continue focusing our efforts to dismantle structural inequalities through the means proven to be successful; capacity building, strategic advocacy and partnership and consortia building.

THE WRC SHOP

Possibly due to the cost-of-living crisis, online sales for the [WRC Shop](#) have been modest over the past year. However, incremental increases in sales and engagement were seen at our conference, where we showcased a wider product range and featured sellers who couldn't attend in person.

While online sales have been slower than expected, the shop continues to attract new women makers and expand its product range. A key achievement has been securing an £84,000 Google Ads grant in November 2023, significantly boosting our ability to reach new audiences. This grant presents an incredible opportunity to expand our reach far beyond our initial expectations. The grant is worth £84,000 over its lifetime and will be recognised as a Gift in Kind in our 2024-25 accounts as it is used.

Since launch, we've made several changes to enhance the buyer experience. These include larger images on product pages and the shop landing page, introducing more departments for better product visibility, improving mobile navigation, featuring the shop on the WRC homepage, and highlighting top-selling products.

To drive sales, we've invested in SEO to improve product visibility, introduced discount codes, and implemented both short- and long-term promotions. Our ongoing SEO efforts are designed to complement the Google Ads campaign. Additionally, we've launched a monthly newsletter, reaching over 3,500 contacts, and a dedicated shop Instagram account ([@wewrcshop](#)), with plans to enable Instagram Shopping as another sales channel.

Though blogs and seasonal promotions have shown some impact, more work is needed to increase traffic and conversion rates. Looking ahead, we plan to refine our strategies and complete further website optimisation projects to drive more significant growth and engagement in the coming months.

OUR FUNDERS

With thanks to all our funders, past and present:



ASCENT

Ascent is a partnership project undertaken by the London Violence Against Women and Girls (VAWG) Consortium, delivering a range of services for survivors of domestic and sexual violence, under six themes, funded by London Councils.

The six themes are:

- **Specialist Refuge**
- **Prevention**
- **Support Services to Organisations**
- **Advice and Counselling**
- **Domestic and Sexual Violence Helplines**
- **Ending Harmful Practices**

Women's Resource Centre leads the Support Services Strand together with: Rights of Women, Respect, Women and Girls Network, Against Violence and Abuse (AVA), Imkaan.

This year the project directly supported 264 organisations across all London boroughs. Organisations reporting the below outcomes as a result of the project:

- 126 Organisations with increased knowledge of legislation, specifically the Domestic Abuse Act 2021
- 176 Organisations with increased knowledge of policy and best practice in service delivery
- 103 Organisations with improved working relationships with local authority statutory services
- 94 Voluntary sector organisations able to demonstrate increased working relationships (with health professionals, housing professionals, other local services)
- 149 Professionals with increased awareness of the signs of domestic and sexual abuse and knowledge of domestic and sexual abuse services available to their clients
- 164 Professionals with increased knowledge of domestic and sexual abuse legislation, policy and best practice in clients support
- 25 Organisations with an increased understanding of funding opportunities and application procedures
- 49 Organisations with improved ability to evidence and demonstrate the impact of their services
- 26 Organisations with improved ability to develop partnerships/collaborations to improve services
- 22 Organisations with increased ability to improve the wellbeing of staff and volunteers
- 123 Organisations with increased awareness of intersectionality and structural inequality in the context of domestic and sexual abuse
- 157 Organisations with improved ability to meet the diverse and intersectional needs of service users

ASCENT

Ascent Figures 2023-2024

This year, the Ascent support services to organisations strand delivered:

Sustainability Training	6
Accredited Training	8
Expert Led Training	14
Bespoke Borough Training	1
Specialist Briefing Sessions	8
Webinars	3
Special Events	2
One to one support sessions	25
Best Practice Briefings	2
Fact Sheets	12
E-newsletter	4
Needs Analysis Survey	1
Case Study	2

THE BELL PROJECT

BELL is an acronym that stands for Building, Empowering, Leading, Learning. It is comprised of eight strands of work that spans across all of WRC:

- Feminist Leadership training programme (see p. 19)
- Network for Black Women Leaders coaching and mentoring programme (see p. 20)
- Policy and Research
- Women's leadership conference (see p. 18)
- Strategic advocacy
- CEDAW
- Manchester Network
- Fundraising

The BELL project enables WRC to continue its vital, core work to further the provision of services for women in dire need and influencing decision-makers to create an environment fit for purpose for women and girls.

WRC's strategic aims are embedded across the BELL project. Our holistic, multi-faceted approach is crucial for driving real and tangible social change for women and girls. The BELL project focuses on three interrelated, core themes of WRC's work:

Women's Leadership: this project develops, grows and strengthens our women's leadership initiatives.

Strategic Advocacy: we progress our strategic advocacy work through which we are able to influence and create tangible change

Collective Action: collective action and partnership work is at the heart of everything WRC does. We are expanding the LVAWGC model to Manchester and maintaining and developing strategic engagements and relationships.

THE BELL PROJECT

Successes and Highlights

Selected highlights from the BELL project's second year:

Strengthening the collective voice of the women's sector

WRC's National Advisory Board is become bolder and more visionary in its ambitions for the women's sector. The London VAWG Consortium continues to affect systemic changes across London bodies under the leadership of WRC. This collaborative approach to strategy is much needed in the face of a funding crisis that threatens many organisations with closure. Frontline experience needs a voice in public policy and we have provided the opportunities to make this happen.

Making grassroots the leaders of change

The Alternative Women's Economy has developed a clear vision for a Greater Manchester-wide network of Black and minoritised women's organisations, which will have important strategic influence in the region, presenting significant potential for the organisations and the communities they serve. The WRC election toolkit supported grassroots women's organisations to engage with local PCC, Mayoral and the general election. We endeavoured to empower organisations to engage their service users to ensure that the most marginalised women's voices were heard. We also encouraged partnership working locally so that organisations could made a greater impact by agreeing key messages.

Sustaining the sector

The splitting of the London Victim and Witness Services contract into two lots is a direct result of WRC's strategic advocacy efforts and demonstrate how we create systemic change in public institutions. It has the potential of not only providing substantial funding for the women's sector but also ensuring that women and girls who are victims of domestic violence will receive support that meets their needs.

Women's Leadership Conference

WRC's annual women's leadership conferences are part of the BELL project. WRC held its first conference on the theme of Collaborative Change on the 30th of June 2023 in London. It was attended by 138 women from the UK women's sector.

It was a day filled with a sense of sisterhood and collaboration and a true celebration of all the work, resilience and leadership in the sector. It provided an opportunity for women to come together and discuss key issues, like the cost-of-living crisis, wellbeing in the sector, and how to build more solidarity amongst us. Women also heard and shared leadership experiences and learned from each other. The day was full of variety, with individual speakers, panels and workshops as well as performers, artists in-residence, awards, information stalls and women selling bespoke products as well as a lunch and drinks reception.

The survey respondents either agreed or strongly agreed that:

- 81%** the women's sector leadership conference increased their ability to work in partnership and collaborations
- 95%** the conference increased their knowledge about women's sector issues and promising practice
- 97%** the conference provided them with opportunities for networking, sharing knowledge and/or forming partnerships
- 84%** the conference increased their understanding of current policy issues.
- 72%** the conference provided a platform for sector-wide agreements on actions

“ *Being in a room full of supportive, glorious, passionate women determined to make a difference. I left feeling included and inspired – thank you so much.*

-
One of the most inspiring conferences I have attended in recent years. It was fantastic meeting new people and learning, listening and sharing.

-
I enjoyed the collaborative approach, the passion, the confidence, the organisation, the friendliness, the food. The whole day was amazing and inspiring. The breaks were well timed and thought out and the after party showcasing amazing talent was superb.

”

FEMINIST LEADERSHIP TRAINING

The Feminist Leadership training programme is one of the strands of the BELL project and is consistent in its popularity. This year we had 487 applicants to about 100 places. We delivered the programme to 151 women in 10 groups; seven online and three across the country (Manchester, Cardiff, Leicester).

The programme provides theory as well as the practical and analytical skills through personal reflections and interactive exercises. The programme explores topics relating to feminism, leadership and power. The participants can take the learning and apply it back into their organisations to bring about transformational change.

The programme consists of the following topics/themes:

- Feminist Leadership-an introduction
- Emotional Intelligence
- Unchecked bias
- Power
- Presentation and Pitching
- Burnout, Signs, Impact, Prevention
- Project Management
- Relationship Management
- Negotiation Skills
- Values and Organisational Culture

“ I loved every minute of the training! Prior to the training programme, I thought I knew what a leader was, but I was wrong! I realised I already possessed a few leadership qualities and following on from the training, I've been practicing and working on these qualities as I feel so much more confident

It is a brilliant qualification to have. I have just been promoted in my current organisation so have really valued being equipped both in confidence but also skills, knowledge and helpful tools as I start my new role as part of the SLT. I feel really encouraged that I now have the resources to do my role well.

I used to struggle with conflict management, imposter syndrome, and grant/fund writing, to name a few. Although still in the learning process, I think I now have the tools needed to practice and improve in all these areas. I also dealt with a great deal of burnout and disconnect from community/work base coming into the program and I now feel hopeful that I am able to process that emotion and move into a better state soon.

”

NETWORK FOR BLACK WOMEN LEADERS (NBWL)

WRC's led by and for Network for Black Women Leaders (NBWL) creates an environment for women of the African and Caribbean diaspora and descent to come together to reignite ambitions, celebrate cultural leadership, and challenge personal and deep-seated viewpoints. It is our intention to ensure that the uptake of senior leadership positions is a reality through the provision of a high-quality network, peer support services, and advocating for the transformation of the working environment.

What is the Coaching and Mentoring Programme?

The NBWL Coaching and Mentoring Programme seeks to address the underemployment and underpromotion of Black women by supporting the professional ambitions of NBWL members to take up more senior roles or progress within existing leadership positions.

The Programme consists of:

- Individual and Group Coaching
- Mentoring
- Networking Events

This year, 18 women completed the coaching and mentoring programme. During six months, this group received both group and one-to-one coaching. The participants reported the following as the key learnings from the programme:

- Understanding their personal emotional intelligence.
- Better able to engage and communicate as leaders.
- Building effective relationships.
- Being able to build on their own personal goals and objectives to bring these to life practically in both their personal and work life.
- Understanding how their drivers influence their behaviours, focus and relationships.
- How beneficial it is to do a personal SWOT analysis and how it can be used to effectively and efficiently develop them as leaders

“ You have enabled me to build my confidence towards becoming the leader I aspire to be ”

ALTERNATIVE WOMEN'S ECONOMY

The Alternative Women's Economy Partnership is made up of six non-profits, organisations, working with Black women and their families in Greater Manchester. The partnership is supported by WRC. WRC has facilitated the following meetings:

Project planning and fundraising meetings: 36

Organisational support/Development meetings: 6

Partnership meetings: 4

Strategic Meetings: 6



This work has created the space for the partners to review and formalise their partnership and identify joint priorities, driven by the communities they work with.

The partnership will continue to reclaim Black women's narratives through video, podcasts and articles. Supported by WRC training, AWE has elevated the voice of Black women and their communities. The AWE Partnership have produced five stories appearing in the national media and partners have produced two videos. They have highlighted the disparity of funding for Charities within the Women's sector and how women's groups are finding their own solutions; referenced AWE's hyper local strategy as solutions to community self-determination; spoke passionately about the position of charities as facilitators regarding collective action and identified the importance of partnership and collaboration for developing momentum for change. All articles and videos recognised that Black women's voices were marginalised, but demonstrated how when elevated, initiatives and projects for Black women create change that benefits all communities.

The partnership has refocussed, this is due to overwhelming numbers of Black Women, their families and communities living in daily 'crisis', due to the increase in cost of living, hostile environment, threats of deportation (Rwanda Scheme), Islamophobia and institutional racism. The partnership has identified a renewed sense of joint venture; they want to bring local groups, working with Black women, together to collaborate, co-ordinate and build a network of women's group that support each other to take joint action.

LONDON VAWG CONSORTIUM

Introduction

The London VAWG Consortium is the largest pan-London coalition of specialist VAWG providers. It has an £8.0m grants programme delivered by a partnership of twenty-six organisations to over 30,000 women and girls every year. More than half of the Consortium's members are specialist led by and for BME organisations and many have less than £1.0m income each year.

Through its member organisations, the Consortium delivers VAWG services on behalf of strategic partners including London Councils, the Mayor's Office for Policing and Crime (MOPAC), and the Greater London Authority (GLA). The five-year grant from the GLA for move on services is a direct award to the Consortium in recognition of its unique diversity and geographical reach.

The Consortium has developed a sophisticated, light-touch model for co-ordinating the delivery of specialist VAWG services across 32 London boroughs and the City of London, working with multiple providers. It has twelve funded strands including advice and counselling, prevention services, ending harmful practices, telephone helplines, specialist refuge accommodation, move-on services, work with women with no recourse to public funds, and organisational support for the VAWG sector.

13 Years

The Consortium published 13 Years, providing the historic and current context for the Consortium, its achievements and challenges and an overview of its services. The success of the Consortium has positioned it as a best practice case study. It ran a workshop at WRC's inaugural leadership conference and hosted an online bitesize session to showcase its work. In November, it highlighted its work at the London Councils Grants Programme Showcase.

Strategic Objectives

The Consortium has two strategic objectives:

- By 2030, all VAWG services in London will be provided by women's and specialist by and for BME providers.
- By 2026, there will be 50% representation of by and for BME members as Leads.

LONDON VAWG CONSORTIUM

Through the VAWG Expert Reference Group, which advises the MOPAC VAWG Board, the Consortium has a further strategic objective:

- To ensure a mechanism for the accountability of the Metropolitan Police Service to women and girls in London.

Commissioning

The Consortium's influence along with others in the expert sector contributed to a significant change in the London Victim and Witness Support Service (LVWS) funded through MOPAC. For the first time, support for survivors of domestic abuse was commissioned as a separate lot.

This provided an opportunity for expert VAWG providers to bid for the domestic abuse lot and marked a significant step towards the Consortium's strategic objective that all London VAWG services are delivered by women's and by and for BME specialist providers.

Ending Structural Racism

The re-structuring of the LVWS enabled the Consortium to submit a proposal for the support for survivors of domestic abuse lot, enabling it to work towards its second strategic objective to increase the representation of by and for BME members as Leads.

The Consortium appointed co-Leads for the proposal: Refuge as the accountable body and LAWRS as the by and for BME specialist provider. This was an innovative model building on the trust relationships in the Consortium developed over the previous thirteen years. This model aims to build capacity, reputation and track record for the by and for BME co-Lead.

This co-Lead structure will enhance service delivery ensuring that by and for BME specialist providers are central to activities and adequately resourced, enabling the Consortium to better meet the needs of VAWG survivors in London. It sets a new standard for capacity-building in the expert sector, addressing long-standing funding disparities and paving the way for more sustainable service models.

LONDON VAWG CONSORTIUM

MOPAC VAWG Expert Reference Group

The Consortium continued to play a key role in the VAWG Expert Reference Group (ERG), contributing to consultations for re-designing Sexual Violence services and the Safe Accommodation Needs Assessment Refresh.

Members of the ERG were invited as expert representatives for Operation Onyx, the Metropolitan Police Service (MPS) review of all cases of complaints against serving police officers over the previous ten years. The ERG made several representations to MOPAC and the MPS for improvements to engagement with the expert sector.

AVA Closure

During the year, AVA went into liquidation after a period of operational and financial difficulties. AVA was one of the original members of the Consortium and Lead for the London Councils funded Prevention strand. AVA was one of many charities to close after thirteen years of poor investment in public services with charities meeting the gap and decades of under-funding to the expert sector.

With support from the Consortium and WRC, AVA was able to transfer funding for the Prevention service prior to the charity closing. This ensured continuity of funding to the by and for BME specialist members who were partners in the Prevention strand and helped to stabilise their involvement in multiple other funded strands.

Ascent Prevention

WRC is the interim Lead for the Prevention strand, and funding was agreed for a new proposal submitted by the Prevention partnership. A Prevention Coordinator was appointed and has worked to re-build trust with the delivery partners, funders and external stakeholders.

The Prevention strand plays a critical role in the Consortium's commitment to end VAWG. The partnership is flexible in its approach and offers sessions and training in various settings including schools, youth centres, colleges and community settings. The project empowers children, young people, and their communities to recognise and prevent domestic abuse, while providing clear pathways to support services.

CEDAW



WRC's commitment to CEDAW continues. We aim to raise the profile of UN mechanisms such as CEDAW to hold the government to account over its record on gender equality and as a campaigning and lobbying opportunity for the entire women's sector.

The timelines were pushed back in 2023/4, so meaningful engagement into the CEDAW reporting process was stalled this year. Nevertheless, we agreed on a joint report with the four devolved nations, had two Steering Group meetings with more committed organisations and individuals, and laid the groundwork for our work in late 2024/5. We are planning a roadshow in late 2024/early 2025 to meet women's organisations across the country, so that their priorities can be fed into the CEDAW report.

POLICY AND CAMPAIGNS

WRC's 'Speaking Up for Women' campaign got a boost this year when five short campaign videos were made by a group of enthusiastic film students who supported our demands. These videos were promoted on social media and led to our petition gaining over 7,000 signatures. Our target is 10,000, so we hope to reinvigorate the campaign with a series of events and promotions in the coming months. We also held an online event about the campaign that brought women's organisations across the country together to discuss the demands, the challenges they face and what more we can do.

As well as the online event on the 'Speaking Up for Women' campaign, the policy team held online sessions about effective campaigning, inviting one of our members to showcase their campaign win and how it was achieved. Another event was held on the crisis in the family courts, where we invited another membership organisation to share their intelligence with women's organisations. We led an event at the Festival of Learning with Renaisi to share our thoughts about what 'system change' means to us, hoping to take this buzzword back to its more radical roots. These events were excellent opportunities to engage and involve our membership, providing a space of reflection, discussion and strategic oversight. We also attended the GREVIO roundtable to share our concerns about VAWG to the Committee, also generating social media content to raise awareness of this UN mechanism more widely.

We submitted consultation responses to 'Open Justice: the way forward', focusing on the transparency of our court system and the impact on women and girls. We also submitted a response to the compulsory mediation consultation, where, thankfully, our proposals were heeded - they are no longer being considered by the government. In reaction to the buzz around 'systems change' work by funders, we wrote a briefing on 'systems change' and what this means for us from a feminist perspective. This was showcased to the London Propel funding partners, inciting much discussion and interest. We also submitted evidence to the UN Special Rapporteur on VAWG and GREVIO, highlighting the important role of specialist, 'led by and for' organisations and the funding crisis.

We started an online blog series showcasing the amazing and varied work of our membership. We met with The National Lottery to try and push for a dedicated funding stream to women and girls. We forged ahead with our visionary plans to ethically and sustainably fund the women's sector, drafting and getting feedback on our proposals from the National Advisory Group, corporates, funders and allies. We are regular conveners of the CEDAW Steering Group and National Advisory Group, which continues to be a great forum for strategic and forward-thinking plans. We are regular attendees of the Family Courts sub-group and joined the #SheVotes24 coalition of women's organisations to coordinate.

TRUSTEES' REPORT

WRC trustees have completed a detailed review of our risk register given the current external environment and the ever-increasing competition for available resources.

The mission and work of WRC continue to be in great demand. WRC receives funds to be used for specific purposes as agreed with our funders that support the key objectives of the charity in the following ways:

London Councils: Ascent is a Pan-London project undertaken by the London VAWG Consortium, delivering a range of services for survivors of domestic and sexual violence, under six strands, funded by London Councils. WRC is the lead organisation in the 2nd tier services strand.

Smallwood Trust: Funding for a project centered around a shared narrative of economic justice for women and its implementation. This project is a continuation of a project that established the Mama Health and Poverty Partnership (MHaPP) in March 2020, funded originally by the Esmeé Fairbairn Foundation. The project unifies MHaPP members and further led by for and Black and minoritised women organisations in Greater Manchester. The partnership have entitled themselves 'Alternative Women's Economy'.

Fondation CHANEL: This a three year funding programme which is entitled the 'BELL' project. BELL is an acronym that stands for Building, Empowering, Leading, Learning.

The BELL project enables WRC to continue its vital, core work to further the provision of services for women in dire need and influencing decision-makers to create an environment fit for purpose for women and girls. This project focuses on three core interrelated themes of Women's Resource Centre's work: **Women's Leadership, Strategic Advocacy and Collective Action.**

WRC uses the NJC pay scales as a basis for remuneration where possible, although in recent years there have been no incremental raises.

The trustees' policy is to hold sufficient funds to cover three months' running costs. Based on 2023-2024 costs excluding grants paid through London Councils and including costs budgeted to increase in 2024-2025, three months running costs amount to £183,282.

The trustees acknowledge that reserves are slightly higher than this policy, but consider the difference to be within a reasonable tolerance.

TRUSTEES' REPORT

On 31st March 2024, the unrestricted reserve is £184,998 (2023: £111,623). Total reserves carried forward to 2024-2025 stand at £331,514 (2023: £247,574) of which £146,516 (2023: £135,951) is restricted to specific projects per the accounts.

The charitable company offers a defined contribution pension scheme for the benefit of employees. The assets of the scheme are administered by an independent pension provider, The Pensions Trust. The company will also pay the employer's contribution to the employee's own stakeholder pension scheme if desired. Pension contributions are available to all employees at 5% as well as key management personnel.

The trustees consider that there are no material uncertainties about the charitable company's ability to continue as a going concern. The charitable company can operate based on confirmed funding with sufficient reserves. The trustees will continue to be carefully monitoring the charity budget, finances, and outcomes, at present all costs incurred to keep operating are covered by grants received. We have significantly increased the level of support offered to other organisations, and the management and trustees continue to monitor this to ensure it can be managed.

The board of trustees continues to meet at least quarterly to maintain a close eye on identified risks for the charity. The key identified risks and uncertainties relate to ensuring sufficient funds are generated to meet expenditure and increase the charity's reserves, which during this reporting period has been successful.

External training and the online shop are expected to increase unrestricted funding in the long run. The staff team continues to prioritise fundraising. The challenge to secure adequate resources in a highly competitive environment with increasing demand for what is available has not abated.

Fundraising

WRC continues to prioritise the vital life-saving work of our sector, simultaneously with our own survival. We continue to advocate for increased core funding from trusts and foundations and for prioritised investment in led by and for specialist women's organisations, as all evidence demonstrates that societal change comes from those closest to the issue leading the work to address it. Expenditure on external and internal fundraising has focused on grant and contracts from trusts and foundations and has not been material to the overall work of the charity. It has enabled WRC to secure much needed funding to support the work we do.

We do not approach members of the public for funds. WRC has not received any complaints regarding fundraising activities.

TRUSTEES' REPORT

Trustees' Responsibilities

The trustees (who are also directors of the 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). Company law requires the trustees to prepare financial statements for each financial year which 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 the 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 then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgments 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 operation.

The trustees are responsible for keeping adequate accounting records that 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.

TRUSTEES' REPORT

In so far as the trustees are aware:

There is no relevant audit information of which the charitable company's auditors are unaware; the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

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

Members of the charity guarantee to contribute an amount not exceeding £1 to the assets of the charity in the event of winding up. The total number of such guarantees at 31 March 2024 was four (2023: 4). Trustees are members of the charity but this entitles them only to voting rights.

AUDITOR

Sayer Vincent LLP was re-appointed as charity's auditors during the year and has expressed its willingness to continue in that capacity.

Women's Resource Centre (WRC) is a charitable company limited by guarantee and is incorporated in United Kingdom. The registered office address and principal place of business is United House, North Road, London, N7 9DP.

The trustees have 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 its future activities. In particular, the trustees consider how planned activities will contribute to the aims and objectives that have been set. The report of the Board of Trustees has been prepared in accordance with the special provisions applicable to companies subject to the small companies' regime.

Approved by the trustees on 11/12/2024 and signed on their behalf by:

Sharon Facey
Acting Chair
Women's Resource Centre

INDEPENDENT AUDITOR'S REPORT

Independent auditor's report to the members of Women's Resource Centre.

Opinion

We have audited the financial statements of Women's Resource Centre (the 'charitable company') 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 significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 The Financial Reporting Standard applicable in the UK and the Republic of Ireland (the United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements;

- Give a true and fair view of the state of the charitable company's affairs as of 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 the United Kingdom Generally Accepted Accounting Practice
- 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 charitable company 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 Women's Resource Centre's ability to continue as a going concern for a period of at least twelve months from when the financial statements are 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.

INDEPENDENT AUDITOR'S REPORT 2024

Other Information

The other information comprises the information included in the trustees' annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. 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. 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 course of 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 this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- The information given in the trustees' annual report, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- The trustees' annual report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' annual report, we have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- Adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; 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; or
- The directors were not entitled to prepare the financial statements in accordance with the small companies' regime and take advantage of the small companies' exemptions in preparing the trustees' annual report and from the requirement to prepare a strategic report.

INDEPENDENT AUDITOR'S REPORT

Responsibilities of trustees

As explained more fully in the statement of trustees' responsibilities set out in the trustees' annual report, the trustees (who are also the directors of the charitable company for the purposes of company law) 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 charitable company'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 charitable company 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.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud are set out below.

INDEPENDENT AUDITOR'S REPORT

Capability of the audit in detecting irregularities

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:

- We inquired of management which included obtaining and reviewing supporting documentation, concerning the charity's policies and procedures relating to;
 - Identifying, evaluating, and complying with laws and regulations and whether they were aware of any instances of non-compliance;
 - Detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected, or alleged fraud;
 - The internal controls established to mitigate risks related to fraud or noncompliance with laws and regulations.
- We inspected the minutes of meetings of those charged with governance.
- We obtained an understanding of the legal and regulatory framework that the charity operates in, focusing on those laws and regulations that had a material effect on the financial statements or that had a fundamental effect on the operations of the charity from our professional and sector experience.
- We communicated applicable laws and regulations throughout the audit team and remained alert to any indications of non-compliance throughout the audit.
- We reviewed any reports made to regulators.
- We reviewed the financial statement disclosures and tested these to supporting documentation to assess compliance with applicable laws and regulations.
- We performed analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud.
- In addressing the risk of fraud through management override of controls, we tested the appropriateness of journal entries and other adjustments, assessed whether the judgments made in making accounting estimates are indicative of a potential bias, and tested significant transactions that are unusual or those outside the normal course of business.

INDEPENDENT AUDITOR'S REPORT

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulations. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation. A further description of our responsibilities is available on the Financial Reporting Council's website at: 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 members as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Noelia Serrano (Senior statutory auditor)

Date: 16 December 2024

For and on behalf of Sayer Vincent LLP, Statutory Auditor

110 Golden Lane, LONDON, EC1Y 0TG

Women's Resource Centre

Statement of financial activities (incorporating an income and expenditure account)

For the year ended 31 March 2024

	Note	Unrestricted £	Restricted £	2024 Total £	Unrestricted £	Restricted £	2023 Total £
Income from:							
Donations and legacies	2	19,286	-	19,286	4,380	-	4,380
Charitable activities							
Development	3	124,203	656,897	781,100	79,847	554,666	634,513
Other	3	-	5,000	5,000	10,000	-	10,000
Other trading activities	4	10,771	-	10,771	6,579	-	6,579
Investments	5	3,616	-	3,616	345	-	345
Total income		157,876	661,897	819,773	101,151	554,666	655,817
Expenditure on:							
Raising funds	6	25,478	-	25,478	31,135	-	31,135
Charitable activities							
Policy		-	-	-	-	22,502	22,502
Development	6	58,440	646,332	704,772	61,666	537,392	599,058
Other	6	584	5,000	5,584	1,106	8,854	9,960
Total expenditure		84,501	651,332	735,833	93,906	568,748	662,654
Net income/(expenditure) for the year and net movement in funds		73,375	10,565	83,940	7,245	(14,082)	(6,837)
Reconciliation of funds:							
Total funds brought forward		111,623	135,951	247,574	104,378	150,033	254,411
Total funds carried forward	17	184,998	146,516	331,514	111,623	135,951	247,574

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in Note 18 to the financial statements.

Women's Resource Centre

Balance sheet

Company no. 2462336

As at 31 March 2024

	Note	£	2024 £	£	2023 £
Fixed assets:					
Tangible assets	13		-		294
Current assets:					
Debtors	14	202,079		164,966	
Cash at bank and in hand		284,048		175,665	
		<u>486,127</u>		<u>340,631</u>	
Liabilities:					
Creditors: amounts falling due within one year	15	(154,613)		(93,351)	
Net current assets			<u>331,514</u>		<u>247,280</u>
Total net assets			<u>331,514</u>		<u>247,574</u>
The funds of the charity:	18				
Restricted income funds			146,516		135,951
Unrestricted income funds:					
General funds		184,998		111,623	
Total unrestricted funds			<u>184,998</u>		<u>111,623</u>
Total charity funds			<u>331,514</u>		<u>247,574</u>

Approved by the trustees on 11 December 2024 and signed on their behalf by

Sharon Facey
Acting Chair

Women's Resource Centre

Statement of cash flows

For the year ended 31 March 2024

	2024 £	£	2023 £	£
Cash flows from operating activities				
Net income/(expenditure) for the reporting period (as per the statement of financial activities)	83,940		(6,837)	
Dividends, interest and rent from investments	(3,616)		(345)	
Depreciation	294		340	
(Increase) in debtors	(37,113)		(75,797)	
Increase/(Decrease) in creditors	61,262		(21,119)	
Net cash provided by/(used in) operating activities		104,767		(103,758)
Cash flows from investing activities:				
Dividends, interest and rents from investments	3,616		345	
Net cash provided by investing activities		3,616		345
Change in cash and cash equivalents in the year		108,383		(103,413)
Cash and cash equivalents at the beginning of the year		175,665		279,078
Cash and cash equivalents at the end of the year		284,048		175,665

Analysis of cash and cash equivalents

	At 1 April 2023 £	Cash flows £	Other changes £	At 31 March 2024 £
Cash at bank and in hand	175,665	108,383	-	284,048
Total cash and cash equivalents	175,665	108,383	-	284,048

Women's Resource Centre

Notes to the financial statements

For the year ended 31 March 2024

1 Accounting policies

a) Statutory information

Women's Resource Centre is a charitable company limited by guarantee and is incorporated in United Kingdom.

The registered office address and principal place of business is United House, North Road, London, N7 9DP.

b) Basis of preparation

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), (Charities SORP FRS 102) and the Companies Act 2006.

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

c) Public benefit entity

The charitable company meets the definition of a public benefit entity under FRS 102.

d) Going concern

WRC has significantly increased the level of support offered to other organisations, the management and trustees continue to monitor this to ensure it can be managed. The trustees consider that there are no material uncertainties about the charitable company's ability to continue as a going concern.

The trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

e) Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

f) Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

g) Fund accounting

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

Unrestricted funds are donations and other incoming resources received or generated for the charitable purposes.

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

h) Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- Costs of raising funds relate to the costs incurred by the charitable company in inducing third parties to make voluntary contributions to it, as well as the cost of any activities with a fundraising purpose
- Expenditure on charitable activities includes the costs of delivering services, training, capacity building and other activities undertaken to further the purposes of the charity and their associated support costs

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

1 Accounting policies (continued)

i) Allocation of support costs

Resources expended are allocated to the particular activity where the cost relates directly to that activity. However, the cost of overall direction and administration of each activity, comprising the salary and overhead costs of the central function, is apportioned on the following basis which are an estimate, based on staff time, of the amount attributable to each activity:

● Policy	0%
● Development	83%
● Other	2%
● Fundraising	8%
● Support costs	5%
● Governance costs	2%

Support and governance costs are re-allocated to each of the activities on the following basis which is an estimate, based on staff time, of the amount attributable to each activity:

● Policy	0%
● Development	94%
● Other	2%
● Fundraising	4%

Governance costs are the costs associated with the governance arrangements of the charity. These costs are associated with constitutional and statutory requirements and include any costs associated with the strategic management of the charity's activities.

j) Operating leases

Rental charges are charged on a straight line basis over the term of the lease.

k) Tangible fixed assets

Items of equipment are capitalised where the purchase price exceeds £1,000. Depreciation costs are allocated to activities on the basis of the use of the related assets in those activities. Assets are reviewed for impairment if circumstances indicate their carrying value may exceed their net realisable value and value in use.

Where fixed assets have been revalued, any excess between the revalued amount and the historic cost of the asset will be shown as a revaluation reserve in the balance sheet.

Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The depreciation rates in use are as follows:

● Office equipment	3 years
● Computer equipment	3 years

l) Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

m) Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account. Cash balances exclude any funds held on behalf of others, disclosed in Note 21.

n) Financial Instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

Women's Resource Centre

Notes to the financial statements

For the year ended 31 March 2024

1 Accounting policies (continued)

o) Creditors and provisions

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

p) Pensions

The charitable company makes pension contributions equivalent to a minimum of 5% of gross salaries on behalf of its employees. Employees are Auto-Enrolled into the scheme on employment. The contributions are charged to the statement of financial activities on an accrual basis. The charity has no liability under the scheme other than for the payment of those contributions.

2 Income from donations and legacies

	Unrestricted £	Restricted £	2024 Total £	Unrestricted £	Restricted £	2023 Total £
Gifts including Gift Aid	19,286	–	19,286	4,380	–	4,380
	<u>19,286</u>	<u>–</u>	<u>19,286</u>	<u>4,380</u>	<u>–</u>	<u>4,380</u>

3a Income from charitable activities

	Unrestricted £	Restricted £	2024 Total £	Unrestricted £	Restricted £	2023 Total £
London Councils	–	229,091	229,091	–	189,868	189,868
Comic Relief	–	–	–	–	15,000	15,000
Smallwood Trust	–	42,000	42,000	–	38,349	38,349
Fondation Chanel	59,941	305,806	365,747	–	281,449	281,449
London Funders	–	20,000	20,000	15,000	–	15,000
MOPAC	–	60,000	60,000	–	30,000	30,000
Other	64,262	–	64,262	64,847	–	64,847
Sub-total for Development	<u>124,203</u>	<u>656,897</u>	<u>781,100</u>	<u>79,847</u>	<u>554,666</u>	<u>634,513</u>
Enterprise Development Programme (Equally Ours)	–	5,000	5,000	–	–	–
Greater London Authority	–	–	–	10,000	–	10,000
Sub-total for Other	<u>–</u>	<u>5,000</u>	<u>5,000</u>	<u>10,000</u>	<u>–</u>	<u>10,000</u>
Total income from charitable	<u>124,203</u>	<u>661,897</u>	<u>786,100</u>	<u>89,847</u>	<u>554,666</u>	<u>644,513</u>

Women's Resource Centre

Notes to the financial statements

For the year ended 31 March 2024

3b Section 37 Statement

Grant aid of £187,597 was received in 2023–2024 (2022–2023: £189,868) from London Councils for the **ASCENT** project. The following table illustrates how money was allocated across the partnership's six organisations, what the portion for WRC was, what the money was awarded for and that it had been used for these purposes.

	2024 Grant received £	2024 Grant spent £	2023 Grant received £	2023 Grant spent £
Ascent Support Services to Organisations				
WRC lead partner	58,563	58,563	55,675	55,675
Delivery partner Against Violence and Abuse (AVA)	18,242	18,242	24,800	24,800
Delivery partner Imkaan	28,180	28,180	28,568	28,568
Delivery partner Respect	25,152	25,152	24,585	24,585
Delivery partner Rights of Women	31,292	31,292	29,649	29,649
Delivery partner Women and Girls Network	24,652	24,652	25,074	25,074
Delivery partner LVAWGC	1,516	1,516	1,516	1,516
	187,597	187,597	189,868	189,868
Project expenditure				
Staff costs	143,090	140,308	141,673	141,843
Beneficiary costs	16,200	20,390	20,212	20,590
Other direct costs	11,034	10,347	11,049	10,501
Other costs – inc overheads	17,273	16,552	16,934	16,934
	187,597	187,597	189,868	189,868

3b Section 37 Statement

Grant aid of £41,494 was received in 2023–2024 (2022–2023: £nil) from London Councils for the **ASCENT–Prevention** project. The following table illustrates how money was allocated across the partnership's six organisations, what the portion for WRC was, what the money was awarded for and that it had been used for these purposes.

	2024 Grant received £	2024 Grant spent £	2023 Grant received £	2023 Grant spent £
Prevention Support Services to Organisations				
WRC lead partner	7,069	7,069	–	–
Delivery partner Jewish Women's Aid	3,825	3,825	–	–
Delivery partner IMECE Women's Centre	6,375	6,375	–	–
Delivery partner Iranian & Kurdish Women's Rights	6,375	6,375	–	–
Delivery partner FORWARD UK	5,100	5,100	–	–
Delivery partner Latin American Women's Rights Service	6,375	6,375	–	–
Delivery partner Women and Girls Network	6,375	6,375	–	–
	41,494	41,494	–	–
Project expenditure				
Staff costs	35,494	35,494	–	–
Overheads	6,000	6,000	–	–
	41,494	41,494	–	–

Women's Resource Centre

Notes to the financial statements

For the year ended 31 March 2024

4 Income from other trading activities

	Unrestricted £	Restricted £	2024 Total £	Unrestricted £	Restricted £	2023 Total £
Membership subscriptions	392	-	392	375	-	375
Online shop	333	-	333	60	-	60
Training and other events	10,046	-	10,046	6,144	-	6,144
	<u>10,771</u>	<u>-</u>	<u>10,771</u>	<u>6,579</u>	<u>-</u>	<u>6,579</u>

5 Income from investments

	Unrestricted £	Restricted £	2024 Total £	Unrestricted £	Restricted £	2023 Total £
Interest on current account	2,506	-	2,506	5	-	5
Interest on Scottish Widows savings account	1,110	-	1,110	340	-	340
	<u>3,616</u>	<u>-</u>	<u>3,616</u>	<u>345</u>	<u>-</u>	<u>345</u>

Women's Resource Centre

Notes to the financial statements

For the year ended 31 March 2024

6a Analysis of expenditure (current year)

	Charitable activities						2024 Total £	2023 Total £
	Cost of raising funds £	Policy £	Development £	Other £	Governance costs £	Support costs £		
Staff costs (Note 9)	22,597	-	245,891	5,000	6,542	38,045	318,075	314,243
Training for beneficiaries	-	-	26,867	-	-	-	26,867	13,854
Accommodation and related costs	-	-	16,917	-	-	2,834	19,751	31,918
Temporary staff and professional fees	-	-	92,626	-	-	10,253	102,879	26,899
Conference and events	-	-	23,284	-	-	428	23,712	-
Partner costs	-	-	161,944	-	-	-	161,944	132,677
Project costs	-	-	28,633	-	-	-	28,633	35,353
Grants paid out	-	-	-	-	-	-	-	60,990
Audit costs	-	-	-	-	11,820	-	11,820	11,040
IT/office costs	-	-	26,496	-	-	4,441	30,937	32,397
Publicity, membership, communications	-	-	400	-	-	669	1,069	1,125
Goods for online shop	218	-	-	-	-	-	218	713
Staff training	-	-	-	-	-	415	415	422
Travel and subsistence	-	-	7,761	-	-	1,458	9,219	683
Depreciation	-	-	294	-	-	-	294	340
	22,815	-	631,113	5,000	18,362	58,543	735,833	662,654
Support costs	1,972	-	54,552	432	1,587	(58,543)	-	-
Governance costs	691	-	19,107	151	(19,949)	-	-	-
Total expenditure 2024	25,478	-	704,772	5,584	-	-	735,833	662,654
Total expenditure 2023	31,135	22,502	599,058	9,960	-	-	662,654	-

Women's Resource Centre

Notes to the financial statements

For the year ended 31 March 2024

6b Analysis of expenditure (prior year)

	Charitable activities						2023 Total £
	Cost of raising funds £	Policy £	Development £	Other £	Governance costs £	Support costs £	
Staff costs (Note 9)	25,965	-	259,192	6,136	6,185	16,765	314,243
Training for beneficiaries	-	-	13,854	-	-	-	13,854
Accommodation and related costs	-	1,000	29,895	-	-	1,023	31,918
Temporary staff and professional fees	1,000	-	16,678	-	-	9,221	26,899
Partner costs	-	-	132,677	-	-	-	132,677
Project costs	-	21,502	13,851	-	-	-	35,353
Grants paid out	-	-	60,990	-	-	-	60,990
Audit costs	-	-	-	-	11,040	-	11,040
IT/office costs	-	-	5,013	2,600	13	24,771	32,397
Publicity, membership, communications	-	-	-	118	-	1,007	1,125
Goods for online shop	713	-	-	-	-	-	713
Staff training	-	-	-	-	-	422	422
Travel and subsistence	-	-	400	-	-	283	683
Depreciation	-	-	-	-	-	340	340
	27,678	22,502	532,550	8,854	17,238	53,832	662,654
Support costs	2,541	-	48,895	813	1,583	(53,832)	-
Governance costs	915	-	17,612	293	(18,821)	-	-
Total expenditure 2023	31,135	22,502	599,058	9,960	-	-	662,654

Women's Resource Centre

Notes to the financial statements

For the year ended 31 March 2024

7 Net expenditure for the year

This is stated after charging / (crediting):

	2024 £	2023 £
Operating lease rentals:		
Property	15,873	17,045
Other	-	11,518
Depreciation	294	340
Auditor's remuneration (excluding VAT):		
Audit	9,850	9,200
	<u>9,850</u>	<u>9,200</u>

8 Grant making

	Grants to institutions £	Grants to individuals £	2024 £	2023 £
Cost				
Comic Relief: Covid-19 Emergency Funding – Communities Experiencing Racial Inequality	-	-	-	60,990
At the end of the year	-	-	-	60,990
	<u>-</u>	<u>-</u>	<u>-</u>	<u>60,990</u>

Comic Relief: Covid-19 Emergency Funding – Communities Experiencing Racial Inequality. Funding received to make grants available to organisations working with black and minoritised women. No further grants were made in the year, however support costs incurred to administer the grant funding amounted to £7,500 (2023 £19,007) in line with the budget as agreed with the funder.

	Grants to institutions £	Grants to individuals £	2023 £
Cost			
Comic Relief: Covid-19 Emergency Funding – Communities Experiencing Racial Inequality	60,990	-	60,990
At the end of the year	60,990	-	60,990
	<u>60,990</u>	<u>-</u>	<u>60,990</u>

9 Analysis of staff costs, trustee remuneration and expenses, and the cost of key management personnel

Staff costs were as follows:

	2024 £	2023 £
Salaries and wages	278,665	269,901
Redundancy and termination costs	-	7,708
Social security costs	19,762	23,567
Employer's contribution to defined contribution pension schemes	12,734	13,067
	<u>311,161</u>	<u>314,243</u>

No employee earned more than £60,000 during the year (2023: nil).

The total employee benefits including employer's NIC and pension contributions of the key management personnel were £65,415 (2023: £110,139).

No trustees were paid or received any other benefits from employment with the charity in the year (2023: £nil). One charity trustee was paid £750 for crafting the Woman of Achievement Award Sculpture in the year, no other trustees received payment for professional or other services supplied to the charity (2023: £nil).

No trustee received payment or reimbursement of travel and subsistence costs relating to attendance at meetings in the year (2023: £nil).

10 Staff numbers

The average number of employees (head count based on number of staff employed) during the year was as follows:

	2024 No.	2023 No.
Raising funds	0.7	0.8
Development	7.8	6.8
Other	0.2	0.2
Support	1.0	0.4
Governance	0.2	0.1
	<u>9.9</u>	<u>8.3</u>

11 Related party transactions

There is one related party transactions to disclose for 2024 (2023: none). One charity trustee was paid £750 for crafting the Woman of Achievement Award Sculpture in the year. The decision to engage the trustee was at an arm's length and the trustee was excluded from the decision making.

There are no donations from related parties which are outside the normal course of business and no restricted donations from related parties.

12 Taxation

The charitable company is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

Women's Resource Centre

Notes to the financial statements

For the year ended 31 March 2024

13 Tangible fixed assets

	Office equipment £	Computer equipment £	Total £
Cost or valuation			
At the start of the year	2,731	14,648	17,379
At the end of the year	2,731	14,648	17,379
Depreciation			
At the start of the year	2,731	14,354	17,085
Depreciation charge for the year	-	294	294
At the end of the year	2,731	14,648	17,379
Net book value	-	-	-
At the start and end of the year	-	294	294

All of the above assets are used for charitable purposes.

14 Debtors

	2024 £	2023 £
Trade debtors	190,586	159,232
Other debtors	9,128	4,223
Prepayments	2,365	1,511
	202,079	164,966

15 Creditors: amounts falling due within one year

	2024 £	2023 £
Trade creditors	84,885	51,326
Taxation and social security	5,888	6,187
Deferred income (Note 21)	5,180	-
Accruals	58,660	35,838
	154,613	93,351

16 Pension scheme

The charitable company offers a defined contribution pension scheme for the benefit of employees. The assets of the scheme are administered by an independent pension provider, The Pensions Trust. The company will also pay the employer's contribution to the employee's own stakeholder pension scheme if desired.

At 31 March 2024, £1,776 was owed for March contributions (2023: £2,173).

Women's Resource Centre

Notes to the financial statements

For the year ended 31 March 2024

17a Analysis of net assets between funds (current year)

	General unrestricted £	Designated £	Restricted £	Total funds £
Fixed assets	-	-	-	-
Net current assets	184,998	-	146,516	331,514
Net assets at 31 March 2024	184,998	-	146,516	331,514

17b Analysis of net assets between funds (prior year)

	General unrestricted £	Designated £	Restricted £	Total funds £
Fixed assets	294	-	-	294
Net current assets	111,329	-	135,951	247,280
Net assets at 31 March 2023	111,623	-	135,951	247,574

18a Movements in funds (current year)

	At 1 April 2023 £	Income & gains £	Expenditure & losses £	At 31 March 2024 £
Restricted funds:				
London Councils Ascent partnership	-	187,597	(187,597)	-
London Councils Ascent partnership – Prevention	-	41,494	(41,494)	-
Smallwood Trust Manchester Media Hub	13,356	42,000	(44,658)	10,698
Fondation Chanel	115,095	305,806	(285,083)	135,818
London Funders	-	20,000	(20,000)	-
Equally Ours – Equality & Diversity	-	5,000	(5,000)	-
Comic Relief	7,500	-	(7,500)	-
MOPAC	-	60,000	(60,000)	-
Total restricted funds	135,951	661,897	(651,332)	146,516
Unrestricted funds:				
General funds	111,623	157,876	(84,501)	184,998
Total funds	247,574	819,773	(735,833)	331,514

18b Movements in funds (prior year)

	At 1 April 2022 £	Income & gains £	Expenditure & losses £	At 1 April 2023 £
Restricted funds:				
London Councils Ascent partnership	-	189,868	(189,868)	-
Smallwood Trust Financial Inclusion	3,828	17,349	(21,177)	-
Smallwood Trust Manchester Media Hub	-	21,000	(7,644)	13,356
Foundation Chanel	-	281,449	(166,354)	115,095
Equally Ours – Equality & Diversity	8,854	-	(8,854)	-
Comic Relief	79,998	15,000	(87,498)	7,500
LVAWGC	7,906	-	(7,906)	-
MOPAC	-	30,000	(30,000)	-
Think Tank	22,502	-	(22,502)	-
Women Thrive	26,945	-	(26,945)	-
Total restricted funds	150,033	554,666	(568,748)	135,951
Unrestricted funds:				
General funds	104,378	101,151	(93,906)	111,623
Total funds	254,411	655,817	(662,654)	247,574

Purposes of restricted funds

London Councils Ascent: Ascent is a pan-London project undertaken by the London VAWG Consortium, delivering a range of services for survivors of domestic and sexual violence, under six strands, funded by London Councils. WRC is the lead organisation in the 2nd tier services strand.

London Councils Ascent Prevention: the project empowers children, young people, and their communities to recognise and prevent domestic abuse, while providing clear pathways to support services.

Smallwood Trust: the Manchester Media project centred around a shared narrative of economic justice for women, its implementation and engaging with media.

Fondation Chanel: a three year funding programme to enable us to continue vital core work in the areas of Building, Empowering, Leading, Learning. The project focuses on three core interrelated themes of WRC's work: Women's Leadership, Strategic Advocacy and Collective Action.

MOPAC: secretariat role for the MOPAC VAWG Reference Group

Equally Ours – Equality & Diversity: development of our online shop.

LVAWGC: strategic advocacy and support to organisations in relation to the Tier 1 duty in London for safe accommodation for women & children experiencing domestic violence.

Think Tank: scoping a cultural think tank led by young black and minoritised women.

Women Thrive: support for the Network for Black Women Leaders including coaching and mentoring.

Smallwood Trust: the Financial Inclusion project is addressing financial hardship of black african asylum seeking women; to work with women whose preference is to create and maintain their family by earning a living to meet household needs, improve skills in enterprise and money matters plus develop expertise to become local advocates.

Comic Relief – Covid-19 Emergency Funding – Comic Relief kindly granted a further £15,000 to support WRC Core, programme related costs, WRC spent £7,500 in the year 2022–2023 spending the remaining £7,500 on support costs in 2023–2024.

19 Operating lease commitments

The charity's total future minimum lease payments under non-cancellable operating leases is as follows for each

	Property		Equipment	
	2024	2023	2024	2023
	£	£	£	£
Less than one year	4,354	1,408	-	-
One to five years	-	-	-	-
	4,354	1,408	-	-

20 Legal status of the charity

The charity is a company limited by guarantee and has no share capital. The liability of each member in the event of winding up is limited to £1.

21 Deferred income

Deferred income comprises income for training received in 2023-2024 that relates to activity in 2024-2025.

	2,024	2023
	£	£
Balance at the beginning of the year	-	-
Amount released to income in the year	-	-
Amount deferred in the year	5,180	-
	5,180	-

Women's Resource Centre

Notes to the financial statements

For the year ended 31 March 2024

22 Funds held on behalf of others

In accordance with SORP FRS 102, these transactions are considered to represent conduit funding and, as such, are not shown in the charity's statement of financial activities. Equally, amounts still to be disbursed by Women's Resource Centre at the year end are not shown on the balance sheet.

	Sisters of Frida	
	2024	2023
	£	£
Funds at the start of the year	-	-
Income received	34,425	-
Expenditure incurred	-	-
Funds at the end of the year	34,425	-

Funds held on behalf of these funds at 31 March 2024 are as follows:

	2024	2023
	£	£
Cash at bank	34,425	-

	Not buying it	
	2024	2023
	£	£
Funds at the start of the year	-	270
Income received	-	-
Expenditure incurred	-	(270)
Funds at the end of the year	-	-

Funds held on behalf of these funds at 31 March 2024 are as follows:

	2024	2023
	£	£
Cash at bank	-	-

	Holloway Women's Stories	
	2024	2023
	£	£
Funds at the start of the year	-	2,055
Income received	-	-
Expenditure incurred	-	(2,055)
Funds at the end of the year	-	-

WOMEN'S RESOURCE CENTRE

England & Wales - Charity number 1070606

Accounts



WOMEN'S RESOURCE CENTRE

2022 - 2023

ANNUAL REPORT

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Companyno:2462336

Cover image by Moretiola Atinuke Fagborun

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VISION & MISSION

WRC has six strategic aims, which all of our work must be in furtherance of. During this year we have continued to ensure our work is closely aligned with our aims. Our extensive and specialist support to our network is directly related to achieving structural change through strengthening and amplifying their work and voices. Recent global events and the continuing highlighting of many of the state institution's failure to address entrenched inequality is a testament to the continued need for our work. With our members, networks, and partners we are hopeful that inequality for women will be pushed higher up the agenda.

OUR VISION

All women are empowered and have substantive equality.

OUR MISSION

Supporting and standing up for a diverse and thriving women's sector.

OUR APPROACH

Women's Resource Centre is the national umbrella organisation for the women's sector. We provide capacity building programmes, training, peer support events and one to one support for organisations. We coordinate policy consultations and publications to inform policy makers in the UK about the social and economic value of women's groups across England.

OUR VALUES

- Feminism
- Collaboration
- Equality
- Integrity
- Professionalism
- Sustainability

STRATEGIC AIMS

Our capacity-building work alongside training and advocacy across numerous projects has furthered all of our aims. For example, the much praised and oversubscribed Feminist Leadership Training continues to facilitate women from our sector to develop their leadership skills and approaches befitting of our sector's aim to address institutional sexism and racism. Additionally, the commitment and expertise of our National Women's Advisory Board ensure we keep our finger on the pulse of the key issues arising in our sector.

We are grateful to members of this board for their time and collaboration in influencing key strategic policy developments at a national level through their engagement with the task force of the crown representative for the VCSE. Along with them, we continue to make representations to The National Lottery Community Fund for a fairer share of resourcing of our sector.

WRC was excited to secure funding from Comic Relief to distribute to Black and Minoritised women's organisations. This programme is ensuring those who often miss out on vital funds can access income through this bespoke programme. We look forward to exploring more opportunities to increase funds available to these lifesaving groups and organisations.

Our work with London Funders has also continued aiming to improve equity outcomes through grant-making processes. This work is long-term, and we hope will support grant makers to use their power and resources to address institutional discrimination and inequality.

Our work continues with the Network for Black Women Leaders, and we are pleased to have secured resources for this during the year which has provided coaching and mentoring support for women in the network. The continuing disparity for Black women across all aspects of their lives, including the fiscal deficit they experience remains a key driver for realising our aim of financial inclusion and equity.

As ever all of our work is based on collaboration and collective action, as through this we believe transformation for women can be achieved. The challenge of attracting sufficient income remains, but we are pleased that this year we have maintained sufficient income for our core activities.

OUR TEAM

STAFF TEAM

- Vivienne Hayes (CEO)
- Inderjit Sahota (Development Manager)
- Evelina Svensson (FLT Trainer)
- Dionne Nelson (Deputy CEO)
- Mariama Nije Ceesay (NBWL Manager)
- Nour Gazarin (Ascent Manager)
- Kiran Dhami (Head of Policy & Research)
- Laura Morris (Research & Policy Officer)
- Bowale Fadare (Admin & Membership Officer)
- Casey Mackins (LVAWGC Assistant)
- Allison Fewtrell (Manchester Women's Network Project Officer)

FREELANCERS

Tebussum Rashid
Rose Ssali
Shani Lee
Kathleen Moss
Wasilat Daniju
Emma Collins
Helen Cylwik
Dr Sue Robson
Sarah Learmouth

TRUSTEES

Sharon Facey (Acting Chair)
Rupa Sarkar (to 25 February 2023)
Tracey Ford
Helene Harrigan
Arlene Rivet

BANK

Unity Trust Bank plc,
Nine Brindleyplace,
Birmingham,
B1 2HB

SOLICTORS

Anthony Collins Solicitors LLP 134
Edmund Street, Birmingham, B3 2ES

AUDITORS

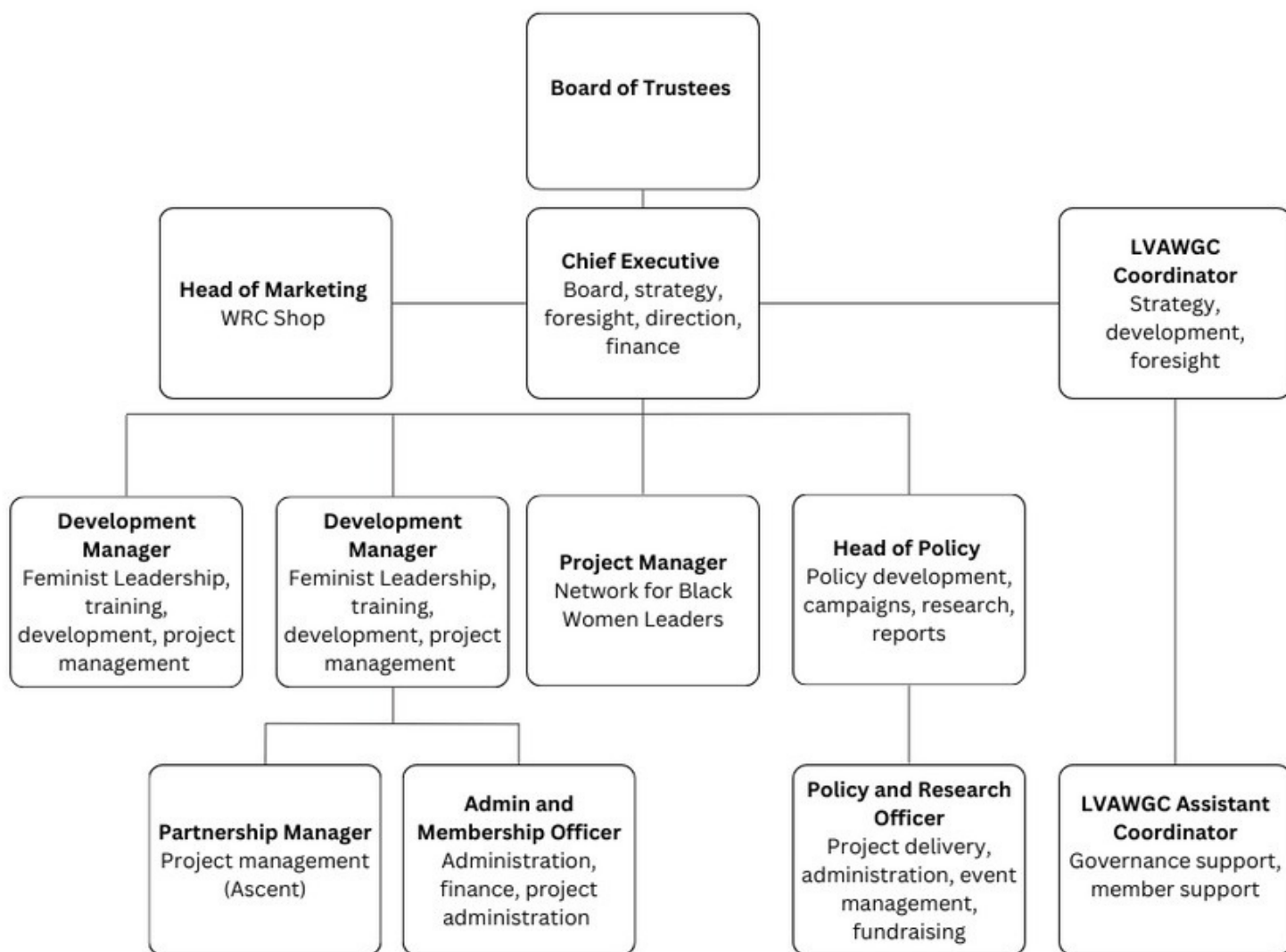
Sayer Vincent LLP, InvictaHouse
108-114 Golden Lane, London,
EC1Y 0TL

The trustees review the aims, objectives and activities of the charity each year. This report looks at what the charity has achieved and the outcomes of its work in the reporting period. The trustees report the success of each key activity and the benefits the charity has brought to those groups of people that it is set up to help. The review also helps the trustees ensure the charity's aims, objectives and activities remained focused on its stated purposes. The trustees present their report and the audited financial statements for the year ended 31st March 2023.

Reference and administrative information set out on this page forms part of this report. The financial statements comply with current statutory requirements, the memorandum and articles of association and the Statement of Recommended Practice - Accounting and Reporting by Charities: SORP applicable to charities preparing their accounts in accordance with FRS 102.

This trustees' annual report includes a directors' report as required by company law. The organisation is a charitable company limited by guarantee, incorporated on 23rd January 1990 and registered as a charity on 21 July 1998. 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. All trustees give their time voluntarily and receive no benefits from the charity. Any expenses reclaimed from the charity are set out in note 9 to the accounts.

WRC's ORGANISATIONAL CHART



The Board of Trustees of WRC are responsible for all governance, HR and Finance policies and procedures; agreeing the annual budget and monitoring spend quarterly. They are responsible for appointing the Auditor and the CEO and for WRC's strategic plan. Additionally, they are responsible for managing risk and the future planning and direction of WRC. They also take responsibility for HR and staff remuneration and ensuring WRC complies with all relevant legislation. WRC contracts HR consultants to ensure it keeps up to date and follows appropriate employment law.

WRC is mindful of its commitment to the rights of women and as such has generous holiday, maternity and compassionate leave allowances. Additionally WRC operates a flexible working policy to ensure that staff with any caring responsibilities are not excluded from taking up employment at WRC. The day to day running of the organisation and implementation of these policies is delegated to the CEO of WRC.

STAFF AND TRUSTEE INDUCTION

STAFF

New WRC staff work through a checklist with their line manager when starting at WRC and are given the relevant training to their role. New staff members will sign their employment contract, a payroll starter form and ICE form and have a probation period of 6 months.

TRUSTEES

Women interested in serving on the WRC Board are asked to complete a brief application form outlining their interests and experience in relation to the requirements and person specifications set in the “Board Roles and Responsibilities” document.

Once completed, the document should be returned to the CEO of WRC. The CEO of WRC may contact the candidates’ referees, and the form is assessed by WRC’s Chair of trustees and CEO to ensure the candidate meets the criteria outlined in the person specification.

Suitable candidates are invited to meet the Chair and CEO to focus on the competencies and attributes that cannot be measured via the application form. Then, a decision is made about which candidates should advance to the next stage. Also, part of the process is a formal paper that includes the candidate’s application form and a paper written by the CEO and Chair following the meeting.

Candidates going forward to the next stage may then be invited to meet with members of WRC’s Board Selection Panel. This provides an opportunity to further discuss the specificities of being a Board member, as well as enable the Selection Panel/Board to decide if the candidate should be invited to join the Board of Trustees.

Once approved by the Board of Trustees, WRC’s CEO will arrange for the new member to complete appropriate forms to notify Companies House and the Charity Commission that she is a new Director and Trustee of WRC. The new member will sign these as soon as possible and the CEO will forward it to Companies House and the Charity Commission.

The new member’s induction will cover the roles and responsibilities of Board membership including Policies, Procedures, and Constitution of WRC and further forms to complete including a Board Declaration and Declaration of Interests form. An existing Board member is appointed as a contact person to provide support and advice to the new member. The new member is encouraged to provide feedback on the induction process throughout the first 6 months of involvement to assist in improving and developing the systems for inducting new members of the Board.

CHAIR'S REPORT

Just before the end of this year I became the Acting Chair of WRC's Board.

I am honoured to take on this role, whilst deeply saddened by the circumstances which precipitated it, that is the sad loss of our long serving Chair Rupa Sarkar who was taken far too early in February 2023. A tribute to her outstanding support of WRC can be read [here](#).

It is testament to Rupa's unwavering vision for WRC that we are still here today in spite of many odds against us.

In particular the growing economic crisis which is falling disproportionately on the shoulders of women and children and the front line services who support them and who make up our wide network of organisations.

We are grateful to our funders for trusting us and providing us with resources to continue working for the benefit of women and their children. Without our sector many more women and children would be sadly left destitute falling through the ever growing gaps left by insufficient state provision.

We are proud to continue to lead, facilitate and co-ordinate collaborative work and build a voice for women's rights.

Our work is needed more than ever with stagnation on women's equality across the UK and indeed the world.

I pledge to continue the vital work of WRC and our sector.

Sharon Facey

28th November 2023

**Sharon Facey,
Acting Chair WRC**

TRIBUTE TO RUPA SARKAR



Rupa Sarkar, 23.01.1976, our visionary Chair of trustees since 2014 and supporter of WRC for two decades passed away on 25th February 2023.

Rupa's chairing of WRC marked a significant turning point in the direction and leadership of our board for the better. Rupa brought vision, full commitment to our values and bravery. She spearheaded our work on the vision for a Women's Building and our ethos of substantive equality for women, with a focus on women from the most marginalised and impoverished communities.

She resourced staff away days and outings and made time to meet and get to know our whole staff team. She understood that our staff deserve recognition and support. She organised and funded our overnight trips to convene, share and learn from our frontline members across the regions of England as she understood that collective work and advocacy were the most critical action for social change.

Rupa also understood that a high-functioning organisation demands a close and mutually respectful relationship between the Chair and CEO. She generously gave our CEO her time, thought, feedback and support. Rupa also developed our small but effective board, recruiting women based on their values first, rather than a skills gap analysis.

Rupa understood that values, commitment and analysis to addressing structural inequality must be the priority. Like so many things, she was right and unusual in this. So, the legacy she leaves is immense; a board that holds the framing of all that we do in a clear analysis of inequality on the key axis of sex, race and class.

Her humour, compassion and clarity of vision. She supported WRC and our sector to be better financed, independent and collaborative for social change because "we are the ones we have been waiting for".

May she rest in eternal peace and power.

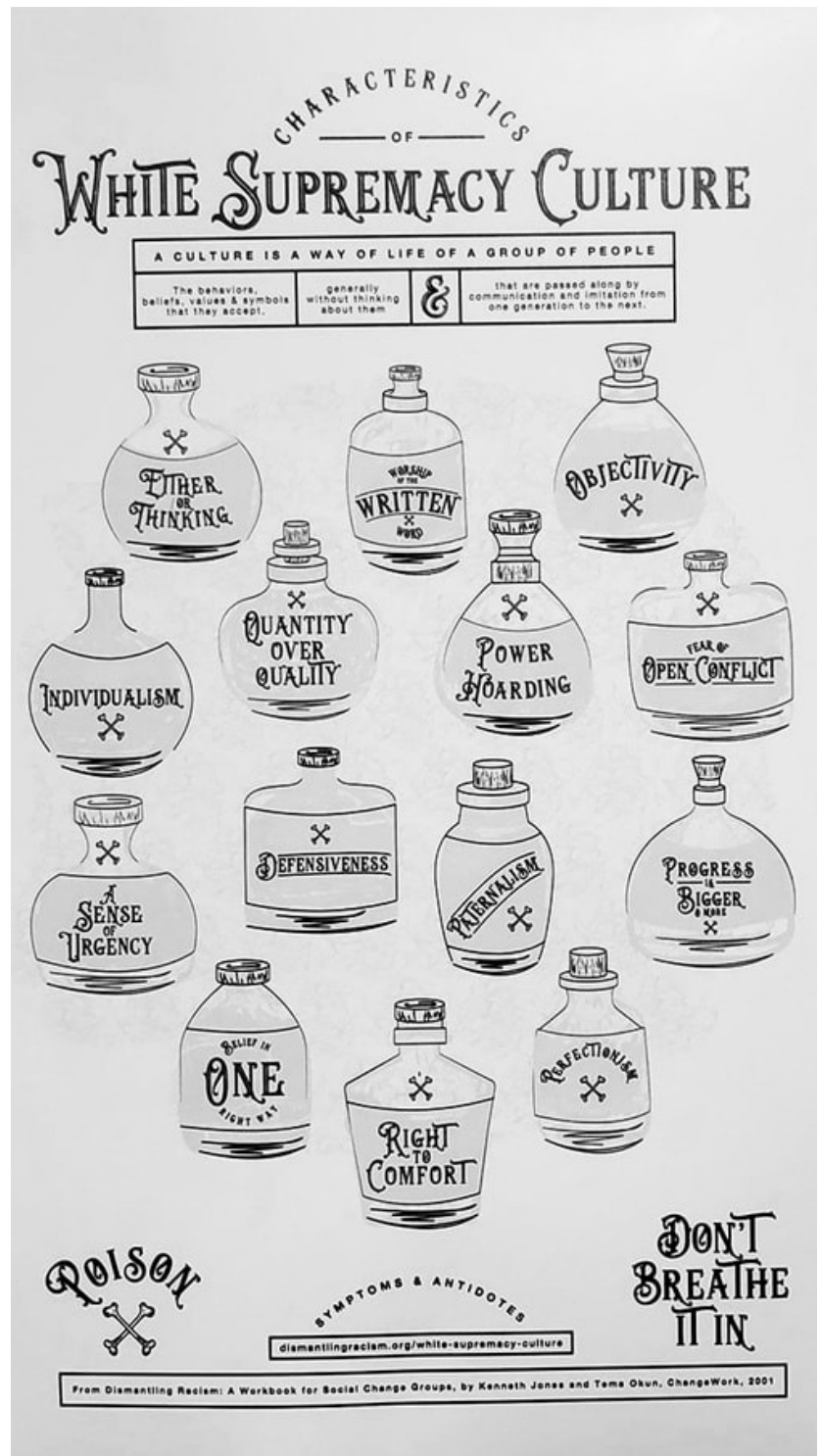
ANTI-RACISM WORK

As noted in our previous [Annual Reports](#) we understand women's oppression as a structural and global issue. We understand that racism cannot be divorced from sexism and that in order to improve women's rights we must address both simultaneously as explained in the work of Kimberlé Crenshaw.

Following on from our commitment and work last year to improve Anti-Racism within our organisation we have now embedded this work through monthly all staff meetings dedicated to discussion and action.

The externally facilitated meetings we undertook provided us with a framework to guide us through this work for continuous improvement. We have been carefully and thoughtfully working through the framework and simultaneously developing an internal action plan that we will share in due course.

We are sharing this illustration for now as we think it offers a good breakdown of what needs to be challenged in doing this work. We urge our sister organisations to join us in addressing racism within our own sector.



From: 'Dismantling Racism: A Workbook for Social Change Groups' by Kenneth Jones and Tema Okun ChangeWork 2001

UPDATE ON COVID ADAPATIONS

Our board remains ever mindful of the health and well being of all staff and associates working with WRC. We recognise that we are only able to continue our high quality and groundbreaking work with a supported staff team.

After such a difficult time with lockdown, Trustees led a health and wellbeing survey with all staff individually to ensure any needs of staff were identified and addressed.

It was recognised that disparate working presents challenges and can increase feelings of isolation and disconnect from the organisation. In the coming year we will be reviewing how we continue to meet staff needs and organisational needs. Ensuring regular communications and continuing staff support be that online or in person

Currently staff are mostly working from home, coming into the office on Wednesdays for our team meetings and Anti racist work.

The trustees thank all staff for their unwavering commitment and hard work for WRC and our sector during extremely challenging times.

FUTURE PLANS

We are very pleased that during this year we successfully secured a significant core grant for our work.

The grant is enabling us to continue our collaborative work with our networks and build the collective voice critical for transformational change. This is long term work which requires dedicated nurturing and negotiation.

Our values and principles guide all our work as does our analysis of women's structural inequality. It is clear that women's rights are being rolled back and without a clear analysis of this our sector will continue to struggle to bring about the changes we so desperately need.

We are hoping to reignite conversations focused on social transformation and stem the tide of industrialising our sector to become just another arm of the state.

We remember that 'the master's tools will never dismantle the master's house'.

- Audre Lorde

THE WRC SHOP



We are thrilled that our online shop launched during the year. It was a bigger challenge than we expected on the technical front and took sometime to iron out glitches. However it is now live!

So use your economic power to support women makers, WRC and our sector.

Shop products [here](#), and if you are a woman maker interested in selling your goods on the shop just get in touch!

PROJECTS THAT FINISHED IN 2022-2023

- [Comic Relief BMWF:](#) We received the Comic Relief Global Majority Fund along with the Black Training and Enterprise Group (BTEG). With the emergency funding from the Black and minoritised women's Fund (BMWF), the WRC prioritized women's organizations that support marginalized women, facing discrimination on the grounds of intersectional oppression. We successfully awarded grants of £5,000 or £10,000 to 35 women-led organizations across England.
- [Working with the Mama Health and Poverty Partnership in Greater Manchester. Big Lottery, Civil Society Roots Programme:](#) funding for a 2-year project (March 2020 - March 2022) to facilitate a series of discussions, consultations and co-produced activities with London-based women's Civil Society Organisations CSOs. This project aims to meet the growing challenges facing women led by and for, specialist frontline organisations in delivering support to some of London's most marginalised women and girls.
- [Smallwood Trust:](#) funding for a 3-year project (October 2019 – November 2022) financial inclusion project that benefits women furthest away from the labour market, women hampered by immigration status with limited leave to remain and women is essential, yet poorly paid jobs. This project focuses on the experiences of black African and asylum-seeking women in Greater Manchester, with 235 women directly supported through training, discussions, consultations, and advocacy.
- [ROSA the UK fund for women and girls:](#) funding for a highly acclaimed training programme on feminist leadership that consists of two intensive days of training and a social action project. It is a high-quality programme that investigates and explores what makes a successful leader and a leader of social change.
- [The National Lottery Heritage Fund:](#) funding for a project that explores how the Women's Voluntary Sector, as a movement, has influenced and contributed to changes in the lived experience and structural position of women, focusing on women's rights, empowerment and leadership (personal and political).
- [Enterprise Development Programme \(EDP\):](#) Administered by Equally Ours, we received this fund to initially develop the online shop. Since then we have launched a fully functional WRC shopping platform. We have a range of products from skincare to scarves sold by diverse women. We have also developed an Instagram Business account, and are in the process of implementing a dedicated shop newsletter.

OUR FUNDERS

With thanks to all our funders, past and present:



ASCENT

Ascent is a partnership project undertaken by the London Violence Against Women and Girls (VAWG) Consortium, delivering a range of services for survivors of domestic and sexual violence, under six themes, funded by London Councils.

The six themes are:

- **Specialist Refuge**
- **Prevention**
- **Support Services to Organisations**
- **Advice and Counselling**
- **Domestic and Sexual Violence Helplines**
- **Ending Harmful Practices**

Women's Resource Centre leads the Support Services Strand together with: Rights of Women, Respect, Women and Girls Network, Against Violence and Abuse (AVA), Imkaan.

This year the project directly supported [181 organisations](#) across all London boroughs. Organisations report the below outcomes as a result of the project:

- **128 Organisations** reporting increased knowledge of domestic and sexual abuse legislation, policy and best practice in clients support.
- **123 Organisations** reporting improved ability to meet the diverse and intersectional needs of service users
- **119 Organisations** reporting increased knowledge of policy and best practice in service delivery
- **76 Organisations** reporting increased awareness of intersectionality and structural inequality in the context of domestic and sexual abuse
- **52 Organisations** reporting improved ability to develop partnerships/collaborations to improve services.
- **49 Organisations** reporting improved ability to evidence and demonstrate the impact of their services
- **44 Organisations** reporting increased ability to improve the wellbeing of staff and volunteers

ASCENT

Ascent Figures 2022 – 2023

This year, the Ascent support services to organisations strand delivered:

Sustainability Training	5
Accredited Training	12
Expert Led Training	13
Bespoke Borough Training	4
Specialist Briefing Sessions	8
Webinars	2
Special Events	2
One to one support sessions	17
Best Practice Briefings	2
Fact Sheets	12
E-newsletter	4
Needs Analysis Survey	1
Case Study	1

THE BELL PROJECT

Duration of project: 1 August 2022 – 31 July 2025

Period reported on for this report: 1 August 2022 – 31 July 2023 (Year 1)

Funder: Fondation CHANEL

About the project

The BELL project is a new WRC project. that has recently completed its first year: 1 August 2022 – 31 July 2023. BELL is an acronym that stands for Building, Empowering, Leading, Learning.

The BELL project enables WRC to continue its vital, core work to further the provision of services for women in dire need and influencing decision-makers to create an environment fit for purpose for women and girls. **This project focuses on three core interrelated themes of Women's Resource Centre's work: Women's Leadership, Strategic Advocacy and Collective Action.** The first year of the BELL project has progressed very well. In one year, WRC has delivered 103 activities to 227 direct beneficiaries.

WRC has delivered the following:

- 3-day Feminist Leadership Training to 10 groups/100 women
- Coaching programme to 2 cohorts of women through the Network for Black Women Leaders
- CEDAW activities and resources, including establishing infrastructure for the reporting process
- Two research reports and five policy papers
- One women's leadership conference
- Steps towards building a new and innovative network in Manchester
- Established and maintained relationships with strategic stakeholders, resulting in major strategic successes
- Created a fundraising strategy
- Submitted a successful bid of £105,000 for a project focused on building a stronger collective voice and platforming the voices of marginalised, poor, working class, Black and minoritised women from the Manchester Women's Network.

THE BELL PROJECT

Successes and Highlights

For a full description of Year 1 of the BELL project, please see the funder report. Below are selected **highlights of the programme**:

£4,000,000 investment by the Mayor of London towards women and girls. This is a direct result of the work led by WRC with the 2nd tier CEO group on behalf of the wider sector, made possible through the BELL project, with Chanel funding.

Grassroots women as the leaders of social change through the development of WRC's National Advisory Board, which is made up of CEOs from the women's sector across the country, the majority of which are Black and minoritised, grassroots women's organisations.

The first ever Women and Girls Summit in London. Delivered by the London Mayor's Office through the Greater London Authority (GLA) in partnership with WRC.

The first ever Women's Leadership Conference was a success. Women came together to celebrate their work, leadership, and resilience in the sector. They discussed important issues such as the cost-of-living crisis, wellbeing, and solidarity. The day included various activities such as speakers, panels, workshops, performers, and awards, as well as information stalls and women selling bespoke products. Read our short summary of the day [here](#).

Overwhelming positive response from beneficiaries who have expressed their appreciation for the work that WRC undertakes, from attendees at the conference, participants in our women's leadership initiatives, to members of Advisory Board and external stakeholders.

THE BELL PROJECT

Successes and Highlights | Continued

The Feminist Leadership Training programme continues to demonstrate its popularity with 258 applicants to 100 places. The satisfaction with the content of the programme shows WRC's astuteness in gauging the needs and demands of the sector.

The Network for Black Women Leaders programme was so popular that we decided to deliver coaching to two cohorts simultaneously to honour the demand for it.

Our strategic advocacy work has enabled increased funding to be made available and the acknowledgement of WRC as an authentic voice for the UK women's sector and access to decision-makers.

WRC, together with sister organisations, are utilising the findings and recommendations from our policy and research in conversations with key decision-makers. One result of this is that it has led to and complimented further actions such as the women's sector fund petition.

The Manchester Network has successfully established itself as a new partnership with good engagement from the members. The members engage in inspirational discussions and agreements have been reached in a different approach to influencing.

We have gathered a good base of 60 organisations who want to participate in the CEDAW process. We have also created a Steering Group made up of esteemed and experienced organisations and individuals. Our CEDAW capacity building exercises have built a collective sector-wide response.

THE BELL PROJECT

Testimonials and feedback

Feminist Leadership Training Programme



I found the training programme to be transformational in so many ways! I had been struggling in my full time role for a number of years and knew that the organisational culture was not conducive to my wellbeing or values. The programme gave me the confidence, tools and headspace to realise my full potential and to articulate in a more inclusive and honest way how the negative work environment was affecting all aspects of my life. I think [the trainers] are gifted trainers and leaders who build genuine trust and create a safe environment for women to unapologetically be themselves and thrive beyond the programme. Thank you both so much!



“The training programme has provided me with tools and techniques that will help me carry on with my own journey as a leader, both at personal and professional level, in championing social change for Black women into the future. For example, I have learnt the importance of using my voice to influence change, my creativity to talk about the issues of violence against women and girls in places where these issues are not commonly seen or heard, such as the museums and galleries. The programme has helped me to deepen my self-awareness and through that, my own ability to push boundaries, be awkward and loud - in a positive way”



THE BELL PROJECT

Testimonials and feedback

Network for Black Women Leaders (NBWL)

Participants from the NBWL Coaching programme on the question of whether they'd recommend the programme to others:

Yes... because of how empowering it is to be among all Black women and being led by a Black woman.

Yes.. there are too many of us that stay in the same position for too long sometimes out of fear and because they don't have the right tools.

Yes.. as participating in a programme like this, at the right time in someone's journey can have a life changing impact.

Yes - It's great to understand what your strengths, drivers and weaknesses and how these underpin what I do.

THE BELL PROJECT

Testimonials and feedback

Collaborative Change Women's Sector Leadership Conference

“ I enjoyed the collaborative approach, the passion, the confidence, the organisation, the friendliness, the food. The whole day was amazing and inspiring. The breaks were well timed and thought out and the after party showcasing amazing talent was superb. ”

- 81% agreed or strongly agreed that women's sector leadership conference increased their ability to work in partnership and collaborations .
- 95% agreed or strongly agreed that the conference increased their knowledge about women's sector issues and promising practice.
- 97% agreed or strongly agreed that the conference provided them with opportunities for networking, sharing knowledge and/or forming partnerships.
- 84% agreed or strongly agreed that the conference increased their understanding of current policy issues.
- 72% agreed or strongly agreed that the conference provided a platform for sector-wide agreements on actions.
- 92% agreed or strongly agreed that the conference increased the visibility of new ideas and promising practice within the sector.
- 91% agreed or strongly agreed that the conference provided opportunities to connect with sector leaders (both new and established) and build distinct leadership styles and practices
- 73% agreed or strongly agreed that the conference made them feel like their voice was heard and they were able to successfully contribute to sector wide discussions. 76% agreed or strongly agreed that the conference increased their ability to incorporate leadership skills into their personal life.

“ All the contributions from the main speakers and from all women there who spoke, very uplifting and re energising and supportive, reminding me we were all working to the same vision and all struggling to get there in different ways, some more than others, but that we all need to keep going to make change happen for women. ”

FEMINIST LEADERSHIP TRAINING

Our Feminist Leadership Training Programme is one of the most popular courses at WRC. Through theory, personal reflections and interactive exercises, the programme explores topics related to feminism, leadership and power that are applicable both personally and professionally to create tangible social change. **Since its launch in 2018, the Feminist Leadership Programme has become a flagship programme that is consistently oversubscribed.**

The training covers the following modules:

- Feminism, Intersectionality and Leadership
- Emotional Intelligence
- Unconscious Bias Interrupted
- Power
- Project Management
- Presentation and Pitching
- Negotiation
- Organisational Values and Cultures
- Putting the learning into practice: for the final session, participants decided to cover
- imposter syndrome, professional development, conflict management, understanding
- boundaries.

“*The training programme was the most useful, beneficial and inspiring training that I have ever attended. It isn't like any other training courses and has a unique empowering and inclusive environment that builds your confidence and self awareness. I was able to utilise and share helpful resources in my own work and with my colleagues for our joint projects.*

~ Taken from Evaluation survey



30 days of training to 10 groups

100% online training

100 participants

NETWORK FOR BLACK WOMEN LEADERS (NBWL)

WRC's led by and for Network for Black Women Leaders (NBWL) creates an environment for women of the African diaspora and African descent to come together to reignite ambitions, celebrate cultural leadership, and challenge personal and deep-seated viewpoints. It is our intention to ensure that the uptake of senior leadership positions is a reality through the provision of a high-quality network, peer support services, and advocating for the transformation of the working environment.

What is the Coaching and Mentoring Programme?

The NBWL Coaching and Mentoring Programme seeks to address the underemployment

and underpromotion of Black women by supporting the professional ambitions of NBWL

members to take up more senior roles or progress within existing leadership positions.

The Programme consists of:

- Individual and Group Coaching
- Mentoring
- Networking Events

In Year 1, WRC delivered the following:

- 10 x coaching sessions (5 sessions per cohort)
- 7 x one-to-one support sessions with five Feminist Leadership participants and NBWL members
- 5 x 1:1 coaching sessions to programme participants to continue tailored personal development and support to enable sustainable implementation of the tools provided during the group programme
- 1 x mentoring survey created to enable co-creation of upcoming coaching and mentoring programmes

We have recently opened applications for Cohort 3 which will take place January 2024.

ALTERNATIVE WOMEN'S ECONOMY

Duration of project: January 2023 - December 2025

Funder: Smallwood Trust

During the year we have been fortunate to continue our work in Manchester with the support of the Smallwood Trust.

This ambitious project is the next step following on from our successful work to establish the MHaPP which is now thriving. This project brings together members of MHaPP and other led by and for Black and minorotised womens organisations in Manchester.

We are working together to develop communications and media work to further the shared narrative on womens economic justice and what this looks like.

The partnership has chosen the name Women's Alternative Economy- AWE- and will be developing narratives about the work they are doing to secure womens economic justice.

We have started media training workshops and developing governance for the group and key policy areas to focus on.

The founding members of the partnership are:



LONDON VAWG CONSORTIUM

The London VAWG Consortium is the largest pan-London coalition of specialist VAWG providers, with a £8.0m grants programme delivered by a partnership of 27 organisations to over 30,000 women and girls every year. More than half of the Consortium's members are specialist led by and for BME organisations and more than 70% have less than £1.0m income each year.

Through its member organisations, the Consortium delivers VAWG services on behalf of strategic partners including London Councils, the Mayor's Office for Policing and Crime (MOPAC), and the Greater London Authority (GLA). The five-year grant from the GLA for move-on services is a direct award to the Consortium in recognition of its unique diversity and geographical reach.

The Consortium has developed a sophisticated, light-touch model for co-ordinating the delivery of specialist VAWG services across 32 London boroughs and the City of London, working with multiple providers. It has twelve funded strands including advice and counselling, prevention services, ending harmful practices, telephone helplines, specialist refuge accommodation, move-on services, work with women with no recourse to public funds, and organisational support for the VAWG sector.



**London
VAWG
Consortium**

LONDON VAWG CONSORTIUM

During the year, members adopted the Charter to End Racism in the VAWG Sector which provides a framework for continuing the anti-racism work embodied in the Consortium's Statement of Values and Principles. A second analysis of funding distributed through the Consortium showed an increase to 60% of resources going to by and for BME members (previously 56%). In addition, there was a decrease from 22% to 16% of funding distributed to the single largest beneficiary.

The Consortium's influence through strategic partnerships continued to grow with regular contact and meetings with officers of London Councils and a briefing for London Council Members. In October, the Consortium became more aligned with the MOPAC VAWG Expert Reference Group, which provides a collective strategic voice for the sector.

Towards the end of the year, WRC was able to appoint an Assistant Co-ordinator for the Consortium.



**London
VAWG
Consortium**

CEDAW

WRC's commitment to CEDAW continues. We aim to raise the profile of UN mechanisms such as CEDAW to hold the government to account over its record on gender equality and as a campaigning and lobbying opportunity for the entire women's sector.

In preparation for the CEDAW reporting process, WRC organised an online training in February 2023 with EHRC for women's organisations to get up to speed on the process and how to be involved. This was successful and 26 women were in attendance. We also held a workshop on CEDAW and other UN levers at our annual conference, attended by 21 women. We produced a briefing for all conference attendees and WRC members. We also gave a presentation at one of our online events about how CEDAW has been used to bring about positive social change using the examples of decriminalisation of abortion in Northern Ireland. Moreover, to ensure effective engagement from the women's sector we have instituted a mailing list which currently consists of 48 organisations and 13 individuals.

This was all planned in preparation of the start of the reporting process in March 2023. However, the government has decided to change the way they report, as well as push back their timelines considerably. UN backlogs have not helped the situation. While this has delayed WRC's work, it has given us more time to develop a sector-wide response. We have set up a communications infrastructure and now have a steering committee to collaborate and lead the work on reporting. We plan to draw up a survey and hold online and in-person events over the next 6-12 months. We have also agreed with WEN Wales, NIWEP in Northern Ireland, Welsh Women's Aid and Engender in Scotland to produce a 4 Nations Report in 2024; it has been agreed that WRC will be leading on this. Additionally, We are organising a face-to-face consultation with a women's organisation in Birmingham (WAITS) who will use their user-led volunteer programme to collect information for the final CEDAW submission.

POLICY AND CAMPAIGNS

Our [Speaking Up for Women campaign](#) is up and running as cost-of-living pressures on the sector continue to bite. Rising demand for services is still the number one concern for organisations as women and girls bear the brunt of rising food and energy prices, public sector cuts, stagnant wages, violence and inflation. WRC have a petition to demand a national Women's Fund to help mitigate the unfolding social crisis, as well as try and get more money into the sector, which only receives 2% of voluntary sector funding. WRC has also coordinated a cost-of-living statement on behalf of VAWG organisations that led to increased funding for organisations in London. Template briefings have been written so that women's organisations can continue to lobby and campaign regionally with data tailored to their locality.

Consultations

WRC has submitted consultation responses to the UN Special Rapporteur on VAWG around the issues affecting family courts. This issue is very much on our radar, and we will continue to try and direct policy change towards changes in the family court system. We also made a collective submission the Dormant Assets consultation to try and raise the profile of the need for ringfenced funding for women and girls as a priority group. We have also submitted a response to the Illegal Migration Bill Call for Evidence and COVID-19 Inquiry into the impacts of pandemic policies on women and girls.

Reports

We have published a new report on the impacts of the Cost-of Living Crisis on women's organisations and their service users. This research is an important base for our lobbying and campaigning efforts. We made sure data was dis-aggregated so that the more acute situation facing Black and minoritised women's organisations can be drawn out.

Efforts are underway to develop a 'grassroots manifesto' for the General Election in 2024. Our [lobbying and campaigning](#) efforts continue through our letters to MPs, joint work with the women's sector Advisory Board, MOPAC, and funders such as the National Lottery.

TRUSTEES' REPORT

WRC trustees have completed a detailed review of our risk register given the current external environment and the ever-increasing competition for available resources.

The mission and work of WRC continue to be in great demand. WRC receives funds to be used for specific purposes as agreed with our funders that support the key objectives of the charity in the following ways:

London Councils: Ascent is a Pan-London project undertaken by the London VAWG Consortium, delivering a range of services for survivors of domestic and sexual violence, under six strands, funded by London Councils. WRC is the lead organisation in the 2nd tier services strand.

Smallwood Trust: Funding for a project centered around a shared narrative of economic justice for women and its implementation. This project is a continuation of a project that established the Mama Health and Poverty Partnership (MHaPP) in March 2020, funded originally by Big Lottery. The project unifies MHaPP members and further led by for and Black and minoritised women organisations in Greater Manchester. The partnership have entitled themselves 'Alternative Women's Economy'.

Fondation CHANEL: This a three year funding programme which is entitled the 'BELL' project. BELL is an acronym that stands for Building, Empowering, Leading, Learning.

The BELL project enables WRC to continue its vital, core work to further the provision of services for women in dire need and influencing decision-makers to create an environment fit for purpose for women and girls. This project focuses on three core interrelated themes of Women's Resource Centre's work: **Women's Leadership, Strategic Advocacy and Collective Action.**

TRUSTEES' REPORT

The trustees' policy is to hold sufficient funds to cover three months' running costs. For 2022/23, three months running costs amount to £119,554, excluding grants paid through London Councils.

The trustees acknowledge that reserves are lower than this policy. The trustees had hoped that the Feminist Leadership training could be rolled out to generate unrestricted income and build our reserves back up to the appropriate level, however the Covid-19 restrictions and necessary change of focus have thus far prevented that, although it is still a plan for the future.

On 31st March 2023, the unrestricted reserve is £111,623 (2022: £104,378). Total reserves carried forward to 2022/23 stand at £247,574 (2022: £254,411) of which £135,951 (2022: £150,033) is restricted to specific projects per the accounts. The charitable company offers a defined contribution pension scheme for the benefit of employees. The assets of the scheme are administered by an independent pension provider, The Pensions Trust. The company will also pay the employer's contribution to the employee's own stakeholder pension scheme if desired. Pension contributions are available to all employees at 5% as well as key management personnel.

The trustees consider that there are no material uncertainties about the charitable company's ability to continue as a going concern. The charitable company can operate based on confirmed funding with sufficient reserves. The trustees will continue to be carefully monitoring the charity budget, finances, and outcomes, at present all costs incurred to keep operating are covered by grants received. We have significantly increased the level of support offered to other organisations, and the management and trustees continue to monitor this to ensure it can be managed.

The board of trustees continues to meet at least quarterly to maintain a close eye on identified risks for the charity. The key identified risks and uncertainties relate to ensuring sufficient funds are generated to meet expenditure and increase the charity's reserves, which during this reporting period has been successful.

Engaging external expert fundraising support has proved invaluable and will continue. Development of the online shop is expected to increase unrestricted funding too along with the provision of external training. The staff team continues to prioritise fundraising with weekly meetings to progress and monitor this. The challenge to secure adequate resources in a highly competitive environment with increasing demand for what is available has not abated.

TRUSTEES' REPORT

Fundraising

WRC continues to prioritise the vital life-saving work of our sector, simultaneously with our own survival. In this context, the trustees agreed to enlist expert fundraising support to allow us to remain agile to the needs of our sector. We will also continue to advocate for increased core funding from trusts and foundations and for prioritised investment led by and for specialist women's organisations, as all evidence demonstrates that societal change comes from those closest to the issue leading the work to address it. The expenditure on external and internal fundraising has focused on grant and contracts from trusts and foundations and has not been material to the overall work of the charity. It has enabled WRC to secure much needed funding to support the work we do.

We do not approach members of the public for funds. WRC has not received any complaints regarding fundraising activities.

Trustee's Responsibilities

The trustees (who are also directors of the 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). Company law requires the trustees to prepare financial statements for each financial year which 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 the 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 then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgments 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 operation

The trustees are responsible for keeping adequate accounting records that 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.

TRUSTEES' REPORT

In so far as the trustees are aware:

There is no relevant audit information of which the charitable company's auditors are unaware; the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

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

Members of the charity guarantee to contribute an amount not exceeding £1 to the assets of the charity in the event of winding up. The total number of such guarantees at 31 March 2023 was four (2022: 5). Trustees are members of the charity but this entitles them only to voting rights.

AUDITOR

Sayer Vincent LLP was re-appointed as charity's auditors during the year and has expressed its willingness to continue in that capacity.

Women's Resource Centre (WRC) is a charitable company limited by guarantee and is incorporated in United Kingdom. The registered office address and principal place of business is United House, North Road, London, N7 9DP.

The trustees have 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 its future activities. In particular, the trustees consider how planned activities will contribute to the aims and objectives that have been set. The report of the Board of Trustees has been prepared in accordance with the special provisions applicable to companies subject to the small companies' regime.

Approved by the trustees on 28th November 2023 and signed on their behalf by:

Sharon Facey
Acting Chair
Women's Resource Centre

INDEPENDENT AUDITOR'S REPORT

Independent auditor's report to the members of Women's Resource Centre.

Opinion

We have audited the financial statements of Women's Resource Centre (the 'charitable company') for the year ended 31 March 2023 which comprise the statement of financial activities, balance sheet, statement of cash flows, and notes to the financial statements, including significant accounting policies.

The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 The Financial Reporting Standard applicable in the UK and the Republic of Ireland (the United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements;

Give a true and fair view of the state of the charitable company's affairs as of 31 March 2023 and of

- Its incoming resources and application of resources, including its income and expenditure for the year then ended
- Have been properly prepared in accordance with the United Kingdom Generally Accepted Accounting Practice
- 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 charitable company 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 Women's Resource Centre's ability to continue as a going concern for a period of at least twelve months from when the financial statements are 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.

INDEPENDENT AUDITOR'S REPORT 2023

Other Information

The other information comprises the information included in the trustees' annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. 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. 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 course of 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 this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- The information given in the trustees' annual report, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- The trustees' annual report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' annual report, we have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- Adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; 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; or
- The directors were not entitled to prepare the financial statements in accordance with the small companies' regime and take advantage of the small companies' exemptions in preparing the trustees' annual report and from the requirement to prepare a strategic report.

INDEPENDENT AUDITOR'S REPORT

Responsibilities of trustees

As explained more fully in the statement of trustees' responsibilities set out in the trustees' annual report, the trustees (who are also the directors of the charitable company for the purposes of company law) 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 charitable company'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 charitable company 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.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud are set out below.

INDEPENDENT AUDITOR'S REPORT

Capability of the audit in detecting irregularities:

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:

- We inquired of management which included obtaining and reviewing supporting documentation, concerning the charity's policies and procedures relating to
- Identifying, evaluating, and complying with laws and regulations and whether they were aware of any instances of non-compliance;
- Detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected, or alleged fraud;

The internal controls established to mitigate risks related to fraud or noncompliance with laws and regulations:

- We inspected the minutes of meetings of those charged with governance.
- We obtained an understanding of the legal and regulatory framework that the charity operates in, focusing on those laws and regulations that had a material effect on the financial statements or that had a fundamental effect on the operations of the charity from our professional and sector experience
- We communicated applicable laws and regulations throughout the audit team and remained alert to any indications of non-compliance throughout the audit.
- We reviewed any reports made to regulators.
- We reviewed the financial statement disclosures and tested these to supporting documentation to assess compliance with applicable laws and regulations.
- We performed analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud.

In addressing the risk of fraud through management override of controls, we tested the:

- Appropriateness of journal entries and other adjustments, assessed whether the judgments made
- In making accounting estimates are indicative of a potential bias, and tested significant transactions that are unusual or those outside the normal course of business.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulations. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation. A further description of our responsibilities is available on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

INDEPENDENT AUDITOR'S REPORT

Use of our report

This report is made solely to the charitable company's members as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Noelia Serrano (Senior statutory auditor)

Date: 11 December 2023

For and on behalf of Sayer Vincent LLP, Statutory Auditor

Invicta House, 108-114 Golden Lane, LONDON, EC1Y 0TL

Women's Resource Centre

Statement of financial activities (incorporating an income and expenditure account)

For the year ended 31 March 2023

	Note	Unrestricted £	Restricted £	2023 Total £	Unrestricted £	Restricted £	2022 Total £
Income from:							
Donations and legacies	2	4,380	-	4,380	17,565	-	17,565
Charitable activities							-
Policy		-	-	-	-	50,000	50,000
Development	3	79,847	554,666	634,513	60,518	476,185	536,703
Other	3	10,000	-	10,000	20,000	5,000	25,000
Other trading activities	4	6,579	-	6,579	22,966	-	22,966
Investments	5	345	-	345	110	-	110
Total income		101,151	554,666	655,817	121,159	531,185	652,344
Expenditure on:							
Raising funds	6	31,135	-	31,135	30,515	-	30,515
Charitable activities							
Policy		-	22,502	22,502	-	27,498	27,498
Development	6	61,666	537,392	599,058	93,255	663,543	756,798
Other	6	1,106	8,854	9,960	2,488	10,146	12,634
Total expenditure		93,906	568,748	662,654	126,258	701,187	827,445
Net expenditure for the year and net movement in funds		7,245	(14,082)	(6,837)	(5,099)	(170,002)	(175,101)
Reconciliation of funds:							
Total funds brought forward		104,378	150,033	254,411	109,477	320,035	429,512
Total funds carried forward	17	111,623	135,951	247,574	104,378	150,033	254,411

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in Note 18 to the financial statements.

Women's Resource Centre

Balance sheet

Company no. 2462336

As at 31 March 2023

	Note	£	2023 £	£	2022 £
Fixed assets:					
Tangible assets	13		294		634
Current assets:					
Debtors	14	164,966		89,169	
Cash at bank and in hand		175,665		279,078	
		<u>340,631</u>		<u>368,247</u>	
Liabilities:					
Creditors: amounts falling due within one year	15	(93,351)		(114,470)	
Net current assets			<u>247,280</u>		<u>253,777</u>
Total net assets			<u>247,574</u>		<u>254,411</u>
The funds of the charity:					
Restricted income funds	18		135,951		150,033
Unrestricted income funds:					
General funds		111,623		104,378	
Total unrestricted funds			<u>111,623</u>		<u>104,378</u>
Total charity funds			<u>247,574</u>		<u>254,411</u>

Approved by the trustees on 28th November 2023 and signed on their behalf by

Sharon Facey
Acting Chair of Trustees

Statement of cash flows

For the year ended 31 March 2023

	2023 £	£	2022 £	£
Cash flows from operating activities				
Net expenditure for the reporting period (as per the statement of financial activities)	(6,837)		(175,101)	
Dividends, interest and rent from investments	(345)		(110)	
Depreciation	340		747	
Increase in debtors	(75,797)		47,300	
Decrease in creditors	(21,119)		(5,863)	
Net cash used in by operating activities	(103,758)		(133,027)	
Cash flows from investing activities:				
Dividends, interest and rents from investments	345		110	
Net cash provided by investing activities		345		110
Change in cash and cash equivalents in the year		(103,413)		(132,917)
Cash and cash equivalents at the beginning of the year		279,078		411,995
Cash and cash equivalents at the end of the year		175,665		279,078

Analysis of cash and cash equivalents

	At 1 April 2022 £	Cash flows £	Other changes £	At 31 March 2023 £
Cash at bank and in hand	279,078	(103,413)	-	175,665
Notice deposits (less than three months)	-	-	-	-
Total cash and cash equivalents	279,078	(103,413)	-	175,665

1 Accounting policies

a) Statutory information

Women's Resource Centre is a charitable company limited by guarantee and is incorporated in United Kingdom.

The registered office address and principal place of business is United House, North Road, London, N7 9DP.

b) Basis of preparation

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), (Charities SORP FRS 102) and the Companies Act 2006.

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

c) Public benefit entity

The charitable company meets the definition of a public benefit entity under FRS 102.

d) Going concern

WRC has significantly increased the level of support offered to other organisations, the management and trustees continue to monitor this to ensure it can be managed. The trustees consider that there are no material uncertainties about the charitable company's ability to continue as a going concern.

The trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

e) Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

f) Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

g) Fund accounting

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

Unrestricted funds are donations and other incoming resources received or generated for the charitable purposes.

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

h) Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- Costs of raising funds relate to the costs incurred by the charitable company in inducing third parties to make voluntary contributions to it, as well as the cost of any activities with a fundraising purpose
- Expenditure on charitable activities includes the costs of delivering services, training, capacity building and other activities undertaken to further the purposes of the charity and their associated support costs

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

1 Accounting policies (continued)

i) Allocation of support costs

Resources expended are allocated to the particular activity where the cost relates directly to that activity. However, the cost of overall direction and administration of each activity, comprising the salary and overhead costs of the central function, is apportioned on the following basis which are an estimate, based on staff time, of the amount attributable to each activity:

● Policy	0%
● Development	83%
● Other	2%
● Fundraising	8%
● Support costs	5%
● Governance costs	2%

Support and governance costs are re-allocated to each of the activities on the following basis which is an estimate, based on staff time, of the amount attributable to each activity:

● Policy	0%
● Development	94%
● Other	2%
● Fundraising	4%

Governance costs are the costs associated with the governance arrangements of the charity. These costs are associated with constitutional and statutory requirements and include any costs associated with the strategic management of the charity's activities.

j) Operating leases

Rental charges are charged on a straight line basis over the term of the lease.

k) Tangible fixed assets

Items of equipment are capitalised where the purchase price exceeds £1,000. Depreciation costs are allocated to activities on the basis of the use of the related assets in those activities. Assets are reviewed for impairment if circumstances indicate their carrying value may exceed their net realisable value and value in use.

Where fixed assets have been revalued, any excess between the revalued amount and the historic cost of the asset will be shown as a revaluation reserve in the balance sheet.

Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The depreciation rates in use are as follows:

● Office equipment	3 years
● Computer equipment	3 years

l) Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

m) Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account. Cash balances exclude any funds held on behalf of others, disclosed in Note 21.

n) Financial Instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

1 Accounting policies (continued)

o) Creditors and provisions

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

p) Pensions

The charitable company makes pension contributions equivalent to a minimum of 5% of gross salaries on behalf of its employees. Employees are Auto-Enrolled into the scheme on employment. The contributions are charged to the statement of financial activities on an accrual basis. The charity has no liability under the scheme other than for the payment of those contributions.

2 Income from donations and legacies

	Unrestricted £	Restricted £	2023 Total £	Unrestricted £	Restricted £	2022 Total £
Gifts	4,380	-	4,380	17,565	-	17,565
	<u>4,380</u>	<u>-</u>	<u>4,380</u>	<u>17,565</u>	<u>-</u>	<u>17,565</u>

3a Income from charitable activities

	Unrestricted £	Restricted £	2023 Total £	Unrestricted £	Restricted £	2022 Total £
The National Lottery Community Fund	-	-	-	-	50,000	50,000
Sub-total for Policy	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>50,000</u>	<u>50,000</u>
London Councils	-	189,868	189,868	-	240,783	240,783
Comic Relief	-	15,000	15,000	-	31,000	31,000
Smallwood Trust	-	38,349	38,349	-	35,758	35,758
ROSA Women's Fund	-	-	-	-	59,327	59,327
Fondation Chanel	-	281,449	281,449	-	-	-
The National Lottery Community Fund	-	-	-	-	53,192	53,192
London Community Response Fund	-	-	-	2,000	-	2,000
London Funders	15,000	-	15,000	-	-	-
MOPAC	-	30,000	30,000	-	20,000	20,000
Paul Hamlyn Foundation	-	-	-	-	4,500	4,500
Lloyds Bank Foundation	-	-	-	-	31,625	31,625
Other	64,847	-	64,847	58,518	-	58,518
Sub-total for Development	<u>79,847</u>	<u>554,666</u>	<u>634,513</u>	<u>60,518</u>	<u>476,185</u>	<u>536,703</u>
Enterprise Development Programme (Equally Ours)	-	-	-	-	5,000	5,000
Greater London Authority	10,000	-	10,000	20,000	-	20,000
Sub-total for Other	<u>10,000</u>	<u>-</u>	<u>10,000</u>	<u>20,000</u>	<u>5,000</u>	<u>25,000</u>
Total income from charitable	<u>89,847</u>	<u>554,666</u>	<u>644,513</u>	<u>80,518</u>	<u>531,185</u>	<u>561,703</u>

3b Section 37 Statement

Grant aid of £189,868 was received in 2022/23 (2021/22: £240,783) from London Councils for the ASCENT project. The following table illustrates how money was allocated across the partnership's six organisations, what the portion for WRC was, what the money was awarded for and that it had been used for these purposes.

	2023 Grant received £	2023 Grant spent £	2022 Grant received £	2022 Grant spent £
Ascent Support Services to Organisations				
WRC lead partner	55,675	55,675	69,705	69,706
WRC repurposed	24,800	24,800	-	-
Delivery partner Against Violence and Abuse (AVA)	28,568	28,568	29,720	29,720
Delivery partner Imkaan	24,585	24,585	36,285	36,285
Delivery partner Respect	29,649	29,649	43,497	43,497
Delivery partner Rights of Women	25,074	25,074	23,563	23,563
Delivery partner Women and Girls Network	1,516	1,516	38,013	38,013
	189,868	189,868	240,783	240,784
Project expenditure				
Staff costs	141,673	141,843	161,654	167,813
Beneficiary costs	20,212	20,590	44,392	40,122
Database to support delivery	11,049	10,501	-	-
Other costs – inc overheads	16,934	16,934	34,737	32,849
	189,868	189,868	240,783	240,784

4 Income from other trading activities

	2023			2022		
	Unrestricted £	Restricted £	Total £	Unrestricted £	Restricted £	Total £
Membership subscriptions	375	-	375	511	-	511
Online shop	60	-	60	105	-	105
Training and other events	6,144	-	6,144	22,350	-	22,350
	6,579	-	6,579	22,966	-	22,966

5 Income from investments

	2023			2022		
	Unrestricted £	Restricted £	Total £	Unrestricted £	Restricted £	Total £
Interest on current account	5	-	5	-	-	-
Interest on Scottish Widows savings account	340	-	340	110	-	110
	345	-	345	110	-	110

6a Analysis of expenditure (current year)

	Charitable activities						2023 Total £	2022 Total £
	Cost of raising funds £	Policy £	Development £	Other £	Governance costs £	Support costs £		
Staff costs (Note 9)	25,965	-	259,192	6,136	6,185	16,765	314,243	298,882
Training for beneficiaries	-	-	13,854	-	-	-	13,854	12,785
Accommodation and related costs	-	1,000	29,895	-	-	1,023	31,918	37,957
Temporary staff and professional fees	1,000	-	16,678	-	-	9,221	26,899	47,182
Partner costs	-	-	132,677	-	-	-	132,677	171,078
Project costs	-	21,502	13,851	-	-	-	35,353	56,959
Grants paid out	-	-	60,990	-	-	-	60,990	169,000
Audit costs	-	-	-	-	11,040	-	11,040	9,600
IT/office costs	-	-	5,013	2,600	13	24,771	32,397	19,510
Publicity, membership, communications	-	-	-	118	-	1,007	1,125	1,274
Goods for online shop	713	-	-	-	-	-	713	-
Staff training	-	-	-	-	-	422	422	149
Travel and subsistence	-	-	400	-	-	283	683	322
Depreciation	-	-	-	-	-	340	340	747
	27,678	22,502	532,550	8,854	17,238	53,832	662,654	827,445
Support costs	2,541	-	48,895	813	1,583	(53,832)	-	-
Governance costs	915	-	17,612	293	(18,821)	-	-	-
Total expenditure 2023	31,135	22,502	599,058	9,960	-	-	662,654	827,445
Total expenditure 2022	30,515	27,498	756,798	12,634	-	-	827,445	-

Women's Resource Centre

Notes to the financial statements

For the year ended 31 March 2023

6b Analysis of expenditure (prior year)

	Charitable activities						2022 Total £
	Cost of raising funds £	Policy £	Development £	Other £	Governance costs £	Support costs £	
Staff costs (Note 9)	24,188	-	233,533	10,000	5,700	25,461	298,882
Training for beneficiaries	-	-	12,785	-	-	-	12,785
Accommodation and related costs	-	-	35,765	-	-	2,192	37,957
Temporary staff and professional fees	3,705	-	31,914	1,103	-	10,460	47,182
Conference and events	-	-	2,000	-	-	-	2,000
Partner costs	-	-	171,078	-	-	-	171,078
Project costs	-	27,498	29,016	445	-	-	56,959
Grants paid out	-	-	169,000	-	-	-	169,000
Evaluation and legacy	-	-	-	-	-	-	-
Audit costs	-	-	-	-	9,600	-	9,600
IT/office costs	-	-	6,232	-	-	13,278	19,510
Publicity, membership, communications	-	-	-	-	-	1,274	1,274
Staff training	-	-	-	-	-	149	149
Travel and subsistence	-	-	177	-	-	145	322
Depreciation	-	-	269	-	-	478	747
	27,893	27,498	691,769	11,548	15,300	53,437	827,445
Support costs	1,997	-	49,519	827	1,095	(53,437)	-
Governance costs	6250	-	15,5110	2590	(16,395)		-
Total expenditure 2022	30,515	27,498	756,798	12,634	-	-	827,445

7 Net expenditure for the year

This is stated after charging / (crediting):

	2023 £	2022 £
Operating lease rentals:		
Property	17,045	29,187
Other	11,518	7,399
Depreciation	340	747
Auditor's remuneration (excluding VAT):		
Audit	9,200	8,000
	<u>9,200</u>	<u>8,000</u>

8 Grant making

	Grants to institutions £	Grants to individuals £	2023 £	2022 £
Cost				
Comic Relief: Covid-19 Emergency Funding – Communities Experiencing Racial Inequality	60,990	–	60,990	169,000
At the end of the year	<u>60,990</u>	<u>–</u>	<u>60,990</u>	<u>169,000</u>

Comic Relief: Covid-19 Emergency Funding – Communities Experiencing Racial Inequality. Funding received to make grants available to organisations working with black and minoritised women. Support costs incurred to administer the grant funding amounted to £19,007 (2022: £27,002) in line with the budget as agreed with the funder.

	Grants to institutions £	Grants to individuals £	2022 £
Cost			
Comic Relief: Covid-19 Emergency Funding – Communities Experiencing Racial Inequality	169,000	–	169,000
At the end of the year	<u>169,000</u>	<u>–</u>	<u>169,000</u>

9 Analysis of staff costs, trustee remuneration and expenses, and the cost of key management personnel

Staff costs were as follows:

	2023 £	2022 £
Salaries and wages	269,901	265,134
Redundancy and termination costs	7,708	–
Social security costs	23,567	22,305
Employer's contribution to defined contribution pension schemes	13,067	11,443
	<u>314,243</u>	<u>298,882</u>

No employee earned more than £60,000 during the year (2022: nil).

The total employee benefits including employer's NIC and pension contributions of the key management personnel were £110,139 (2022: £105,706).

The charity trustees were not paid or received any other benefits from employment with the charity in the year (2022: £nil). No charity trustee received payment for professional or other services supplied to the charity (2022: £nil).

Trustees' expenses represents the payment or reimbursement of travel and subsistence costs totalling £nil (2022: £nil) incurred by members (2022: 0) relating to attendance at meetings of the trustees.

10 Staff numbers

The average number of employees (head count based on number of staff employed) during the year was as follows:

	2023 No.	2022 No.
Raising funds	0.8	0.8
Policy	–	–
Development	6.8	6.0
Other	0.2	0.8
Support	0.4	0.9
Governance	0.1	0.1
	<u>8.3</u>	<u>8.6</u>

11 Related party transactions

There are no related party transactions to disclose for 2023 (2022: none).

There are no donations from related parties which are outside the normal course of business and no restricted donations from related parties.

12 Taxation

The charitable company is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

13 Tangible fixed assets

	Office equipment £	Computer equipment £	Total £
Cost or valuation			
At the start of the year	2,731	14,648	17,379
At the end of the year	2,731	14,648	17,379
Depreciation			
At the start of the year	2,731	14,014	16,745
Depreciation charge for the year	-	340	340
At the end of the year	2,731	14,354	17,085
Net book value	-	294	294
At the start and end of the year	478	903	1,381

All of the above assets are used for charitable purposes.

14 Debtors

	2023 £	2022 £
Trade debtors	159,232	83,857
Other debtors	4,223	4,223
Prepayments	1,511	1,089
	<u>164,966</u>	<u>89,169</u>

15 Creditors: amounts falling due within one year

	2023 £	2022 £
Trade creditors	51,326	80,108
Taxation and social security	6,187	5,662
Accruals	35,838	28,700
	<u>93,351</u>	<u>114,470</u>

16 Pension scheme

The charitable company offers a defined contribution pension scheme for the benefit of employees. The assets of the scheme are administered by an independent pension provider, The Pensions Trust. The company will also pay the employer's contribution to the employee's own stakeholder pension scheme if desired.

At 31 March 2023, £2,173 was owed for March contributions (2022: £173).

17a Analysis of net assets between funds (current year)

	General unrestricted £	Designated £	Restricted £	Total funds £
Fixed assets	294	-	-	294
Net current assets	111,329	-	135,951	247,280
Net assets at 31 March 2023	<u>111,623</u>	<u>-</u>	<u>135,951</u>	<u>247,574</u>

17b Analysis of net assets between funds (prior year)

	General unrestricted £	Designated £	Restricted £	Total funds £
Fixed assets	634	-	-	634
Net current assets	103,744	-	150,033	253,777
Net assets at 31 March 2022	<u>104,378</u>	<u>-</u>	<u>150,033</u>	<u>254,411</u>

18a Movements in funds (current year)

	At 1 April 2022 £	Income & gains £	Expenditure & losses £	At 31 March 2023 £
Restricted funds:				
London Councils Ascent partnership	-	189,868	(189,868)	-
Smallwood Trust Financial Inclusion	3,828	17,349	(21,177)	-
Smallwood Trust Manchester Media Hub	-	21,000	(7,644)	13,356
Fondation Chanel	-	281,449	(166,354)	115,095
Equally Ours – Equality & Diversity	8,854	-	(8,854)	-
Comic Relief	79,998	15,000	(87,498)	7,500
LVAWGC	7,906	-	(7,906)	-
MOPAC	-	30,000	(30,000)	-
Think Tank	22,502	-	(22,502)	-
Women Thrive	26,945	-	(26,945)	-
Total restricted funds	150,033	554,666	(568,748)	135,951
Unrestricted funds:				
General funds	104,378	101,151	(93,906)	111,623
Total funds	254,411	655,817	(662,654)	247,574

Women's Resource Centre

Notes to the financial statements

For the year ended 31 March 2023

18b Movements in funds (prior year)

	At 1 April 2021 £	Income & gains £	Expenditure & losses £	At 31 March 2022 £
Restricted funds:				
London Councils Ascent partnership	-	240,783	(240,783)	-
HLF – Sisters doing it for themselves	5,262	-	(5,262)	-
Feminist Leadership	12,056	9,327	(21,383)	-
Smallwood Trust Financial Inclusion	3,843	35,758	(35,773)	3,828
Big Lottery –Covid	32,280	-	(32,280)	-
Civil Society Roots Fund	6,491	53,192	(59,683)	-
London Community Fund Covid	1,103	-	(1,103)	-
Equally Ours – Equality & Diversity	14,000	5,000	(10,146)	8,854
Comic Relief	245,000	31,000	(196,002)	79,998
LVAWGC	-	31,625	(23,719)	7,906
MOPAC	-	20,000	(20,000)	-
Think Tank	-	50,000	(27,498)	22,502
Women Thrive	-	50,000	(23,055)	26,945
Paul Hamlyn Foundation	-	4,500	(4,500)	-
Total restricted funds	320,035	531,185	(701,187)	150,033
Unrestricted funds:				
General funds	109,477	121,159	(126,258)	104,378
Total funds	429,512	652,344	(827,445)	254,411

Purposes of restricted funds

London Councils Ascent: Ascent is a pan-London project undertaken by the London VAWG Consortium, delivering a range of services for survivors of domestic and sexual violence, under six strands, funded by London Councils. WRC is the lead organisation in the 2nd tier services strand.

HLF Sisters doing it for themselves: 2020 marks 50 years since the Women's Liberation Movement. In honour of this, WRC are archiving a herstory of activism with London School of Economics (LSE) Women's Library.

Feminist Leadership: training programme on feminist leadership funded by Rosa that consists of two intensive days of training and a social action project.

Smallwood Trust: addressing financial hardship of black african asylum seeking women; to work with women whose preference is to create and maintain their family by earning a living to meet household needs, improve skills in enterprise and money matters plus develop expertise to become local advocates.

Smallwood Trust: a project centred around a shared narrative of economic justice for women, its implementation and engaging with media.

Fondation Chanel: a three year funding programme to enable us to continue vital core work in the areas of Building, Empowering, Leading, Learning. The project focuses on three core interrelated themes of WRC's work: Women's Leadership, Strategic Advocacy and Collective Action.

Big Lottery –Covid: emergency support to Women's organisations and WRC to meet the challenges as a result of Covid 19.

Civil Society Roots Fund: developing infrastructure structure support for London Women's organisations

London Community Fund Covid repsonse: Wave funding for emergency support to London Women's orgs as a result of COVID.

MOPAC: secretariat role for the MOPAC VAWG Reference Group

Equally Ours – Equality & Diversity: development of our online shop.

LVAWGC: Strategic advocacy and support to organisations in relation to the Tier 1 duty in London for safe accommodation for women & children experiencing domestic violence.

Think Tank: scoping a cultural think tank led by young black and minoritised women.

Women Thrive: support for the Network for Black Women Leaders including coaching and mentoring.

Paul Hamlyn Foundation: Exhale residential retreat development grant.

Comic Relief – Covid-19 Emergency Funding – Communities Experiencing Racial Inequality. This was a 2 year programme with the main part of the funding being paid out in grants to recipient organisations. The programme received the funding in the last months of the year 2021/22 with the main work starting in April 2021. Comic Relief kindly granted a further £15,000 to support WRC Core, programme related costs, WRC have spent £7,500 in the year 2022/23 carrying forward the remaining £7,500 to support costs next year.

19 Operating lease commitments

The charity's total future minimum lease payments under non-cancellable operating leases is as follows for each

	Property		Equipment	
	2023	2022	2023	2022
	£	£	£	£
Less than one year	1,408	1,408	-	24,236
One to five years	-	-	-	-
	1,408	1,408	-	24,236

20 Legal status of the charity

The charity is a company limited by guarantee and has no share capital. The liability of each member in the event of winding up is limited to £1.

21 Funds held on behalf of others

In accordance with SORP FRS 102, these transactions are considered to represent conduit funding and, as such, are not shown in the charity's statement of financial activities. Equally, amounts still to be disbursed by Women's Resource Centre at the year end are not shown on the balance sheet.

	Not buying it	
	2023	2022
	£	£
Funds at the start of the year	270	270
Income received	-	-
Expenditure incurred	(270)	-
Funds at the end of the year	<u>-</u>	<u>270</u>
Funds held on behalf of these funds at 31 March 2023 are as follows:	2023	2022
	£	£
Cash at bank	<u>-</u>	<u>270</u>

	Holloway Women's Stories	
	2023	2022
	£	£
Funds at the start of the year	2,055	2,055
Income received	-	-
Expenditure incurred	(2,055)	-
Funds at the end of the year	<u>-</u>	<u>2,055</u>
Funds held on behalf of these funds at 31 March 2023 are as follows:	2023	2022
	£	£
Cash at bank	<u>-</u>	<u>2,055</u>
Funds at the end of the year	<u>-</u>	<u>2,055</u>

WOMEN'S RESOURCE CENTRE

England & Wales - Charity number 1070606

Accounts



ANNUAL REPORT

2021 - 2022

www.wrc.org.uk | admin@wrc.org.uk | 020 7697 3450

United House, North Rd, London, N7 9DP

Charity no: 1070606

Company no: 2462336



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WRC has 6 strategic aims, which all of our work must be in furtherance of. During this year we have continued to ensure our work is closely aligned with our aims. Our extensive and specialist support to our network is directly related to achieving structural change through strengthening and amplifying their work and voices. Recent global events and the continuing highlighting of many of the state institution's failure to address entrenched inequality is a testament to the continued need for our work. With our members, networks, and partners we are hopeful that inequality for women will be pushed higher up the agenda.

OUR VISION

All women are empowered and have substantive equality.

OUR MISSION

Supporting and standing up for a diverse and thriving women's sector.

OUR APPROACH

Women's Resource Centre is the national umbrella organisation for the women's sector. We provide capacity-building programmes, training, peer support events, and one-to-one support for organisations. We coordinate policy consultations and publications to inform policy makers in the UK about the social and economic value of women's groups across England.

OUR VALUES

- Feminism
- Collaboration
- Equality
- Integrity
- Professionalism
- Sustainability



Our capacity-building work alongside training and advocacy across numerous projects has furthered all of our aims. For example, the much-praised and oversubscribed Feminist Leadership Training continues to facilitate women from our sector to develop their leadership skills and approaches befitting of our sector's aim to address institutional sexism and racism. Additionally, the commitment and expertise of our National Women's Advisory Board ensure we keep our finger on the pulse of the key issues arising in our sector.

We are grateful to members of this board for their time and collaboration in influencing key strategic policy developments at a national level through their engagement with the task force of the crown representative for the VCSE. Along with them, we continue to make representations to The National Lottery Community Fund for a fairer share of resourcing in our sector.

WRC was excited to secure funding from Comic Relief to distribute to Black and Minoritised women's organisations. This programme is ensuring those who often miss out on vital funds can access income through this bespoke programme. We look forward to exploring more opportunities to increase funds available to these lifesaving groups and organisations.

Our work with London Funders has also continued aiming to improve equity outcomes through grant-making processes. This work is long-term, and we hope will support grantmakers to use their power and resources to address institutional discrimination and inequality.

Our work continues with the Network for Black Women Leaders, and we are pleased to have secured resources for this during the year which has provided coaching and mentoring support for women in the network. The continuing disparity for Black women across all aspects of their lives, including the fiscal deficit they experience remains a key driver for realising our aim of financial inclusion and equity. As ever all of our work is based on collaboration and collective action, because through this we believe transformation for women can be achieved.

The challenge of attracting sufficient income remains, but we are pleased that this year we have maintained sufficient income for our core activities.



Women's Resource Centre**Address: United House, North Road, London, N7 9DP****Company limited by guarantee: 2462336 Country of incorporation: United Kingdom****Registered charity: 1070606 Country of registration: England & Wales****STAFF**

Vivienne Hayes (CEO)
 Dionne Nelson (Deputy CEO)
 Evelina Svensson (Development Manager)
 Shani Lee (LVAWGC Coordinator)
 Nour Gazarin (Partnerships Manager)
 Laura Morris (Development Officer)
 Bowale Fadare (Admin & Finance Officer)

FREELANCERS

Tebussum Rashid
 Rose Ssali
 Kathleen Moss
 Wasilat Daniju
 Emma Collins
 Helen Cylwik
 Dr Sue Robson
 Sarah Learmouth

TRUSTEES

Rupa Sarkar (Chair)
 Tracey Ford
 Helene Harrigan
 Arlene Rivet
 Sharon Facey- Feb 2022

BANKERS

Unity Trust Bank plc,
 Nine Brindleyplace,
 Birmingham,
 B1 2HB

SOLICITORS

Anthony Collins Solicitors LLP 134
 Edmund Street, Birmingham, B3 2ES

AUDITORS

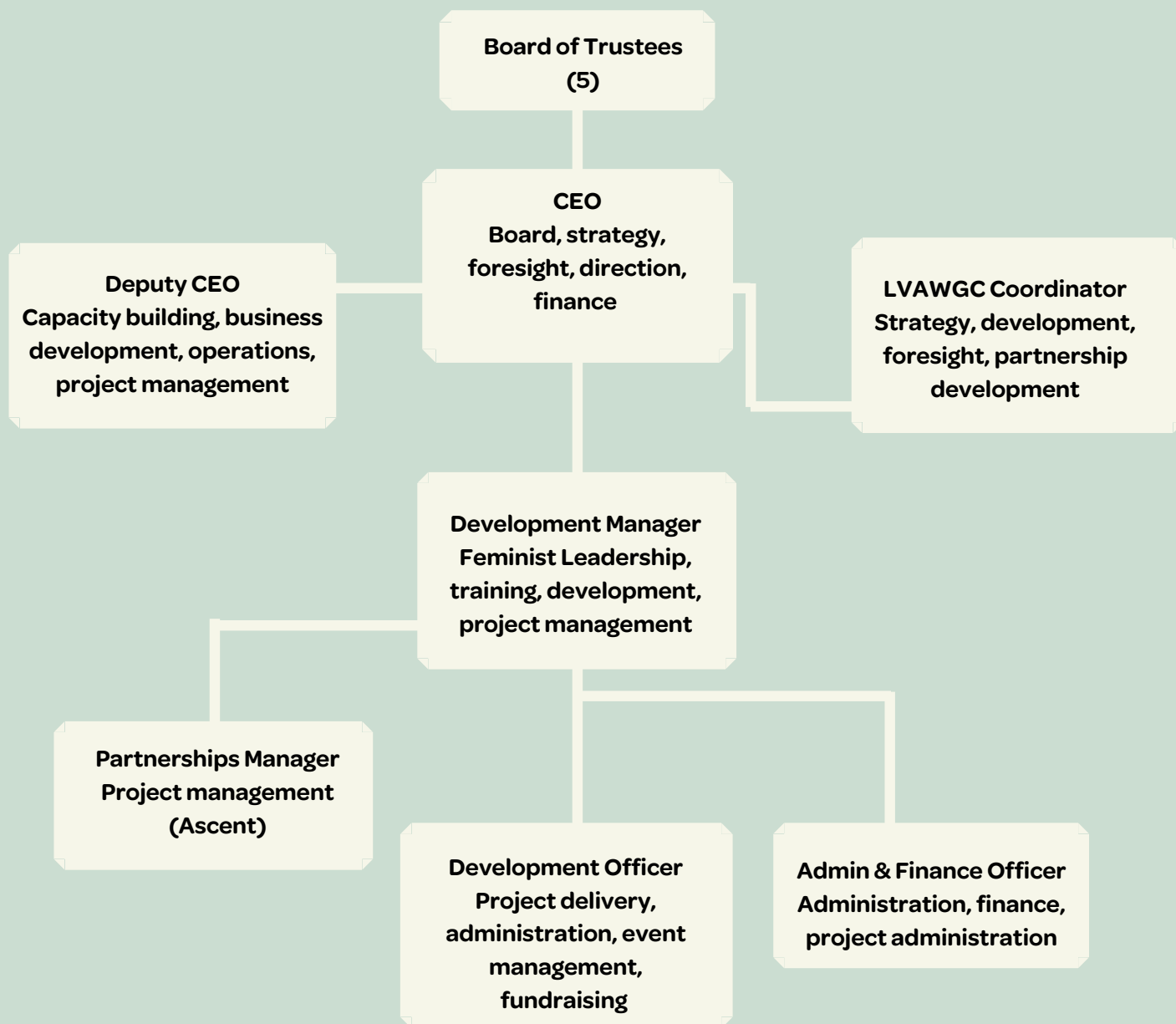
Sayer Vincent LLP, Invicta House
 108-114 Golden Lane, London,
 EC1Y 0TL

The trustees review the aims, objectives, and activities of the charity each year. This report looks at what the charity has achieved and the outcomes of its work in the reporting period. The trustees report the success of each key activity and the benefits the charity has brought to those groups of people that it is set up to help. The review also helps the trustees ensure the charity's aims, objectives and activities remained focused on its stated purposes. The trustees present their report and the audited financial statements for the year ended 31st March 2022.

Reference and administrative information set out on this page form part of this report. The financial statements comply with current statutory requirements, the memorandum, and articles of association, and the Statement of Recommended Practice - Accounting and Reporting by Charities: SORP applicable to charities preparing their accounts in accordance with FRS 102.

This trustees' annual report includes a directors' report as required by company law. The organisation is a charitable company limited by guarantee, incorporated on 23rd January 1990 and registered as a charity on 21 July 1998. 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. All trustees give their time voluntarily and receive no benefits from the charity. Any expenses reclaimed from the charity are set out in note 9 to the accounts.





The Board of Trustees of WRC is responsible for all governance, HR, and Finance policies and procedures; agreeing on the annual budget and monitoring spending quarterly. They are responsible for appointing the Auditor and the CEO and for WRC's strategic plan. Additionally, they are responsible for managing risk and the future planning and direction of WRC. They also take responsibility for HR and staff remuneration and ensure WRC complies with all relevant legislation. WRC contracts HR consultants to ensure it keeps up to date and follows appropriate employment law.

WRC is mindful of its commitment to the rights of women and as such has generous holiday, maternity, and compassionate leave allowances. Additionally, WRC operates a flexible working policy to ensure that staff with any caring responsibilities are not excluded from taking up employment at WRC.

The day-to-day running of the organisation and implementation of these policies are delegated to the CEO of WRC.



STAFF

New WRC staff work through a checklist with their line manager when starting at WRC and are given the relevant training for their role. New staff members will sign their employment contract, a payroll starter form and ICE form and have a probation period of 6 months.

TRUSTEES

Women interested in serving on the WRC Board are asked to complete a brief application form outlining their interests and experience about the requirements and person specifications set in the “Board Roles and Responsibilities” document.

Once completed, the document should be returned to the CEO of WRC. The CEO of WRC may contact the candidates’ referees, and the form is assessed by WRC’s Chair of trustees and CEO to ensure the candidate meets the criteria outlined in the person specification.

Suitable candidates are invited to meet the Chair and CEO to focus on the competencies and attributes that cannot be measured via the application form. Then, a decision is made about which candidates should advance to the next stage. Also, part of the process is a formal paper that includes the candidate’s application form and a paper written by the CEO and Chair following the meeting.

Candidates going forward to the next stage may then be invited to meet with members of WRC’s Board Selection Panel. This provides an opportunity to further discuss the specificities of being a Board member, as well as enable the Selection Panel/Board to decide if the candidate should be invited to join the Board of Trustees.

Once approved by the Board of Trustees, WRC’s CEO will arrange for the new member to complete appropriate forms to notify Companies House and the Charity Commission that she is a new Director and Trustee of WRC. The new member will sign these as soon as possible and the CEO will forward them to Companies House and the Charity Commission.

The new member’s induction will cover the roles and responsibilities of Board membership including Policies, Procedures, and Constitution of WRC and further forms to complete including a Board Declaration and Declaration of Interests form. An existing Board member is appointed as a contact person to provide support and advice to the new member. The new member is encouraged to provide feedback on the induction process throughout the first 6 months of involvement to assist in improving and developing the systems for inducting new members of the Board.



We continue to experience the impacts of COVID-19, on our staff, sector colleagues, and the women and their children that our sector works to support.

Sadly, we are witnessing a significant rolling back of our rights along with the continued insufficient prioritising and support for our critical and often life-saving organisations.

Our work and collaborative approach are needed more than ever. So, we are pleased to be surviving and continuing to provide committed and radical approaches to supporting our sector. WRC staff have remained working from home during this period to ensure their safety.

The impact of the consequences of the pandemic and the heightened public awareness of structural inequality is taking its toll across our whole sector and society. The Board of Trustees will be conducting health and well-being assessments of our staff during the coming year to ensure all we can do is actioned to provide the best workplace we can.

WRC's long-standing commitment to anti-racist work will continue within the staff team and across all our work, through a series of ongoing internal workshops which follow on from the externally facilitated work conducted during this year. We understand this work is perpetual and therefore needs constant attention.

We continue our efforts to secure core funding for our unique work, leading on collaboration and collective voice to achieve transformational change.

I am pleased to welcome a new trustee to our small, nimble board of trustees, whose commitment expertise and courage keep WRC focused and formidable.

Rupa Sarkar
Chair, Women's Resource Centre



WRC's understanding of women's rights and progress toward justice and equity is based upon a structural analysis of women's undervalued and detrimental position in society. We acknowledge the impact of sexism and racism, and the critical need to address racism for realising women's human rights.

As an organization governed by a board of Black and minoritised women and a diverse staff team, WRC is committed to Equity and Justice within our organization as well as our sector. We welcome the heightened recognition of racism within our sector and the steps being taken to strengthen and develop long-term work that finally moves the dial on all of our Anti Racist principles and actions.

Like many other organisations, we were impacted by the BLM movement, Charity so White, and the work of some of our sister organisations in addressing racism. WRC fully supports the Charter of the VAWG sector Anti-Racist working group.

As the co-ordinating and development organization for the London VAWG consortium, we are delighted it has adopted this Charter assisting our commitment to build equity within ourselves and the consortium.

During the year we undertook a series of externally facilitated workshops to consider what Anti Racism means for WRC and the need to maintain a focus and continuous action to embed this work across WRC.

Since the externally facilitated workshops, we have agreed to continue this work regularly at WRC as part of our team structures.

We expect to share what we have been doing during the next year.



At the year-end 31st March 2022 WRC staff were continuing working from home. This is reviewed by the board according to government guidelines and organisational risk assessment. The staff are regularly consulted on this situation. We have reviewed our office requirements and consulted with staff on a hybrid approach to work, ensuring the needs of staff are met.

We continue our collaborative work for more equitable funding for our sector through a variety of means and are actively pursuing options to realise our Women's Building.

The long-term impacts of COVID-19 are still unravelling for our sector and our staff, WRC continues to be mindful of this and how our organisation may need to adapt in the future.

Our Away days for staff and trustees provide vital space and time for us to constantly revise our priorities.



Our Future Plans are first to secure core funding for WRC to ensure our collaborative work to sustain the sector and all women's human rights.

In recognition of the need to build alternative income streams, WRC will be launching our online shop which aligns with our strategic aims. It will offer a digital platform for independent women makers to sell their products, supporting their financial resilience. Additionally, WRC will generate income from the sales, which in turn will support our vital work in our sector, which changes and save lives.

This is an exciting development that in the long term we expect to contribute significantly to WRC's unrestricted income.

Given the external hostile landscape for our rights and safety, WRC will be exploring options for adding to our influencing and advocacy work, aiming to test alternative approaches for creating change, that have a greater impact.

Our strategic work with a variety of funders and public bodies will be strengthened, building on the work we have been doing to increase their understanding of the value of the sector and its pivotal place in transformational change.

Having revived our plans for our Women's Building, we are pleased with the progress and excited that our long-term vision is nearer fruition.

As ever we are grateful to all our sisters and supporters and know that it is only together that we can affect the change to realise women's human rights.



The challenge of securing WRC's financial sustainability is as ever critical to continuing our efforts to protect and promote Women's organisations and our human rights.

Our board of trustees is keen to find ways that align with our mission to generate unrestricted income.

One such initiative we have been developing during this year with support from the Enterprise Development Programme is WRC's online shop, to promote the hand crafted work of individual women and support their financial resilience and raise funds for WRC's work supporting our life saving sector

We look forward to launching our online gift shop next year.



With thanks to all our funders this year:



Ascent is a partnership project undertaken by the London Violence Against Women and Girls (VAWG) Consortium, delivering a range of services for survivors of domestic and sexual violence, under six themes, funded by London Councils.

The six themes are:

- Specialist Refuge
- Prevention
- Support Services to Organisations
- Advice and Counselling
- Domestic and Sexual Violence Helplines
- Ending Harmful Practices

Women's Resource Centre leads the Support Services Strand together with:

Rights of Women, Respect, Women and Girls Network, Against Violence and Abuse (AVA), Imkaan.



ASCENT FIGURES 2021 – 2022

For the ascent project this year, the second-tier support strand delivered		With outcomes including...	
Expert Led Training	17	Frontline organisations/services with increased ability to meet their service users' needs	127
Accredited Training	20	Frontline services/organisations have an increased level of knowledge and ability to run services/organisations effectively and efficiently	80
Equality Act Workshops	4		
Sustainability Training	10	Frontline organisations able to deliver improved services to meet their clients' needs and in line with relevant quality standards (deliver, monitor, evaluate and adapt)	108
Sector Conversations	6		
Best Practice Briefings	4		
Annual needs Assessment	1	Frontline services/organisations report greater ability to work in partnership	55
1 to 1 Support Sessions	16		
Special Events	4		
Webinars	2		
Case Studies	4		
E-Newsletters	6		



This is a training programme on Feminist Leadership that provides the participants with practical and analytical skills in leadership that they will be able to apply in their organisation and community.

The training programme consists of six 3-hour sessions. The training provides the beneficiaries with an understanding of and the ability to manage organisations and teams according to feminist values and principles. It investigates and explores what makes a successful leader and a leader of social change.

Since its launch in 2018, the Feminist Leadership programme has become a WRC flagship project.

2021-2022 was the first year since its launch we did not have a funded programme* but we delivered the training through open ticketed events and commissions.

In 2021/2022 we delivered 30 sessions of training to 171 participants.

*** We had a funded programme January-June 2021, this was reported on in the 2020/2021 Annual Report.**

“Excellent! It was a great moment to discuss with team members and share different views and opinions. The training helped me to reflect on what it means being feminist, and increased my confidence in being a feminist and, ultimately, a woman

~Feminist Leadership attendee.

”



Project term: 3 years, (October 2019 – October 2022)

The Financial hardship of Black African Asylum-Seeking Women (BAASW), a community, often excluded from financial support and tools, is a project in collaboration with the Mama Health and Poverty Partnership (MHaPP) and members of Women Asylum Seeker Women Together (WAST). It places the experiences of financial hardship of Black African and Asylum-seeking women at the center of conversations in Greater Manchester.

235 women were directly supported through this project, participated in training, discussions, consultations as well as voiced concerns as local advocates.

The project set out to improve understanding of and improve dialogue with decision-makers, to inform on the extensiveness of poverty faced by some of the poorest families experiencing gender and racial discrimination.

The project created a platform for women to share their concerns with decision-makers, connect, learn and develop solutions to their everyday financial worries of destitution. Furthermore, the project improved skills in money management, business and digital marketing.



MHaPP representatives acted as experts by experience, providing insight into the plight and progress of asylum-seeking women through Greater Manchester Combined Authority, local authority thematic panels, and investors/funders.

The involvement of trained representatives and advocates ensured the voices of women, often excluded from discussions were considered and tabled for action within mainstream service arrangements. MHaPP welcomed the opportunity to position representatives on a number of panels; including GMCA Women and Girls Equality panel, GMCA Race Equality Panel, GMCA Health & Care and funders, Lankelly Chase System Change Regional Advisory.

SOME OF THE PROJECT'S ACHIEVEMENTS TO DATE:

Branding & Affiliate Marketing, 28 July 2021, facilitated by Julie Kalunji

The facilitator, Julie, introduced participants to passive income streams as a way of making money. She shared her experience earning significant income promoting well-known brands in return for a commission/fee. Participants learnt how to set up and establish a regular income through affiliate marketing programs.

- 92% of women stated a better understand of branding and affiliate activities that can help generate income
- 100% All women report having the self-confidence and knowledge to set up and run a home-based enterprise or business

Advocacy training – 24 November 2021, facilitated by Rose Ssali:

Women will have better influence on local and regional policy/practice.

- 100% - advocates reported the training increased their knowledge and skills
- 70% reported it was too early to tell if their video will have better influence on local practice
- 50% consider their network had the ability to collect and use data to inform decision-makers about the financial hardship of Black/asylum seeking women



1-2-1 coaching with Julie Kalungi, December 2021 to March 2022.

Women received six coaching sessions plus tailored resources and materials, i.e., a Beginners Guide to Affiliate Marketing, and a business plan template.

Participants are better able to succeed in Enterprise:

- 94% of participants report being better able to succeed in enterprise
- 81% improved their understanding of the positive and negative aspects of setting up and running a business
- 75% stated having the self-confidence and knowledge to set up and run a home-based charity or business
- 100% reported having a better understanding of how to market a business and its products or services.

“Hello Julie. I cannot go without telling you what a wonderful digital branding session it was today. You’ve delivered it with zest and conviction touching the many lives today esp. mine. You’re born with a gift and use it and never let negativity let you lose your ground and focus. One love for my Ugandan queen.”

“Thank you, Julie, for your valuable guidance and training in developing my business, I really enjoy your sessions and always looking forward to it. You are a great coach and motivator. Glad I met you.”

Social media & digital marketing with Julie Syl Kalunji, 4 August 2021

Participants received a live step-by-step demonstration of digital platforms (Instagram, Facebook for business) which are used to communicate with customers and market product/services for no or low cost.

- 86% of women state having better understanding of how to market a business and its products or services
- 72% of women reported having the self-confidence and knowledge to use digital marketing to set up and run a home-based enterprise or business
- All (100%) stated materials and resources distributed were extremely helpful.



Elected advocates lobbying for change

Filmmaker Phoebe Cottam worked with women to ensure messages were well presented. Elected advocates voiced their experiences as asylum seekers. 6x1 minute film formed a collective video that described the emotional and social impact of the themes that mattered most to African women:

- Young Carers – Fola
- Impact of poverty – Rose
- Bereavement – Charity
- Mental well-being – Dada
- Young offenders – Judith & Loice
- Digital inclusion – Aisha

Video films were shared via social media, presented at events, and used to open discussions with local Councillors, the Mayor of Greater Manchester, Principal lead of Asylum and Refugee Integration, NHS Director of workforce, OD and Equality and other decision-makers.



All (100%) stated as a local advocate they were able to communicate how the lives of Black African and Asylum-Seeking women could be improved



All (100%) reported being empowered to speak up about the financial hardship Black African and other migrant women experience



70% stated their organisations could communicate the importance of specialist's services for Black women to local decision-makers



**Global Majority Fund - Black and Minoritised Women's Fund (BMWf)
Grant-giving term: 1 February 2021 to 31 January 2023**

Women's Resource Centre (WRC) was thrilled to announce that together with then, Black Training and Enterprise Group (BTEG), was awarded Comic Relief's Global Majority Fund.

As intermediary partners of the Global Majority Fund, WRC and BTEG awarded small, grassroots women led by and for Black and minoritised organisations that provide life-changing and often life-saving services.

With the Black and minoritised women's fund (BMWf), WRC prioritised women's organisations (those with over 75% staff and board members who categories as Black and minoritised) that support women at the margins of society, frequently discriminated against on the grounds of intersectional oppression, i.e., sex, class, disability, sexuality and racial inequality. We were able to carry out our grant making activities awarding 35 grant partners across England funds of £5,000 or £10,000.

This funding has helped women experiencing racial and economic inequality access core services, i.e. drop-in sessions, interpretation, advice, advocacy, employment support, educational training, freedom programme, legal surgeries, counselling and 1:2:1 appointments online.



As a result of BMWF, communities of women supported were aged 16-75, categorising their heritage as:

African-Caribbean, Belarus, Chinese, Ethiopian, Egyptian, Kenyan, Nigerian Malawian, Somalian, Ugandan, disabled Orthodox Jewish, Sikh, Syrian, Pakistani, Polish, Punjabi, Romanian and Zimbabwean'.

The GMF grant paid for additional hours empowering staff to manage the activities assisting Black and minoritised households experiencing food insecurity, financial and gender-based violence, reproductive issues, mental health and insecure immigration status.

Feedback received from beneficiaries accessing core services reported:

- ✓ **INCREASED SOCIAL CONTACT**
- ✓ **REDUCED ISOLATION**
- ✓ **IMPROVED CONFIDENCE**
- ✓ **INCREASED SELF-ESTEEM AND RESILIENCE**
- ✓ **HAPPIER AND FEELING OF LOVE AND BELONGING**
- ✓ **IMPROVED MENTAL WELLBEING**



Network for Black Women Leaders was established to address the low numbers of Black women in leadership positions.

The Network for Black Women Leaders brings together a wide-reaching collection of communities descended from Africa, situated across different sectors, communities and locations with varying levels of expertise. Members of our network include women of African descent migrated from the Caribbean and Africa, and include indigenous women, Black British women, women from Africa and women of mixed heritage.



In August 2021, NBWL received funding from The Thrive Fund (administered by The Rosa Fund for Women and The Smallwood Trust) to develop and pilot a much-requested signature coaching and mentoring program, led by and for Black women.

The NBWL Thrive signature program addresses the underemployment and under promotion of Black women, by supporting the professional ambitions of NBWL members to take up a more senior role or progress within an existing leadership position.

The pilot programme consists of:

- Networking events
- Co-design roadshows
- Coaching
- Recruiting & training mentors (Black female leaders)
- Learning, Reflection & Development



Networking

22 women attended the NBWL networking event, held on 23 September 2021.

The event focused on self-reflection; Navigating ourselves in the Working Environment (Part1); including promoting the Thrive coaching and mentoring program to enhance skills and confidence.

A further 15 women attended NBWL networking event, on 4 November 2021 Navigating Ourselves in the Working Environment (part II) - Networking with peers and inspirational role models including conversations to address the effects of racialised trauma and solutions to realise career goals.

Design Roadshows

10 participants were involved in shaping the look and feel of the program, which were held in Greater Manchester, Liverpool and London during November 2021.

Coaching

20 women participated in group coaching, between November 2021 and March 2022.

“

The coaching sessions were really empowering, enabling the whole group to connect and reflect on our common challenges, goals and aspirations. The power of this group coaching sessions motivated me to commission group coaching sessions for our work BAME members and Allies groups. Thank you so much for offering such an invaluable developmental opportunity”.

~Ms Mwangi, Joseph Rowntree

”



“ I am so pleased that I have been able to thrive within this space. Having discussions with women who look like me and just get it – has been powerful. It has been inspiring to see women in high positions and makes it feel possible for me. The experience has helped me to build my confidence and capacity for more. It has highlighted areas of strengths and for improvement. I have been open to the learning and really embraced it. Which has helped me to get my development plan. I know where I'm headed the only way is up!

~Ms Brown, Croydon county council

”



80% of women who took part in the coaching reported working with an executive coach of African heritage was an inspiration and supported their professional goal/ambition.

We are pleased to partner with award winning diversity and inclusion specialists, Kenroi Consulting, to deliver effective and progressive activities to ensure organisations build inclusive teams.

Special thanks to our NBWL expert representatives/advisors:

Dolly Ogunrinde, Patricia Alert, Rosemarie Jackson, Jada Aarons and Chantelle Walker.



This project has aimed to meet the growing challenges facing women led by and for specialist frontline organisations in delivering support to some of London’s most marginalised women and girls.

This project has facilitated a series of discussions, consultations, and activities with London-based Women’s Civil Society Organisations (WCSOs). Through this project, we have developed our support and membership offer to WCSOs in London. The outputs and activities undertaken in this work have built the capacity of the sector, strengthened networks and collaborations as well as developed a collective voice. This work has increased the support to WCSOs that are working to achieve both the Mayor’s EDI objectives and the Mayor’s Police and Crime Plan priorities, to help make London a great place to live, and a safe, healthy and enjoyable city, with specific reference to tackling violence against women and girls and standing together against hatred and intolerance.

During 2021/2022, we built on the success of the first year, continuing WRC’s vital strategic advocacy work, including coordination of the submission to the London Councils Grant Programme across WCSOs partnerships, GLA consultations, consultations with WSCO, and one-to-ones.

WRC provided support to WCSOs applying for funds through the London VAWG consortium. This support contributed to the major success of a combined £10m being awarded towards the elimination of violence against women and girls in London, supporting over 30,000 women and girls a year.

We also continued the work on building a collective voice whilst focusing on building a bank of evidence and resources and an online menu of support for the women’s sector. This includes for example the following resources.



Women-Friendly HR Policies:

This resource has been created through desk research and evidence collected through WRC training and events. It functions as a way of inspiration in guiding how organisations (WSCOs and otherwise) can think about HR policies in terms of making them more equitable at their workplaces.

Women's Sector Glossary:

For organisations working in areas of anti-racism, anti-sexism, and the promotion and protection of women's human rights and safety, they know that language is power. For those joining the sector the various words, terms, concepts, and jargon used can feel intimidating and exclusionary. For these purposes, WRC created the women's sector glossary. We envision this glossary to be a living document, we invite new and other perspectives and suggestions.

Women's Sector Solidarity Pledge:

A pledge based on the discussions and conversations that took place during the Women's Sector Solidarity Events Series. WRC desires that organisations within and outside of the UK women's sector will commit to this pledge, to work towards creating a strong sense of solidarity and commitment to human rights in the UK.

Research:

The initial findings of our research into the funding landscape for the women's sector in London are that in 2020, only 3% of funding to civil society organisations in London was awarded to women's organisations. The research explores the initial findings in juxtaposition with the barriers that women's sector organisations may experience in accessing the funding available.

These resources can be found on our website.



The London VAWG Consortium is the largest pan-London coalition of specialist VAWG providers, with a £24.2m grants programme delivered by a partnership of 27 organisations to over 30,000 women and girls every year. More than half of the Consortium's members are specialists led by and for BME organisations and more than 70% have less than £1.0m income each year. The Consortium is a critical part of the infrastructure for the delivery of public services in London.

Through its member organisations, the Consortium delivers VAWG services on behalf of strategic partners including London Councils, the Mayor's Office for Policing and Crime (MOPAC), and the Greater London Authority (GLA). The five-year grant from the GLA for move-on services is a direct award to the Consortium in recognition of its unique diversity and geographical reach.

The Consortium has developed a sophisticated, light-touch model for coordinating the delivery of specialist VAWG services across 32 London boroughs and the City of London, working with multiple providers. There are twelve funded strands including advice and counselling, prevention services, ending harmful practices, telephone helplines, specialist refuge accommodation, move-on services, work with women with no recourse to public funds, and organisational support for the VAWG sector.

"They saved my life"

An evaluation of the advice and counselling services provided through Consortium members and partner organisations, exemplifies the value of the Consortium:

“

The combination of organisations involved has allowed us to support women with complex issues and multiple disadvantages, because of the partners' specific knowledge with issues such as housing [and] disability. It has also enabled us all to provide bespoke support for minoritised women.

”



One of the key findings from the evaluation reiterated the principles underpinning the Consortium: that having access to women-only services where the workers were from a similar cultural background and who spoke their mother tongue was important to women.

During the year, Consortium members continued to respond to the demands arising from the COVID-19 pandemic and its aftermath. Within a confused and unclear national context, the survival and safety of women and girls continued to be at the heart of responses and service delivery. Members faced further demands on their staff and reserves as they coped with managing hybrid services and the vagaries of the government's test and trace requirements.

Members were rocked by the series of revelations about the Metropolitan Police Service in the second half of the year including the culture which enabled and protected Wayne Couzens before and after he kidnapped and murdered Sarah Everard; the "disgraceful" misogyny, discrimination, and sexual harassment" in a police unit based at Charing Cross police station; and the deeply disturbing state-sanctioned child abuse exposed in the case of Child Q.

The Consortium participated in responses to MOPAC consultations about the Police and Crime Plan and the Mayor's VAWG Strategy. In both cases, the Consortium's priorities are that:

1. Above all other issues, the requirement for a mechanism to ensure transparency and accountability of the Metropolitan Police Service to women in London. Sexism, misogyny, and racism are unacceptable and have no place in police service.

2. The VCS VAWG Expert Reference Group is the route for:

- consultation and co-design of VAWG services and their commissioning
- joint advocacy between partners to secure adequate VAWG funding for London



The Consortium welcomed the re-introduction of the VCS VAWG Expert Reference Group in April 2021 and was pleased to learn that funding has been confirmed for 2022-2023. The Consortium looks forward to working with MOPAC and other partners to continue to develop the Expert Reference Group and its function.

Internally, the Consortium adopted the Charter to End Racism in the VAWG sector and has the following medium-term aims for ending violence against women and girls:

By 2030, all VAWG services in London will be delivered by women's and specialist by and for BME organisations.

By 2026, The Consortium has integrated the Anti-Racism Charter and specialist by and for BME members to comprise 50% of organisations leading funded strands for the Consortium.

In addition, the Consortium has discussed developing its housing remit to ameliorate destitution faced by women fleeing violence through a wider service offer and to increase the sustainability and resilience of members.

WRC has been the lead development agency for the Consortium since its inception and provides specialist consortium governance and development support. This work benefitted from a three-year grant from City Bridge Trust towards the sustainability of the Consortium and was supplemented by a further grant from City Bridge Trust which enabled the Consortium to develop digital governance.

Note

The experiences of the Consortium during the pandemic and the disproportionate effect of the pandemic on women and girls in London were submitted as evidence and included in the House of Lords "Lessons from COVID-19" Report.



WRC continues to lead work on CEDAW in England

CEDAW remains a vital tool for improving women's rights but is not widely known or understood. Given the continuing concern for our own Human Rights Act, WRC will be prioritising securing resources to strengthen our work on CEDAW towards a vision where women in the UK will be confident to cite CEDAW and state bodies obligations in securing their rights.

A growing and grave concern is the impact of Family Court decision making and the use of questionable theories of 'Parental Alienation' in what some view as state violation of women's rights. Given this we are planning a stand-alone report on this matter to CEDAW.

CEDAW - a guide



CEDAW is the UN Convention on the Elimination of all forms of Discrimination Against Women

International Bill of Rights for Women



1979 Convention adopted by the UN Assembly

1981 Entered into force as international treaty

1986 Ratified by the United Kingdom

Ratification

Optional Protocol

Substantive Equality



FINANCE REVIEW

WRC trustees have completed a detailed review of our risk register given the current external environment and the ever-increasing competition for available resources.

The mission and work of WRC continue to be in great demand. WRC receives funds to be used for specific purposes as agreed with our funders that support the key objectives of the charity in the following ways:

ROSA the UK fund for women and girls: funding for a highly acclaimed training programme on feminist leadership that consists of two intensive days of training and a social action project. It is a high-quality programme that investigates and explores what makes a successful leader and a leader of social change.

London Councils: Ascent is a Pan-London project undertaken by the London VAWG Consortium, delivering a range of services for survivors of domestic and sexual violence, under six strands, funded by London Councils. WRC is the lead organisation in the 2nd tier services strand.

The National Lottery Heritage Fund: funding for a project that explores how the Women's Voluntary Sector, as a movement, has influenced and contributed to changes in the lived experience and structural position of women, focusing on women's rights, empowerment and leadership (personal and political).

Smallwood Trust: funding for a 3-year project (October 2019 – November 2022) financial inclusion project that benefits women furthest away from the labour market, women hampered by immigration status with limited leave to remain and women in essential, yet poorly paid jobs.

Working with the Mama Health and Poverty Partnership in Greater Manchester. Big Lottery, Civil Society Roots Programme: funding for a 2-year project (March 2020 - March 2022) to facilitate a series of discussions, consultations and co-produced activities with London-based women's Civil Society Organisations CSOs. This project aims to meet the growing challenges facing women led by and for, specialist frontline organisations in delivering support to some of London's most marginalised women and girls.

Comic Relief - Covid-19 Emergency Funding - Communities Experiencing Racial Inequality: this is a 2-year programme with the main part of the funding being paid out in grants to recipient organisations. The programme received the funding in the last months of the previous financial year with the main work starting in April 2021, showing as expenditure against restricted funds brought forward.

Funding from Lloyds Bank Foundation: enabled strategic advocacy and support to organisations about the Tier 1 duty in London for safe accommodation for women & children experiencing domestic violence.

The National Lottery Fund: supported a project scoping a cultural think tank led by young Black and minoritised women.

The Women Thrive Fund: supports the Network for Black Women Leaders including coaching and mentoring, while the Paul Hamlyn Foundation funded Exhale, residential retreat development.



WRC uses the NJC pay scales as a basis for remuneration where possible, although in recent years there have been no incremental raises.

The trustees' policy is to hold sufficient funds to cover 3 months' running costs. For 2021/22 3 months running costs amount to £164,611, excluding grants paid out through the Comic Relief funding. The trustees acknowledge that reserves are now much lower than this policy. The trustees had hoped that the Feminist Leadership training could be rolled out to generate unrestricted income and build our reserves back up to the appropriate level, however, the Covid-19 restrictions and necessary change of focus have thus far prevented that, although it is still a plan for the future.

On 31st March 2022, the unrestricted reserve is £104,378 (2021: £109,477). Total reserves carried forward to 2022/23 stand at £254,411 (2021: £429,512) of which £150,033 (2021: £320,035) is restricted to specific projects per the accounts. The charitable company offers a defined contribution pension scheme for the benefit of employees. The assets of the scheme are administered by an independent pension provider, The Pensions Trust. The company will also pay the employer's contribution to the employee's stakeholder pension scheme if desired. Pension contributions are available to all employees at 5% as well as key management personnel.

The trustees consider that there are no material uncertainties about the charitable company's ability to continue as a going concern. The charitable company can operate based on confirmed funding with sufficient reserves. The trustees will continue to carefully monitor the charity budget, finances, and outcomes. At present all costs incurred to keep operating are covered by grants received. We have significantly increased the level of support offered to other organisations, and the management and trustees continue to monitor this to ensure it can be managed.

The board of trustees continues to meet at least quarterly to maintain a close eye on identified risks for the charity.

The key identified risks and uncertainties relate to ensuring sufficient funds are generated to meet expenditure and increase the charity's reserves, which during this reporting period has been successful.

Engaging external expert fundraising support has proved invaluable and will continue. Development of the online shop is expected to increase unrestricted funding too along with the provision of external training. The staff team continues to prioritise fundraising with weekly meetings to progress and monitor this. The challenge to secure adequate resources in a highly competitive environment with increasing demand for what is available has not abated.



FUNDRAISING

WRC continues to prioritise the vital life-saving work of our sector, simultaneously with our survival. In this context, the trustees agreed to enlist expert fundraising support to allow us to remain agile to the needs of our sector. We will also continue to advocate for increased core funding from trusts and foundations and prioritised investment led by and for specialist women's organisations, as all evidence demonstrates that social change comes from those closest to the issue leading the work to address it. The expenditure on external and internal fundraising has focused on grants and contracts from trusts and foundations and has not been material to the overall work of the charity. This has enabled WRC to secure much-needed funding to support the work we do.

We do not approach members of the public for funds.

WRC has not received any complaints regarding fundraising activities.

TRUSTEES' RESPONSIBILITIES

The trustees (who are also directors of the 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). Company law requires the trustees to prepare financial statements for each financial year which 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 the 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 then apply them consistently
- observe the methods and principles in the Charities SORP
- make judgements and estimates that are reasonable and prudent
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on a going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

The trustees are responsible for keeping adequate accounting records that 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.



In so far as the trustees are aware:

There is no relevant audit information of which the charitable company's auditors are unaware; the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

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

Members of the charity guarantee to contribute an amount not exceeding £1 to the assets of the charity in the event of winding up. The total number of such guarantees on 31 March 2022 was five (2021: four). Trustees are members of the charity, but this entitles them only to voting rights.

AUDITOR

Sayer Vincent LLP was re-appointed as the charity's auditors during the year and has expressed its willingness to continue in that capacity.

Women's Resource Centre (WRC) is a charitable company limited by guarantee and is incorporated in the United Kingdom. The registered office address and principal place of business are United House, North Road, London, N7 9DP.

The trustees have 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 its future activities. In particular, the trustees consider how planned activities will contribute to the aims and objectives that have been set.

The report of the Board of Trustees has been prepared in accordance with the special provisions applicable to companies subject to the small companies' regime.

Approved by the trustees on 10 November 2022 and signed on their behalf by:

Rupa Sarkar
Chair
Women's Resource Centre



Independent auditor's report to the members of Women's Resource Centre.

Opinion

We have audited the financial statements of Women's Resource Centre (the 'charitable company') for the year ended 31 March 2022 which comprise the statement of financial activities, balance sheet, statement of cash flows, and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 The Financial Reporting Standard applicable in the UK and the Republic of Ireland (the United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- Give a true and fair view of the state of the charitable company's affairs as of 31 March 2022 and of its incoming resources and application of resources, including its income and expenditure for the year then ended
- Have been properly prepared in accordance with the United Kingdom Generally Accepted Accounting Practice
- 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 charitable company 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 Women's Resource Centre's ability to continue as a going concern for a period of at least twelve months from when the financial statements are 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 other information comprises the information included in the trustees' annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. 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. 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 course of 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 this gives rise to a material misstatement in the financial statements themselves. If based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- The information given in the trustees' annual report, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- The trustees' annual report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' annual report, we have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- Adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; 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; or
- The directors were not entitled to prepare the financial statements in accordance with the small companies' regime and take advantage of the small companies' exemptions in preparing the trustees' annual report and from the requirement to prepare a strategic report.



Responsibilities of trustees

As explained more fully in the statement of trustees' responsibilities set out in the trustees' annual report, the trustees (who are also the directors of the charitable company for the purposes of company law) 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 charitable company'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 charitable company 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.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is set out below.



Capability of the audit in detecting irregularities

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:

- We enquired of management which included obtaining and reviewing supporting documentation, concerning the charity's policies and procedures relating to:
- Identifying, evaluating, and complying with laws and regulations and whether they were aware of any instances of non-compliance;
- Detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected, or alleged fraud;
- The internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations.
- We inspected the minutes of meetings of those charged with governance.
- We obtained an understanding of the legal and regulatory framework that the charity operates in, focusing on those laws and regulations that had a material effect on the financial statements or that had a fundamental effect on the operations of the charity from our professional and sector experience.
- We communicated applicable laws and regulations throughout the audit team and remained alert to any indications of non-compliance throughout the audit.
- We reviewed any reports made to regulators.
- We reviewed the financial statement disclosures and tested these to supporting documentation to assess compliance with applicable laws and regulations.
- We performed analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud.
- In addressing the risk of fraud through management override of controls, we tested the appropriateness of journal entries and other adjustments, assessed whether the judgements made in making accounting estimates are indicative of a potential bias, and tested significant transactions that are unusual or those outside the normal course of business.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulations. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities is available on the Financial Reporting Council's website at: 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 members as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Noelia Serrano (Senior statutory auditor)

15 November 2022

for and on behalf of Sayer Vincent LLP, Statutory Auditor
Invicta House, 108-114 Golden Lane, LONDON, EC1Y 0TL



Women's Resource Centre

Statement of financial activities (incorporating an income and expenditure account)

For the year ended 31 March 2022

	Note	Unrestricted £	Restricted £	2022 Total £	Unrestricted £	Restricted £	2021 Total £
Income from:							
Donations and legacies	2	17,565	-	17,565	32,679	2,007	34,686
Charitable activities							
Policy		-	50,000	50,000	-	-	-
Development	3	60,518	476,185	536,703	48,763	867,057	915,820
Other	3	20,000	5,000	25,000	-	26,000	26,000
Other trading activities	4	22,966	-	22,966	26,418	-	26,418
Investments	5	110	-	110	7	-	7
Total income		121,159	531,185	652,344	107,867	895,064	1,002,931
Expenditure on:							
Raising funds	6	30,515	-	30,515	2,428	38,715	41,143
Charitable activities							
Policy		-	27,498	27,498	-	-	-
Development	6	93,255	663,543	756,798	28,690	559,671	588,361
Other	6	2,488	10,146	12,634	753	12,000	12,753
Total expenditure		126,258	701,187	827,445	31,870	610,386	642,256
Net movement in funds		(5,099)	(170,002)	(175,101)	75,997	284,678	360,675
Reconciliation of funds:							
Total funds brought forward		109,477	320,035	429,512	33,480	35,357	68,837
Total funds carried forward	17	104,378	150,033	254,411	109,477	320,035	429,512

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in Note 18 to the financial statements.

Women's Resource Centre

Balance sheet

Company no. 2462336

As at 31 March 2022

	Note	£	2022 £	£	2021 £
Fixed assets:					
Tangible assets	13		634		1,381
Current assets:					
Debtors	14	89,169		136,469	
Cash at bank and in hand		279,078		411,995	
		<u>368,247</u>		<u>548,464</u>	
Liabilities:					
Creditors: amounts falling due within one year	15	(114,470)		(120,333)	
			<u>253,777</u>		<u>428,131</u>
Net current assets					
			<u>254,411</u>		<u>429,512</u>
Total net assets					
			<u>254,411</u>		<u>429,512</u>
The funds of the charity:	18				
Restricted income funds			150,033		320,035
Unrestricted income funds:					
Designated funds		-		-	
General funds		104,378		109,477	
		<u>104,378</u>		<u>109,477</u>	
Total unrestricted funds			<u>104,378</u>		<u>109,477</u>
Total charity funds			<u>254,411</u>		<u>429,512</u>

Approved by the trustees on 10 November 2022 and signed on
their behalf by

Rupa Sarkar
Chair

Women's Resource Centre

Statement of cash flows

For the year ended 31 March 2022

	2022 £	£	2021 £	£
Cash flows from operating activities				
Net expenditure for the reporting period (as per the statement of financial activities)	(175,101)		360,675	
Dividends, interest and rent from investments	(110)		(7)	
Depreciation	747		1,733	
Decrease in fixed assets	-		(1,032)	
Decrease/(increase) in debtors	47,300		(75,023)	
(Decrease) in creditors	(5,863)		(13,859)	
Net cash (used in)/provided by operating activities		(133,027)		272,487
Cash flows from investing activities:				
Dividends, interest and rents from investments	110		7	
Net cash provided by investing activities		110		7
Change in cash and cash equivalents in the year		(132,917)		272,494
Cash and cash equivalents at the beginning of the year		411,995		139,501
Cash and cash equivalents at the end of the year		279,078		411,995

Analysis of cash and cash equivalents

	At 1 April 2021 £	Cash flows £	Other changes £	At 31 March 2022 £
Cash at bank and in hand	411,995	(132,917)	-	279,078
Notice deposits (less than three months)	-	-	-	-
Total cash and cash equivalents	411,995	(132,917)	-	279,078

1 Accounting policies

a) Statutory information

Women's Resource Centre is a charitable company limited by guarantee and is incorporated in United Kingdom.

The registered office address and principal place of business is United House, North Road, London, N7 9DP.

b) Basis of preparation

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), (Charities SORP FRS 102) and the Companies Act 2006.

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

c) Public benefit entity

The charitable company meets the definition of a public benefit entity under FRS 102.

d) Going concern

WRC has significantly increased the level of support offered to other organisations, the management and trustees continue to monitor this to ensure it can be managed. The trustees consider that there are no material uncertainties about the charitable company's ability to continue as a going concern.

The trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

e) Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

f) Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

g) Fund accounting

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

Unrestricted funds are donations and other incoming resources received or generated for the charitable purposes.

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

h) Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- Costs of raising funds relate to the costs incurred by the charitable company in inducing third parties to make voluntary contributions to it, as well as the cost of any activities with a fundraising purpose
- Expenditure on charitable activities includes the costs of delivering services, training, capacity building and other activities undertaken to further the purposes of the charity and their associated support costs

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

1 Accounting policies (continued)

i) Allocation of support costs

Resources expended are allocated to the particular activity where the cost relates directly to that activity. However, the cost of overall direction and administration of each activity, comprising the salary and overhead costs of the central function, is apportioned on the following basis which are an estimate, based on staff time, of the amount attributable to each activity:

● Policy	0%
● Development	78%
● Other	3%
● Fundraising	8%
● Support costs	9%
● Governance costs	2%

Support and governance costs are re-allocated to each of the activities on the following basis which is an estimate, based on staff time, of the amount attributable to each activity:

● Policy	0%
● Development	89%
● Other	3%
● Fundraising	8%

Governance costs are the costs associated with the governance arrangements of the charity. These costs are associated with constitutional and statutory requirements and include any costs associated with the strategic management of the charity's activities.

j) Operating leases

Rental charges are charged on a straight line basis over the term of the lease.

k) Tangible fixed assets

Items of equipment are capitalised where the purchase price exceeds £1,000. Depreciation costs are allocated to activities on the basis of the use of the related assets in those activities. Assets are reviewed for impairment if circumstances indicate their carrying value may exceed their net realisable value and value in use.

Where fixed assets have been revalued, any excess between the revalued amount and the historic cost of the asset will be shown as a revaluation reserve in the balance sheet.

Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The depreciation rates in use are as follows:

● Office equipment	3 years
● Computer equipment	3 years

l) Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

m) Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account. Cash balances exclude any funds held on behalf of others, disclosed in Note 21.

n) Financial Instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

Women's Resource Centre

Notes to the financial statements

For the year ended 31 March 2022

1 Accounting policies (continued)

o) Creditors and provisions

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

p) Pensions

The charitable company makes pension contributions equivalent to a minimum of 5% of gross salaries on behalf of its employees. Employees are Auto-Enrolled into the scheme on employment. The contributions are charged to the statement of financial activities on an accrual basis. The charity has no liability under the scheme other than for the payment of those contributions.

2 Income from donations and legacies

	Unrestricted £	Restricted £	2022 Total £	Unrestricted £	Restricted £	2021 Total £
Gifts	17,565	–	17,565	32,679	2,007	34,686
	<u>17,565</u>	<u>–</u>	<u>17,565</u>	<u>32,679</u>	<u>2,007</u>	<u>34,686</u>

3a Income from charitable activities

	Unrestricted £	Restricted £	2022 Total £	Unrestricted £	Restricted £	2021 Total £
The National Lottery Community Fund	–	50,000	50,000	–	–	–
Sub-total for Policy	<u>–</u>	<u>50,000</u>	<u>50,000</u>	<u>–</u>	<u>–</u>	<u>–</u>
London Councils	–	240,783	240,783	–	240,783	240,783
Comic Relief	–	31,000	31,000	–	245,000	245,000
Smallwood Trust	–	35,758	35,758	–	66,073	66,073
ROSA Women's Fund	–	59,327	59,327	–	35,981	35,981
Heritage Lottery Fund	–	–	–	–	40,300	40,300
The National Lottery Community Fund	–	53,192	53,192	–	126,001	126,001
London Community Response Fund	2,000	–	2,000	–	90,419	90,419
London Funders	–	–	–	–	10,000	10,000
MOPAC	–	20,000	20,000	–	5,000	5,000
Paul Hamlyn Foundation	–	4,500	4,500	–	–	–
Lloyds Bank Foundation	–	31,625	31,625	–	–	–
Other	58,518	–	58,518	48,763	7,500	56,263
Sub-total for Development	<u>60,518</u>	<u>476,185</u>	<u>536,703</u>	<u>48,763</u>	<u>867,057</u>	<u>915,820</u>
Enterprise Development Programme (Equally Ours)	–	5,000	5,000	–	26,000	26,000
Greater London Authority	20,000	–	20,000	–	–	–
Sub-total for Other	<u>20,000</u>	<u>5,000</u>	<u>25,000</u>	<u>–</u>	<u>26,000</u>	<u>26,000</u>
Total income from charitable	<u>80,518</u>	<u>531,185</u>	<u>611,703</u>	<u>48,763</u>	<u>893,057</u>	<u>941,820</u>

3b Section 37 Statement

Grant aid of £240,783 was received in 2021/22 (2020/21: £240,783) from London Councils for the ASCENT project. The following table illustrates how money was allocated across the partnership's six organisations, what the portion for WRC was, what the money was awarded for and that it had been used for these purposes.

	2022 Grant received £	2022 Grant spent £	2021 Grant received £	2021 Grant spent £
Ascent Support Services to Organisations				
WRC lead partner	69,705	69,706	69,705	64,251
WRC repurposed	-	-	-	5,454
Delivery partner Against Violence and Abuse (AVA)	29,720	29,720	29,720	29,720
Delivery partner Imkaan	36,285	36,285	36,285	36,285
Delivery partner Respect	43,497	43,497	43,497	43,497
Delivery partner Rights of Women	23,563	23,563	23,563	23,563
Delivery partner Women and Girls Network	38,013	38,013	38,013	38,013
	240,783	240,784	240,783	240,783
Project expenditure				
Staff costs	161,654	167,813	161,654	161,654
Beneficiary costs	44,392	40,122	44,392	38,938
Database to support delivery	-	-	-	5,454
Other costs – inc overheads	34,737	32,849	34,737	34,737
	240,783	240,784	240,783	240,783

In March 2021 WRC advised London Councils that it had an underspend of £5,454.67 which had resulted from changes in project delivery methods following Covid-19. It was approved by London Councils that the £5,454.67 underspend be repurposed for a new database system to support delivery, managing the project's data and partners as well as supporting M&E and reporting.

4 Income from other trading activities

	Unrestricted £	Restricted £	2022 Total £	Unrestricted £	Restricted £	2021 Total £
Membership subscriptions	511	-	511	375	-	375
Online shop	105	-	105	225	-	225
Training and other events	22,350	-	22,350	25,818	-	25,818
	22,966	-	22,966	26,418	-	26,418

5 Income from investments

	Unrestricted £	Restricted £	2022 Total £	Unrestricted £	Restricted £	2021 Total £
Interest on current account	-	-	-	7	-	7
Interest on Scottish Widows savings account	110	-	110	-	-	-
	110	-	110	7	-	7

Women's Resource Centre

Notes to the financial statements

For the year ended 31 March 2022

6a Analysis of expenditure (current year)

	Charitable activities						2022 Total £	2021 Total £
	Cost of raising funds £	Policy £	Development £	Other £	Governance costs £	Support costs £		
Staff costs (Note 9)	24,188	-	233,533	10,000	5,700	25,461	298,882	283,508
Training for beneficiaries	-	-	12,785	-	-	-	12,785	5,874
Accommodation and related costs	-	-	35,765	-	-	2,192	37,957	41,294
Temporary staff and professional fees	3,705	-	31,914	1,103	-	10,460	47,182	53,371
Conference and events	-	-	2,000	-	-	-	2,000	228
Partner costs	-	-	171,078	-	-	-	171,078	171,078
Project costs	-	27,498	29,016	445	-	-	56,959	17,475
Grants paid out	-	-	169,000	-	-	-	169,000	9,614
Evaluation and legacy	-	-	-	-	-	-	-	9,700
Audit costs	-	-	-	-	9,600	-	9,600	9,180
IT/office costs	-	-	6,232	-	-	13,278	19,510	36,770
Publicity, membership, communications	-	-	-	-	-	1,274	1,274	2,296
Staff training	-	-	-	-	-	149	149	77
Travel and subsistence	-	-	177	-	-	145	322	58
Depreciation	-	-	269	-	-	478	747	1,733
	27,893	27,498	691,769	11,548	15,300	53,437	827,445	642,256
Support costs	1,997	-	49,519	827	1,095	(53,437)	-	-
Governance costs	625	-	15,511	259	(16,395)	-	-	-
Total expenditure 2022	30,515	27,498	756,798	12,634	-	-	827,445	642,256
Total expenditure 2021	41,143	-	588,361	12,753	-	-	642,257	-

Women's Resource Centre

Notes to the financial statements

For the year ended 31 March 2022

6b Analysis of expenditure (current year)

	Charitable activities					2021 Total £
	Cost of raising funds £	Development £	Other £	Governance costs £	Support costs £	
Staff costs (Note 9)	31,397	222,410	12,000	5,100	12,601	283,508
Training for beneficiaries	-	5,802	-	-	72	5,874
Accommodation and related costs	-	40,963	-	-	331	41,294
Temporary staff and professional fees	7,318	41,687	-	-	4,366	53,371
Conference and events	-	-	-	-	228	228
Partner costs	-	171,078	-	-	-	171,078
Project costs	-	17,475	-	-	-	17,475
Grants paid out	-	9,614	-	-	-	9,614
Evaluation and legacy	-	8,900	-	-	800	9,700
Audit costs	-	-	-	9,180	-	9,180
IT/office costs	-	34,445	-	-	2,325	36,770
Publicity, membership, communications	-	1,131	-	-	1,165	2,296
Staff training	-	77	-	-	-	77
Travel and subsistence	-	58	-	-	-	58
Depreciation	-	-	-	-	1,733	1,733
	38,715	553,640	12,000	14,280	23,621	642,256
Support costs	1,478	21,139	458	545	(23,621)	-
Governance costs	950	13,581	294	(14,825)	-	-
Total expenditure 2021	41,143	588,361	12,753	-	-	642,256

Women's Resource Centre

Notes to the financial statements

For the year ended 31 March 2022

7 Net expenditure for the year

This is stated after charging / (crediting):

	2022 £	2021 £
Operating lease rentals:		
Property	29,187	25,469
Other	7,399	11,800
Depreciation	747	1,733
Auditor's remuneration (excluding VAT):		
Audit	8,000	7,650
	<u>8,000</u>	<u>7,650</u>

8 Grant making

	Grants to institutions £	Grants to individuals £	2022 £	2021 £
Cost				
Imkaan grant for MHaPP administered by WRC to SAWN	-	-	-	7,500
Tampon Tax MHaPP funds raised by WRC and paid to SAWN	-	-	-	2,114
Comic Relief: Covid-19 Emergency Funding – Communities Experiencing Racial Inequality	169,000	-	169,000	-
At the end of the year	<u>169,000</u>	<u>-</u>	<u>169,000</u>	<u>9,614</u>

Imkaan MHaPP: emergency payments to black and minoritised women in Manchester at risk of destitution. Grants were paid to Support And Action for Women's Network – SAWN, who then distributed funds.

Comic Relief: Covid-19 Emergency Funding – Communities Experiencing Racial Inequality. Funding received to make grants available to organisations working with black and minoritised women. Support costs incurred to administer the grant funding amounted to £27,002 in line with the budget as agreed with the funder.

	Grants to institutions £	Grants to individuals £	2,021 £
Cost			
Imkaan grant for MHaPP administered by WRC to SAWN	7,500	-	7,500
Tampon Tax MHaPP funds raised by WRC and paid to SAWN	2,114	-	2,114
At the end of the year	<u>9,614</u>	<u>-</u>	<u>9,614</u>

9 Analysis of staff costs, trustee remuneration and expenses, and the cost of key management personnel

Staff costs were as follows:

	2022 £	2021 £
Salaries and wages	265,134	251,850
Social security costs	22,305	21,114
Employer's contribution to defined contribution pension schemes	11,443	10,544
	<u>298,882</u>	<u>283,508</u>

No employee earned more than £60,000 during the year (2021: nil).

The total employee benefits including employer's NIC and pension contributions of the key management personnel were £105,706 (2021: £105,818).

The charity trustees were not paid or received any other benefits from employment with the charity in the year (2021: £nil). No charity trustee received payment for professional or other services supplied to the charity (2021: £nil).

Trustees' expenses represents the payment or reimbursement of travel and subsistence costs totalling £nil (2021: £nil) incurred by members (2021: 0) relating to attendance at meetings of the trustees.

10 Staff numbers

The average number of employees (head count based on number of staff employed) during the year was as follows:

	2022	2021
	No.	No.
Raising funds	0.8	0.1
Policy	–	–
Development	6.0	6.0
Other	0.8	0.7
Support	0.9	0.3
Governance	0.1	0.1
	8.6	7.2

11 Related party transactions

There are no related party transactions to disclose for 2022 (2021: none).

There are no donations from related parties which are outside the normal course of business and no restricted donations from related parties.

12 Taxation

The charitable company is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

13 Tangible fixed assets

	Office equipment £	Computer equipment £	Total £
Cost or valuation			
At the start of the year	2,731	14,648	17,379
At the end of the year	2,731	14,648	17,379
Depreciation			
At the start of the year	2,253	13,745	15,998
Depreciation charge for the year	478	269	747
At the end of the year	2,731	14,014	16,745
Net book value	–	634	634
At the start and end of the year	478	903	1,381

All of the above assets are used for charitable purposes.

14 Debtors

	2022 £	2021 £
Trade debtors	83,857	91,282
Other debtors	4,223	42,684
Prepayments	1,089	2,503
	<u>89,169</u>	<u>136,469</u>

15 Creditors: amounts falling due within one year

	2022 £	2021 £
Trade creditors	80,108	39,522
Taxation and social security	5,662	4,675
Deferred income	-	31,000
Accruals	28,700	45,136
	<u>114,470</u>	<u>120,333</u>

16 Pension scheme

The charitable company offers a defined contribution pension scheme for the benefit of employees. The assets of the scheme are administered by an independent pension provider, The Pensions Trust. The company will also pay the employer's contribution to the employee's own stakeholder pension scheme if desired.

At 31 March 2022, £173 was owed for March contributions (2021: £1,529).

17a Analysis of net assets between funds (current year)

	General unrestricted £	Designated £	Restricted £	Total funds £
Fixed assets	634	-	-	634
Net current assets	103,744	-	150,033	253,777
Net assets at 31 March 2022	<u>104,378</u>	<u>-</u>	<u>150,033</u>	<u>254,411</u>

17b Analysis of net assets between funds (prior year)

	General unrestricted £	Designated £	Restricted £	Total funds £
Fixed assets	1,381	-	-	1,381
Net current assets	108,096	-	320,035	428,131
Net assets at 31 March 2021	<u>109,477</u>	<u>-</u>	<u>320,035</u>	<u>429,512</u>

Women's Resource Centre

Notes to the financial statements

For the year ended 31 March 2022

18a Movements in funds (current year)

	At 1 April 2021 £	Income & gains £	Expenditure & losses £	At 31 March 2022 £
Restricted funds:				
London Councils Ascent partnership	-	240,783	(240,783)	-
HLF – Sisters doing it for themselves	5,262	-	(5,262)	-
Feminist Leadership	12,056	9,327	(21,383)	-
Smallwood Trust Financial Inclusion	3,843	35,758	(35,773)	3,828
Big Lottery –Covid	32,280	-	(32,280)	-
Civil Society Roots Fund	6,491	53,192	(59,683)	-
London Community Fund Covid	1,103	-	(1,103)	-
Equally Ours – Equality & Diversity	14,000	5,000	(10,146)	8,854
Comic Relief	245,000	31,000	(196,002)	79,998
LVAWGC	-	31,625	(23,719)	7,906
MOPAC	-	20,000	(20,000)	-
Think Tank	-	50,000	(27,498)	22,502
Women Thrive	-	50,000	(23,055)	26,945
Paul Hamlyn Foundation	-	4,500	(4,500)	-
Total restricted funds	320,035	531,185	(701,187)	150,033
Unrestricted funds:				
General funds	109,477	121,159	(126,258)	104,378
Total funds	429,512	652,344	(827,445)	254,411

Women's Resource Centre

Notes to the financial statements

For the year ended 31 March 2022

18b Movements in funds (prior year)

	At 1 April 2020 £	Income & gains £	Expenditure & losses £	At 31 March 2021 £
Restricted funds:				
London Councils Ascent partnership	-	240,783	(240,783)	-
HLF – Sisters doing it for themselves	12,582	40,300	(47,620)	5,262
Feminist Leadership	20,115	35,981	(44,040)	12,056
Smallwood Trust Financial Inclusion	2,288	36,327	(34,772)	3,843
Smallwood Trust Women's Sector				
Resilience	-	29,746	(29,746)	-
Tampon Tax Campaign	372	2,008	(2,380)	-
Big Lottery –Covid	-	79,180	(46,900)	32,280
Civil Society Roots Fund	-	46,820	(40,329)	6,491
Imkaan MHaPP	-	7,500	(7,500)	-
London Community Fund Covid	-	90,419	(89,316)	1,103
London Funders	-	10,000	(10,000)	-
MOPAC	-	5,000	(5,000)	-
Equally Ours – Equality & Diversity	-	26,000	(12,000)	14,000
Comic Relief	-	245,000	-	245,000
Total restricted funds	35,357	895,064	(610,386)	320,035
Unrestricted funds:				
General funds	33,480	107,867	(31,870)	109,477
Total funds	68,837	1,002,931	(642,256)	429,512

Purposes of restricted funds

London Councils Ascent: Ascent is a pan-London project undertaken by the London VAWG Consortium, delivering a range of services for survivors of domestic and sexual violence, under six strands, funded by London Councils. WRC is the lead organisation in the 2nd tier services strand.

HLF Sisters doing it for themselves: 2020 marks 50 years since the Women's Liberation Movement. In honour of this, WRC are archiving a herstory of activism with London School of Economics (LSE) Women's Library.

Feminist Leadership: training programme on feminist leadership funded by Rosa that consists of two intensive days of training and a social action project.

Smallwood Trust: addressing financial hardship of black african asylum seeking women; to work with women whose preference is to create and maintain their family by earning a living to meet household needs, improve skills in enterprise and money matters plus develop expertise to become local advocates.

Smallwood Trust: Women's Sector Resilience.

Tampon Tax Campaign: After launching our petition in March 2019, calling on the Government to pay back the Tampon Tax, we were awarded a grant from Rosa to develop and strengthen the campaign.

Big Lottery –Covid: emergency support to Women's organisations and WRC to meet the challenges as a result of Covid 19.

Civil Society Roots Fund: developing infrastructure structure support for London Women's organisations

Imkaan MHAPP: emergency payments to black and minoritised women in Manchester at risk of destitution.

London Community Fund Covid reponse: Wave funding for emergency support to London Women's orgs as a result of COVID.

London Community Fund Covid reponse: £15k for advice to London funders on grant making to address structural inequality in london

London Funders: to be an equity partner to London funders.

MOPAC: secretariat role for the MOPAC VAWG Reference Group

Equally Ours – Equality & Diversity: development of our online shop.

LVAWGC: Strategic advocacy and support to organisations in relation to the Tier 1 duty in London for safe accommodation for women & children experiencing domestic violence.

Think Tank: scoping a cultural think tank led by young black and minoritised women.

Women Thrive: support for the Network for Black Women Leaders including coaching and mentoring.

Paul Hamlyn Foundation: Exhale residential retreat development grant.

Comic Relief – Covid-19 Emergency Funding – Communities Experiencing Racial Inequality. This is a 2 year programme with the main part of the funding being paid out in grants to recipient organisations. The programme received the funding in the last months of the financial year with the main work starting April 2021.

For the year ended 31 March 2022

19 Operating lease commitments

The charity's total future minimum lease payments under non-cancellable operating leases is as follows for each

	Property		Equipment	
	2022	2021	2022	2021
	£	£	£	£
Less than one year	1,408	2,830	24,236	11,800
One to five years	-	-	-	33,994
	1,408	2,830	24,236	45,794

20 Legal status of the charity

The charity is a company limited by guarantee and has no share capital. The liability of each member in the event of winding up is limited to £1.

21 Funds held on behalf of others

In accordance with SORP FRS 102, these transactions are considered to represent conduit funding and, as such, are not shown in the charity's statement of financial activities. Equally, amounts still to be disbursed by Women's Resource Centre at the year end are not shown on the balance sheet.

	Not buying it	
	2022	2021
	£	£
Funds at the start of the year	270	270
Income received	-	-
Expenditure incurred	-	-
Funds at the end of the year	270	270

Funds held on behalf of these funds at 31 March 2022 are as follows:

	2022	2021
	£	£
Cash at bank	270	270

	Holloway Women's Stories	
	2022	2021
	£	£
Funds at the start of the year	2,055	2,055
Income received	-	-
Expenditure incurred	-	-
Funds at the end of the year	2,055	2,055

Funds held on behalf of these funds at 31 March 2022 are as follows:

	2022	2021
	£	£
Cash at bank	2,055	2,055
Funds at the end of the year	2,055	2,055

WOMEN'S RESOURCE CENTRE

England & Wales - Charity number 1070606

Accounts



women's
resource
centre

2020-2021 ANNUAL REPORT

www.wrc.org.uk | admin@wrc.org.uk | 020 7697 3450

United House, North Rd, London, N7 9DP

Charity no: 107606

Company no: 2462336



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OUR VISION |

All women are empowered and have substantive equality.

OUR MISSION |

Supporting and standing up for a diverse and thriving women's sector.

OUR APPROACH |

Women's Resource Centre is the national umbrella organisation for the women's sector. We provide capacity building programmes, training, peer support events and one to one support for organisations. We coordinate policy consultations and publications to inform policy makers in the UK about the social and economic value of women's groups across England.

OUR VALUES |

Feminism - Collaboration - Equality - Integrity - Professionalism- Sustainability

OUR STRATEGIC AIMS 2018 - 2023 |

- **To lead on structural change for women**
- **To become a digital first organisation**
- **To strengthen women's organisations and amplify women's voices**
- **To develop 'Womonomics' for the WRC and the sector**
- **To nurture and sustain women's sector value based leadership**
- **To own an iconic women's building which inspires women's leadership and empowerment, celebrates the historical, current and future achievements of women.**

WRC provide benefit to the public through offering a range of capacity building programmes, training and peer support events, one to one support for organisations. We keep the women's sector informed about important policy consultations and coordinate responses to those consultations. This activity informs policy makers in the UK about the social and economic value of women's groups across England.



HOW HAS WRC FULFILLED ITS STRATEGIC AIMS?

WRC has 6 strategic aims, which all of our work must be in furtherance of. During this year we have continued to ensure our work is closely aligned with our aims.

Our extensive and specialist support to our network is directly related to achieving structural change through strengthening and amplifying their work and voices. Our capacity building work, alongside training and advocacy across numerous projects has furthered all of these aims. For example; The Covid-19 additional support and facilitation of established partnerships in London and Manchester which resulted in securing emergency funds for organisations and also emergency funds for individual women facing destitution. Thanks to emergency COVID-19 grants we were also able to extend some of our capacity building services. WRC produced a number of reports and responses to consultations ensuring the voices of our network were presented to policy makers.

Additionally we have continued to move towards becoming a digital first organisation with our decision to establish a new CRM system and database. Our efforts to become paperless have improved considerably as a result of lockdown and working from home and which we will maintain when we return to office based working.

We have continued to make effective progress on the goal for value based leadership having maintained provision of our highly acclaimed leadership programme during the year which continues to go from strength to strength. We currently hold a waiting list for this programme and are actively seeking more long term funding.

In response to member requests we have under the leadership of our Deputy CEO, launched the Network for Black Women Leaders (NBWL), again in furtherance of our aim for value based leadership and our firm commitment to Anti Racist work and in recognition of the specific experiences of racism and sexism faced by women from the African diaspora.

Progress on the Women's Building has been paused due to the lockdown and our need to focus all our efforts to support our members. This work will be picked up in the coming year building on established opportunities.

Our goal for Womenomics is likely to be revised in our Strategic review process due for completion in the coming year.

Phase two of our Tampon Tax Campaign to secure significant and sustainable funding for the ecosystem of our sector has been developed with the support of our advisory group members drawn from across the country ensuring working class women from a variety of communities are leading this work to ensure the voices and needs of the poorest and most marginalised women are at the centre of our work.



WRC TEAM

Women's Resource Centre

Address: United House, North Road, London, N7 9DP

Company limited by guarantee: 2462336 Country of incorporation: United Kingdom

Registered charity: 1070606 Country of registration: England & Wales

STAFF

- Vivienne Hayes (CEO)
- Dionne Nelson (Deputy CEO)
- Evelina Svensson (Development Manager)
- Shani Lee (LVAWGC Coordinator)
- Nour Gazarin (Partnerships Manager)
- Laura Morris (Development Officer)
- Kiran Dhami (Policy Officer - Temporary)
- Hannah Coombes (Communications Officer)
- Renee Mayor (Office Administrator)

FREELANCERS

- Tebussum Rashid
- Rose Ssali
- Kathleen Moss
- Wasilat Daniju
- Emma Collins
- Helen Cylwik
- Dr Sue Robson
- Dr Louise Harvey Golding

TRUSTEES

- Rupa Sarkar (Chair)
- Tracey Ford
- Helene Harrigan
- Arlene Rivet

BANKERS

Unity Trust Bank plc, Nine Brindleyplace, Birmingham, B1 2HB

SOLICITORS

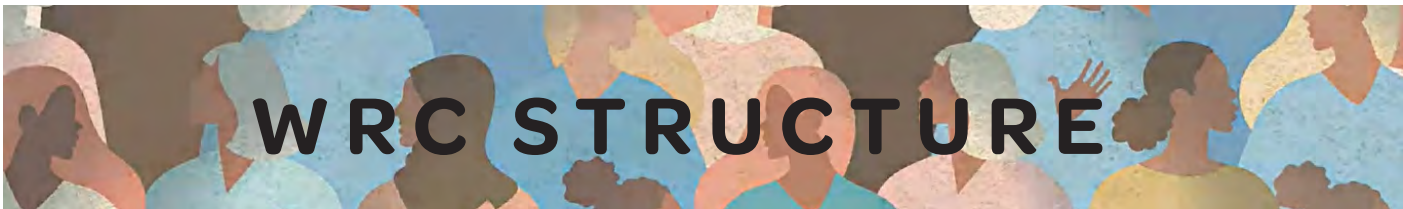
Anthony Collins Solicitors LLP 134 Edmund Street, Birmingham, B3 2ES

AUDITORS

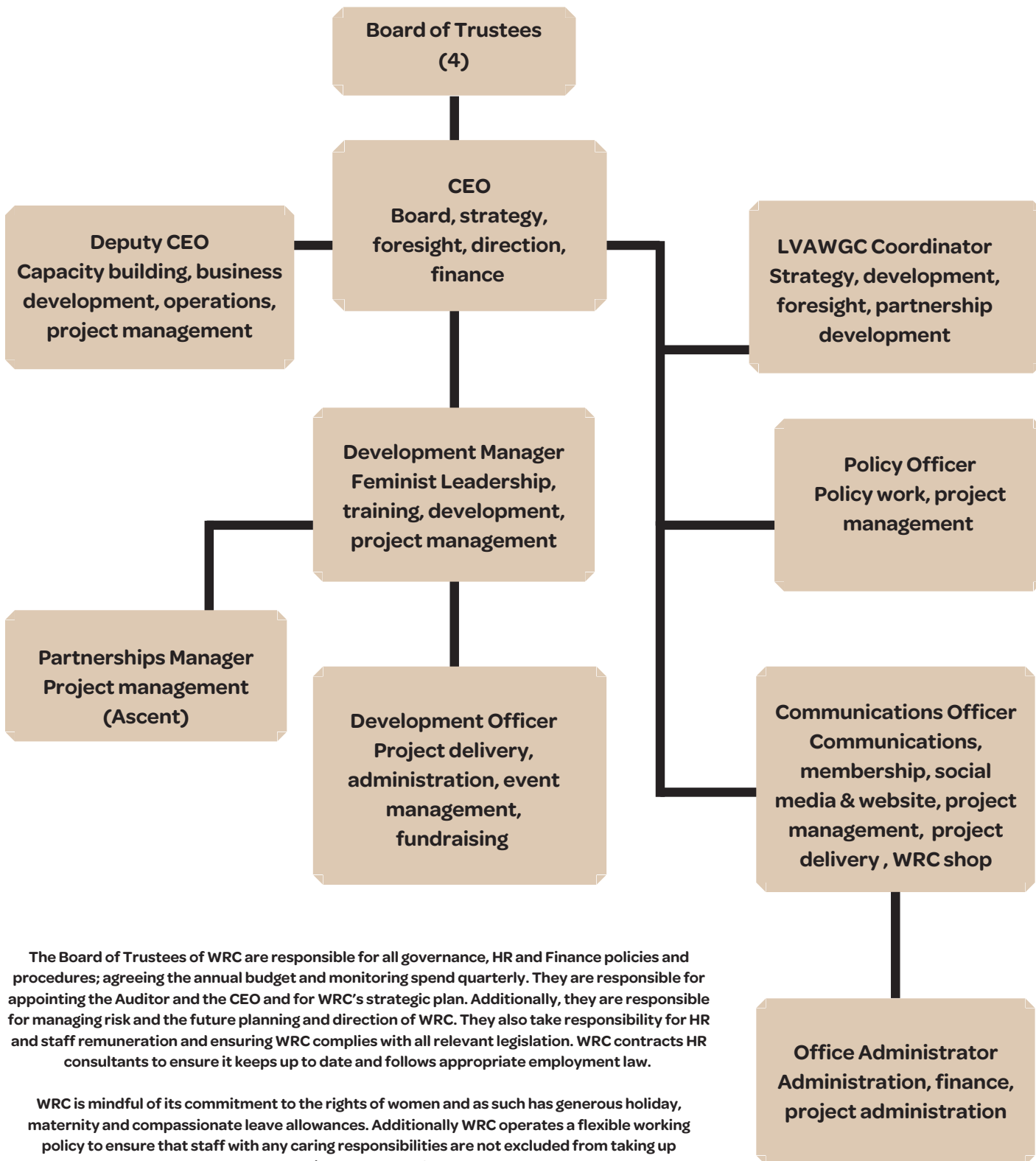
Sayer Vincent LLP, Invicta House 108-114 Golden Lane, London, EC1Y 0TL

The trustees review the aims, objectives and activities of the charity each year. This report looks at what the charity has achieved and the outcomes of its work in the reporting period. The trustees report the success of each key activity and the benefits the charity has brought to those groups of people that it is set up to help. The review also helps the trustees ensure the charity's aims, objectives and activities remained focused on its stated purposes. The trustees present their report and the audited financial statements for the year ended 31st March 2021. Reference and administrative information set out on this page forms part of this report. The financial statements comply with current statutory requirements, the memorandum and articles of association and the Statement of Recommended Practice - Accounting and Reporting by Charities: SORP applicable to charities preparing their accounts in accordance with FRS 102.

This trustees' annual report includes a directors' report as required by company law. The organisation is a charitable company limited by guarantee, incorporated on 23rd January 1990 and registered as a charity on 21 July 1998. 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. All trustees give their time voluntarily and receive no benefits from the charity. Any expenses reclaimed from the charity are set out in note 8 to the accounts.



WRC STRUCTURE



The Board of Trustees of WRC are responsible for all governance, HR and Finance policies and procedures; agreeing the annual budget and monitoring spend quarterly. They are responsible for appointing the Auditor and the CEO and for WRC's strategic plan. Additionally, they are responsible for managing risk and the future planning and direction of WRC. They also take responsibility for HR and staff remuneration and ensuring WRC complies with all relevant legislation. WRC contracts HR consultants to ensure it keeps up to date and follows appropriate employment law.

WRC is mindful of its commitment to the rights of women and as such has generous holiday, maternity and compassionate leave allowances. Additionally WRC operates a flexible working policy to ensure that staff with any caring responsibilities are not excluded from taking up employment at WRC.

The day to day running of the organisation and implementation of these policies is delegated to the CEO of WRC.



POLICIES AND PROCEDURES FOR THE INDUCTION AND TRAINING OF STAFF & TRUSTEES

Staff

New WRC staff work through a checklist with their line manager when starting at WRC and are given the relevant training to their role. New staff members will sign their employment contract, a payroll starter form and ICE form and have a probation period of 6 months.

Trustees

Women interested in serving on the WRC Board are asked to complete a brief application form outlining their interests and experience related to the requirements and person specification set out in the “Board Roles and Responsibilities” document. Once completed, this should be returned to the CEO of WRC. The CEO of WRC may contact the referees provided by the candidate on the form. The form will be assessed against the Trustee role specification by the WRC’s Chair of trustees and CEO to ensure a candidate meets the criteria outlined in the person specification.

Candidates meeting the criteria will be invited to meet the Chair and CEO. The meeting will focus on the competencies and attributes that cannot be measured by an application form and will select those candidates that should go through to the next stage.

A formal paper will also be part of the selection process, which will include the candidate’s application form and a paper written by the CEO and Chair following their meeting with the candidate.

Candidates going forward to the next stage may then be invited to meet with members of the Board Selection Panel of WRC as soon as possible. This will provide an opportunity to discuss more fully what is involved in Board involvement and answer any outstanding questions from the candidate about WRC and the role of its Board. It will also allow the Selection Panel/Board to decide whether the candidate should be invited to join the Board of Trustees.

Once approved by the Board of Trustees, the WRC CEO will arrange for the new member to complete appropriate forms to notify Companies House and the Charity Commission that she is a new Director and Trustee of WRC. The new member will sign these as soon as possible and the WRC CEO will forward these to Companies House and the Charity Commission.

The new member will have an induction which will cover further details of the roles and responsibilities of Board membership including Policies, Procedures and Constitution of WRC and further forms to complete including a Board Declaration and Declaration of Interests form.

A named member of the Board will remain as a contact person to provide support and advice to the new member to help them integrate into the Board and the organisation.

The new member will be encouraged to provide feedback on the induction process throughout the first 6 months of involvement to assist in improving and developing the systems for inducting new members of the Board.



CHAIR'S REPORT

Firstly, I am pleased to report our successful survival of the lockdown we all experienced during this year.

It is again testament to the sheer dedication of our unique sector of led by and for women's organisations that unlike many statutory provisions our sector kept its doors open and its often life-saving services available to women during what has been a frightening time for many. WRC staff started working from home just before the government announcement in March 2020, due to our growing concern for staff health and wellbeing travelling into the office and working in a large shared building.

Along with the rest of our sector the staff team adapted quickly to the new environment, as did the board, holding meetings virtually and increasing the number of times we met. Additionally the number of sector meetings we held (virtually) increased exponentially in our collective efforts to ensure women and girls were not left without any safety net. WRC started this year with clear understanding that our remaining reserves must be protected and we achieved this.

The additional support offered in response to the Covid crisis benefitted our sector and ensured vital provision for women and girls was made available. We also diverted our own donations to women and children left without basic necessities, and partnered with Young Women's Trust to provide further emergency payments for young women in need of food, electricity etc. WRC also partnered with Imkaan to distribute the Solberga fund to Black and minoritised women in Manchester facing destitution.

The crisis illuminated the stark structural inequalities in our society that we and our members have been working to address for decades.

This heightened awareness presented new opportunities to influence decision makers and funders in our work in particular in Manchester and London, alongside this a renewed commitment for greater collaboration across women's membership organisations, to develop a collective approach in our shared vision for achieving women's rights and social justice. And after 5 years of attempts by WRC to achieve this collaboration we are thrilled that during the year this it began in earnest.

WRC's leadership in collaboration has been paramount during the year, facilitating and enabling collective intelligence and asks to be made at speed to those holding purse strings. We are grateful to all of our funders and supporters for their efforts to support our work during this year and for an increased commitment by many funders to actively support our led by and for women's sector.

WRC continues to hold the lines for women only led by and for services, spaces and organisations.



We are pleased that our sector itself is also becoming alert to the long standing need for Anti-Racist work which WRC fully supports and embraces.

Our collaborative work on CEDAW, the London VAWG consortium, the Feminist Leadership Programme and our dedicated work in Manchester have continued throughout the year alongside other work detailed in this report.

At the request of members, we also launched the Network for Black Women Leaders, led by our Deputy CEO Dionne Nelson and the advisory group. Trustees are particularly pleased with this new and exciting work, led by and for Black women, given the demographics of our membership and indeed of our own trustee board.

We also established the England wide regional advisory group, with membership dedicated to Black and minoritised, working class women.

This group has supported our work this year and is working together to realise some of our future ambitions including a shift in power from the mainstream white middle class dominance within our sector to the poorest and most marginalised women who still remain almost invisible. My sincere thanks to my sister trustees and all the WRC staff team for keeping on with determination, courage and resolve.

Rupa Sarkar

Chair, Women's Resource Centre





FUTURE PLANS

At the year end 31st March 2021 WRC staff were continuing working from home. This is reviewed by the board according to government guidelines and organisational risk assessment. Staff are constantly consulted on this situation.

We will be reviewing our office requirements and consulting with staff on a hybrid approach to work, ensuring the needs of staff are met. Our next steps to develop sustainable long term funding for the eco system of our sector will be a priority, working collaboratively with our members and other supportive allies.

We will also be revising our women's building planning and picking up opportunities that were put on hold due to the impact of the COVID-19 pandemic.

Our leadership programmes will be a key focus for fundraising to maintain the NBWL and the Feminist Leadership Training. The WRC online shop will be launched in the coming year. We are excited to be planning the launch of a small grants programme aimed at Black and minoritised women's organisations.

At the end of the current year, WRC began its own internal work on anti-racist practice. This work will be ongoing. Our capacity building and collective voice work will continue through a variety of programmes as we continue to stand up for a diverse and thriving women's led by and for sector.



THE IMPACT OF COVID-19

This year has been shaped by the global pandemic, and much of our attention has been diverted to survival; for ourselves, our members and women and girls. The impact of the pandemic and lockdown has revealed the long standing stark inequalities in our society and the structural nature of this inequality. We are not surprised that our sector remained 'open for business' whilst all around us statutory provision failed to step up and support those most in need.

Our work in partnership with many within and beyond our sector demonstrated the agility, understanding and dedication of women working to maintain women's human rights. We are delighted that the work of our sector, which has for decades led the way in a rights based approach to structural inequality is being recognised and beginning to be better valued.

We will continue to push those holding the purse strings to prioritise supporting led by and for organisations and working closely with us to address structural inequality. Alongside this, we will also continue to support our own sector to further collaborative approaches to maintain women's human rights. Our work to build a collective movement is never more needed.

We look forward to continuing our resistance to poverty and inequality with all of our sister organisations and our many allies across the sectors.

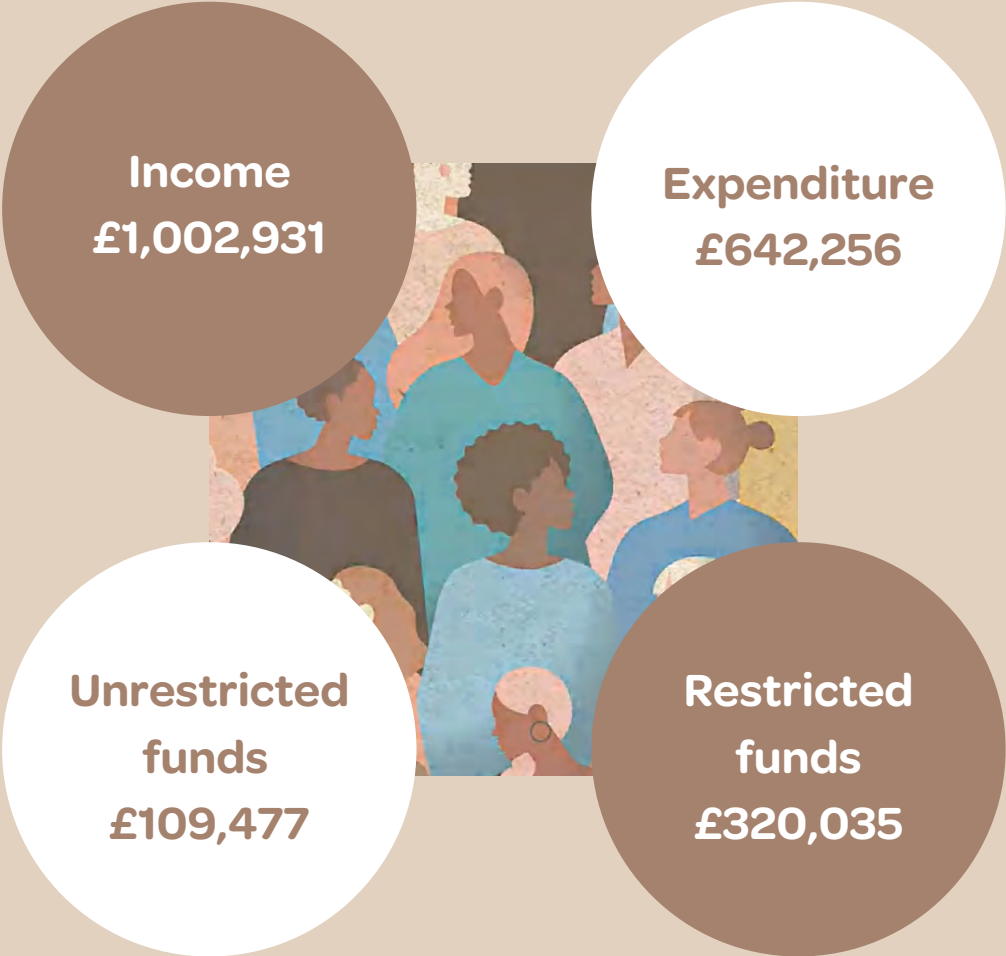
INCOME & EXPENDITURE



Women's Resource Centre is achieving public benefit through our work in improving the effectiveness of our frontline members, who provide a wide range of essential services to women across the UK. Our members work in a wide range of fields including violence against women & girls, employment, education, rights and equality, the criminal justice system and the environment. They deliver services to and campaign on behalf of some of the most marginalised communities of women.

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

Unrestricted funds are donations and other incoming resources received or generated for charitable purposes. Designated funds are unrestricted funds earmarked by the trustees for particular purposes. All designated funds have been transferred to general funds to support the ongoing operation of the charity



OUR PROJECTS THIS YEAR

Feminist Leadership



Sisters Doing It for Themselves



Financial Hardship of Black African Asylum Seeking Women



Network for Black Women Leaders



London VAWG Consortium



Ascent



Civil Society Roots Programme



Supported by Equally Ours and funded by Access, the Foundation for Social Investment

Protecting Women & Girls Against Increased Vulnerabilities Due To Covid-19

CEDAW





**Duration of programme:
1 January 2021 – 30 June 2021**

About the programme

This is a training programme on Feminist Leadership which provides the participants with practical and analytical skills in leadership that they will be able to apply in their organisation and community.

The training programme consists of six 3-hour sessions that will take place approximately every other week from April to June.

The training provides the beneficiaries with an understanding of and ability to manage organisations and teams according to feminist values and principles. It investigates and explores what makes a successful leader and a leader of social change.

The programme covered the following topics:

- Feminism, Intersectionality and Leadership
- Emotional Intelligence
- Power
- Unconscious Bias Interrupted
- Negotiation skills
- Presentation and Pitching
- Burnout: Signs, Impact and Prevention
- Relationship Management
- Project Management

The last session of the programme was tailored by the women in the group. Group 1 decided the last session to focus on wellbeing, group 2 investigated imposter syndrome and group 3 and 4 looked into values and bid writing.

The programme concluded with a Rosa event where each group was represented to share their experience of the project.

FEMINIST LEADERSHIP

We delivered 24 training sessions to 4 cohorts
(each group receiving 6 x 3-hour sessions)

- Total no. of applicants: 467
- Total no. eligible applicants: 241
- Total no. applicants offered a place: 74
- Total no. participants in programme: 66
- Total no. participants completing the programme: 61
- Total no. participants identifying as Black and minoritised: 45
- Total no. participants' organisations are Rosa grantees: 40

Feminist
Leadership

funded by
rosa
the uk fund for
women and girls

After the programme....

94%

of the programme participants had increased confidence in taking/applying for leadership roles/positions

96%

of the programme participants had increased knowledge and awareness of how to use feminism in my organisation.

98%

of the programme participants had strengthened techniques and capabilities to be a strong leader in my own right

92%

of the programme participants had developed their ability in managing people and challenging situations.

92%

said the programme provided them with insight and increased their ability in creating social change

94%

of the programme participants said they now have increased capability in applying an intersectional and feminist way of working

94%

of the programme participants said had increased skills and ability to lead and manage people



SISTERS DOING IT FOR THEMSELVES

Project term: 18 months - September 2019 – March 2021



The Women's Voluntary and Community Sector (WVCS) grew out of the Women's Liberation Movement which celebrated its 50th anniversary in 2020. This provided a unique opportunity to increase awareness of the achievements of London's (WVCS) more widely as part of these celebrations.

London's WVCS has had a central role in improving women's rights and addressing gender inequality. For example, women's organisations played a key role in the introduction of the Abortion Act 1967, the Prohibition of Female Circumcision Act 1985 and making rape in marriage illegal in 1991.

The Women's Resource Centre (WRC) was awarded a grant of £80,600 in September 2019 by the National Lottery Heritage Fund (NLHF) for the Sisters Doing It For Themselves project. The project set out to create a unique oral history archive documenting the testimonies of unknown current and past leaders of London-based women's charities and interviews between schoolgirls and women leaders.

Oral Histories

The contribution of the WVCS in the advancement of women's rights, particularly of Black and minoritised women's rights, is largely unrecognised and unacknowledged. This project has collected the important stories of fifteen women leaders and activists who have dedicated their lives to improving the lives of women.

Oral History Archive

The archive features:

Fourteen interviews with fifteen current and former leaders of London WVCS organisations were recorded and their professional portraits taken.

Two interviews with women leaders (Joyce Kallevik and Naana Otoo-Oyortey), conducted virtually by a group of school girls from Elizabeth Garrett Anderson School.

The recorded video interview formed part of the archive, and can be viewed here [insert website link].

All this material is currently being transferred to LSE Women's Library to be archived and made accessible to the public via their online digital library. <https://digital.library.lse.ac.uk/>

"The girls are now aware of WRC, Forward and WISH. They have a better understanding of women's organisations - it might encourage them to volunteer when they're older, to find out more about women's organisations."

Evelina Svensson, Feminist Leadership Facilitator.



Sarbjit Ganger - Asian Women's Resource Centre
Rosalind Bragg - Maternity Action
Dr Mary-Ann Stephenson - Women's Budget Group
Naana Otoo-Oyortey MBE - FORWARD
Joyce Kallevik - WISH
Marai Larasi MBE - Formerly CEO of Imkaan
Pragna Patel - Southall Black Sisters
Vivienne Hayes MBE - Women's Resource Centre
Ranjit Kaur - Activist & Campaigner
Professor Liz Kelly - Child and Woman Abuse Studies, London Met University
Dr Akima Thomas OBE - Women and Girls Network
Esuantsiwa Jane Goldsmith - Healing Solidarity International Feminist Collective
Carolina Gottardo - Formerly CEO of Latin American Women's Rights
Lee Eggleston OBE & Sheila Coates MBE - Rape Crisis





Schools Engagement Delivery

This project also conducted a series of workshops (Feminist Leadership and Oral History) to two groups of girls at a Elizabeth Garrett Anderson School based in London.

100%
of the girls
increased their
knowledge about
and confidence in
feminist
leadership.

83%
of the girls increased their
knowledge and ability to
create social change, their
confidence in public
speaking and their
understanding of power,
equality and leadership.

67%
of the girls increased
their confidence and
ability to do
presentations on
women's leadership
and women's human
rights.

100% of respondents
agreed or strongly agreed
that they had a greater
awareness of historic
gender inequality and the
need to continue to fight
for gender equality

"I didn't realise how hard it was to be a woman back then. It opened my eyes to what women went through and what they still go through today." School girl.

"Some things are more hidden but after this I feel like it's normalised and it shouldn't be and we should challenge it. Sexism in school - now it's more clear to see." School girl

Project Coordinator: Dionne Nelson, Deputy Chief Executive

WRC Project Support Team: Laura Morris, Development Officer; Renee Mayor, Office Administrator; Hannah Coombes, Communications Officer.

WRC Project Partner - LSE Women's Library: Debbie Challis, Education and Outreach Officer; Anna Towlson, Archives and Special Collections Manager

Project Partner - Elizabeth Garrett Anderson School: Juliette Henry, Director of Guidance; Sarah Beagley

Oral History Interviewer: Helen Cylwik

In-Schools Oral History Facilitator: Rosa Kurowska, Beyond Past

Feminist Leadership Facilitators: Evelina Svensson, Development Manager, WRC; Tebussum Rashid, Sukoon Ltd

Photographer: Wasi Daniju Photography

Filmmaker: Phoebe Cottam

You can view the project's evaluation report here

FINANCIAL HARDSHIP OF BLACK AFRICAN ASYLUM SEEKING WOMEN

Project term: 3 years, (October 2019 – November 2022)

SMALLWOODTRUST

The Financial hardship of Black African Asylum Seeking Women, a community, often excluded from financial support and tools. Is a project in collaboration with the Mama Health and Poverty Partnership (MHaPP) and members of Women Asylum Seeker Women Together (WAST) places the experiences of financial hardship of black African and asylum-seeking women at the centre of conversations in Greater Manchester.

The project set out to improve understanding of and improve dialogue with decision-makers, to inform on the extensiveness of poverty faced by some of the poorest families experiencing gender and racial discrimination.

225 women have been directly supported through this project, participating in training, discussions, consultations as well as voicing concerns as local advocates.

African women' organisations have sat down with Mayor Andy Burnham to voice experiences of financial exclusion and poverty, leading to a joint statement. This joint statement with Greater Manchester Combined Authority pledges to effectively tackle gender and racial discrimination in support of issues raised by African women involved with this project.

Whilst their beneficiaries engaged in money matters trainings, are better able to budget and manage on the earnings of poorly-paid work. Those who are can start a business, take part in enterprise and digital marketing activities.

The project creates a platform for women to heard, connect, learn, and be seen, which we are told helps maintains dignity and hope.

Since April 2020, the WRC co-hosted 15 'Women Chat', Zoom discussion group, these offer regular space for women to connect, share and learn. This additional activity, is one, organisations and their beneficiaries, valued and find most useful, during Covid-19, because it helped reduced feelings of seclusion and sadness.



Training sessions that have been delivered during this year of the project include:

Tips for writing successful funding applications
15 April 2020, facilitated by Dionne Nelson
Zoom

- 100% All participants stated it has a better understanding of the funders and importance of meeting their criteria
- 86% reported having the ability to confidently apply for funds to carry out its work
- 95% of participants reported tips for writing successful session was extremely useful

Budgeting, tools and tips
7 July 2020
facilitated by Barbara Nambuya Zoom

- 82% report having the knowledge they need to cope with unexpected costs/financial crises
- 92%, report being better equipped with the skills they need to confidently manage their household budget (as a result of this training/event)
- 82% stated they had increased confidence and ability to manage finances and respond to sudden earning gaps



Saving, tools and tips,
26 August 2020
facilitated by Barbara Nambuya
Zoom

- 95% of women stated they had a better understanding of the importance of building a saving culture and tips on how I can start creating good savings habits
- All (100%) stated they strongly agree they were better equipped with the skills needed to confidently plan & manage my household budget including savings (as a result of this training/event)
- 95% of women report they were more confident and better equipped to deal with financial difficulty and cut back on excessive spending
- 98% report, they were well-informed about available government help to support low income/low earners through the Help to Save Scheme

Advocacy workshop,
21 October 2020
facilitated by Dionne Nelson & Rose Ssali

- 85% of women reported greater confidence to voice my experiences of poverty and financial hardship to influence local decision-makers.
- 65% report as a local advocate I am better able to recommend how the lives of black African and Asylum Seeking women could be improved.
- 55% of women stated they had been empowered to speak up about the financial hardship black African and other migrant women experience.

Starting a Home Business
31 March 2021
facilitated by Julie Syl Kalunji

- 57% report understanding the different trading and community activities that can help generate income
- 48.% stated they had the self-confidence and knowledge to set up and run a home-based enterprise or business
- 87% stated increasing knowledge of self-employment and trading opportunities/options
- 87% report understanding the positive and negative aspects of setting up and running a business





NETWORK FOR BLACK WOMEN LEADERS

This year, we launched the Network for Black Women Leaders. Based on demand and member research, WRC's promising led by and for Network for Black Women Leaders (NBWL) creates an environment for women of the African diaspora and African descent to come together to reignite ambitions, celebrate cultural leadership, challenge personal and deep-seated viewpoints.

The low numbers of Black women working at senior levels in UK organisations remain distressingly low, despite the increasing efforts to develop a diverse leadership pipeline (Morgan, 2019). Black women are sorely underrepresented in workplace leadership positions especially at high levels (Greenpark Leadership, 2020). Their work is more likely to be low paid, insecure, temporary, and below their qualification level.

And so, the NBWL intention is to make the up-take of senior leadership positions a reality to through the provision of a high-quality network, peer support services and advocating for transformation of the working environment.

Women within and outside the women's sector to discuss their differing approaches to leadership, obstacles met and overcome and how we can come together to learn, share and develop each other despite different knowledge and experiences. The NBWL creates the environment for black women to celebrate origins, speak freely, develop self-efficacy towards progress to/within leadership roles, while collectively advocating for better representation.

In the face of being at different points in our life journey, we are united in the struggle against racism and sexism.

Network for Black Women Leaders events

The Network for Black Women Leaders hold regular networking events. These networking events offer a space to women of the African diaspora within and outside the women's sector to discuss their differing approaches to leadership, obstacles met and overcome and how we can come together to learn, share and develop each other despite different knowledge and experiences. In the face of being at different points in our life journey, we are united in the struggle against racism and sexism.

Networking events have offered women within and outside the women's sector to discuss their differing approaches to leadership, obstacles met and overcome, practiced revolutionary love, with music, movement and laughter as we unite in the struggle against racism, sexism and all kind of 'isms. So far, the NBWL has had two events (listed below) with another happening soon in April 2021.



Share Your Journey, Speak Your Truth, August 2020
Reflecting back, Powering Forward, December 2020



THE LONDON VAWG CONSORTIUM

The London VAWG Consortium is the largest pan-London coalition of specialist VAWG providers, with a £22.7m grants programme delivered by a partnership of 28 organisations to over 30,000 women and girls every year. More than half the Consortium's members are specialist led by and for BME organisations and more than 70% have less than £1.0m income each year. The Consortium is a critical part of the infrastructure for the delivery of public services in London.



**London
VAWG
Consortium**

Through its member organisations, the Consortium has delivered £3.0m of London Councils funded VAWG services each year for nine years and has been recommended for funding for a third term until 2026. Members deliver £4.7m pan-London VAWG services for the Mayor's Office for Policing and Crime (MOPAC) and in 2019, the Greater London Authority made a five-year direct grant award to the Consortium for move on services. The Consortium has developed a sophisticated, light-touch model for co-ordinating specialist VAWG services across 32 London boroughs and the City of London, working with multiple providers in eleven funded service strands including advice and counselling, prevention services, ending harmful practices, telephone helplines, specialist refuge accommodation, move on services, work with women with no recourse to public funds and organisational support for the VAWG sector.

"They saved my life", an evaluation of the advice and counselling services provided through Consortium members and partner organisations, exemplifies the value of the Consortium:

'the combination of organisations involved has allowed us to support women with complex issues and multiple disadvantages, because of the partners' specific knowledge with issues such as housing, disability. It has also enabled us all to provide bespoke support for minoritised women.' One of the key findings from the evaluation reiterates the principles underpinning the Consortium: that having access to women-only services where the workers were from a similar cultural background and who spoke their mother tongue was important to women. During the year, Consortium members mobilised very quickly in response to COVID-19 lockdown measures, establishing weekly intelligence meetings and maintaining vital life-saving services to women and girls throughout the pandemic. The experiences of the Consortium during the pandemic and the disproportionate effect of the pandemic on women and girls in London was submitted as evidence and included in the House of Lords "Lessons from COVID-19" Report.

WRC welcomes London Councils decision to adopt full cost recovery for funding VAWG services, a change the Consortium has advocated for many years. This will better reflect the true cost of providing these services and help to achieve more equitable funding distribution, including to specialist led by and for BME organisations. The Consortium has committed to working towards the Charter to End Racism in the VAWG sector and, among other changes in the year, has evaluated its plans for incorporating as a legal entity against the Pledges in the Charter.

WRC has been the lead development agency for the Consortium since its inception and provides specialist consortium governance and development support. This work benefitted from a three-year grant from City Bridge Trust towards the sustainability of the Consortium and was supplemented by a further grant from City Bridge Trust in the year which enabled the Consortium to develop digital governance and for WRC to continue to provide strategic advocacy and representation.





Ascent is a partnership project undertaken by the London Violence Against Women and Girls (VAWG) Consortium, delivering a range of services for survivors of domestic and sexual violence, under six themes, funded by London Councils.



The six themes are

- Advice and Counselling
- Domestic and Sexual Violence Helplines
- Ending Harmful Practices
- Specialist Refuge
- Prevention
- Support Services to Organisations

Women’s Resource Centre is the lead partner in the Support Services Strand where we work together with 5 partner organisations:

Rights of Women | Respect | Women and Girls Network |
Against Violence and Abuse (AVA) | Imkaan

The second tier support project aims to address the long term sustainability needs of organisations providing services to those affected by sexual and domestic violence. The project seeks to improve the quality of such services across London by providing a range of training and support. To find out more about the Ascent second tier project, [please see here](#).

For the Ascent project this year, the second tier support strand delivered.

With outcomes including....

Expert Led Training	16
Accredited Training	19
Equality Act Workshops	4
Sustainability Training	10
Sector Conversations	6
Best Practice Briefings	4
Annual needs Assessment	1
1 to 1 Support Sessions	17
Special Events	4
Webinars	2
Case Studies	2
E-Newsletters	6

- 203 Frontline organisations/services with increased ability to meet their service users' needs
- 128 Frontline services/organisations have an increased level of knowledge and ability to run services/organisations effectively and efficiently
- 161 Frontline organisations able to deliver improved services to meet their clients' needs and in line with relevant quality standards (deliver, monitor, evaluate and adapt)
- 153 Frontline services/organisations report greater ability to work in partnership



CIVIL SOCIETY ROOTS PROGRAMME

Duration of programme: 1 April 2020 – 31 March 2022
Period of summary report: 1 April 2020 – 31 March 2021



About the programme

The intended impact of the programme is to support capacity building, strengthening of networks, collaboration and the development and building of a collective voice with London based women's civil society organisations.

The project involves undertaking consultation exercises across London with women's CSO's to scope their needs and aspirations, develop a co-produced menu of support, and develop WRC's online resources including a virtual menu of support.

Achievements in Y1 (2020-2021)

This project commenced during the first few weeks of realisation of the Covid-19 pandemic and the first UK lockdown. The initial work of the project was therefore quickly revised to address the impact of lockdown, which included moving all activities to a digital format.

Facilitation and Coordination of Strategic Advocacy Work

WRC established weekly and later fortnightly emergency Covid-19 meetings with London's women's organisations to provide a collective voice on the needs of women in London. The intelligence gathered fed directly into city hall to the Deputy Mayor. This served to influence the London response to the pandemic and lead to the Mayor's contribution to the London Community Response Fund of ring-fencing funding for VAWG support.

This advocacy work also ensured the establishment of emergency accommodation for women escaping violence during lockdown, including for women with no recourse to public funds.

The intelligence gathering also fed through to London Councils' Director of Strategy; Yolande Burgess. This secured the adaptations across current funding programmes to revise budgets and address longer-term impacts on redrafted funding approaches to London Councils. This is evidenced by for example, the implementation of a full-cost recovery budget in the 2022-2026 projects.





Our advocacy work secured commitment to the led by and for women’s sector across London Funders, by working with the equity partners as a direct result of the Civil Society Roots Project. This led to more women’s led by and for organisations to receive emergency funding through the London Community Response Fund. This work is continuous.

WRC has been invited to join the Mayor’s Equality and Diversity Advisory Board together with the other equity partners funded by the Civil Society Roots Project. WRC and the partners are providing paid consultancy services to the London recovery mission via the Greater London Authority. The Civil Society Roots Project has enabled WRC to access significant influencing opportunities where we are able to provide evidence and expertise relating to London’s led by and for women’s organisations. The funding and project has also been instrumental in WRC becoming the secretariat for the MOPAC VCS VAWG Reference Group, which is integral to the development of the London VAWG Strategy.

Production of Covid-19 reports and surveys

In April 2021 we created a survey for the London women’s sector on the impact the Covid-19 crisis would have on them. The findings were collated into a report that was published in June 2021 and can be found [here](#).

Furthermore, the project has also enabled the production of a Best Practice Briefing on Wellbeing, which was informed by the findings and contributions of attendees at the Wellbeing training sessions that were delivered as a result of the survey findings. The report can be found [here](#).

Lastly, the Civil Society Roots project also enabled the production of a case study of the London VAWG Consortium into the effects of the Covid-19 pandemic on London’s women’s sector. The case study can be found [here](#).

Bespoke training

We delivered bespoke training as a result of the findings from our Covid-19 survey and reports. This has included the design and delivery of training on: staff wellbeing; relationship management; and, negotiation skills.

Creation of WRC’s Virtual Network

WRC’s virtual network was established in the first year of this project and will be further developed and expanded in Y2. The network is a space for women’s led by and for organisations to build relationships, share learning, access information, knowledge and opportunities.

Next steps for Year 2

In Year 2, we will be building on the work to address structural inequality of women and support both funders and institutions as well as our membership. We will be producing a number of resources to further embed a women’s human rights based approach to creating social justice through collective action and movement building.

PROTECTING WOMEN & GIRLS AGAINST VULNERABILITIES DUE TO COVID-19

Duration of project: November 2020 - May 2021



This National Lottery funded project brought together a number of distinct elements from current and past projects, to address current and ongoing impacts of Covid-19 on women and girls. Over 6 months, we delivered the following.

Fundraising, training & 1-1 coaching

3 x 2-hour fundraising training group sessions

- 100% of participants said that the session gave them tools to become a more resilient and sustainable organisation.
- 100% stated that they were more confident about applying for funding.

6 hours of 1:1 fundraising coaching each for 15 women's organisations

- 80% stated that the coaching contributed to the resilience and/or future sustainability of their organisation

"I was so grateful to be given the opportunity for the 1:1 coaching sessions. I never thought I'd be able to complete a funding application, let alone be successful! Thank you so much for the opportunity."

"[My coach helped] me identify leadership skills, which enable me to be intentional about leading and making decisions and working with my team. I am more confident and I feel more empowered. I was a great coaching session. I have learnt a lot of new skills."

We also delivered a Bid-writing training session and an event - 'Fair Commissioning For All'

Outcomes for member organisations:

- Increased ability to successfully identify and apply for funding.
- Reduced risk of closure.
- Increased sustainability and resilience of existing women's services.
- Sustain and meet the increased demand from marginalised/minoritised women and girls who can then be supported.

Evidence-based reports on the impact of Covid for women and girls for funders and government agencies

- **Submission to the government's violence against women and girls (VAWG) Strategy, 2021**
- **Submission to the government's Transforming Procurement Green Paper**
- **Contributor and signatory of Runnymede CERD Shadow Report (Convention for the Elimination of Racial Discrimination)**
- **Letters to Harriet Harman in December 2020 and January 2021 about the role of women's equality within the Joint Select Committee on Human Rights inquiry into the Government's response to Covid-19.**
- **Impact of Covid-19 on the women's sector in the UK - survey, report and recommendations**
 - **A video outlining the findings was also made including interviews with women from the sector. You can [watch it here](#).**

Outcomes:

- Women's charities able to respond quickly to national funding opportunities and provide up to date impact / evidence to influence funders and decision-makers
- Detailed WRC reports to assist, inform and influence decision making.
- WRC recognised as a source of truth for the most marginalised women's issues giving small / medium size women's rights organisations a voice with decision-makers
- Raised public awareness on the primary and secondary impacts of Covid-19 on women and children.



PROTECTING WOMEN & GIRLS AGAINST VULNERABILITIES DUE TO COVID-19

Duration of project: November 2020 - May 2021



Support the sector to provide self-care to prevent burnout

3 x 2 hour wellbeing training sessions

- 75% of participants reported feeling better equipped to improve the mental health of their staff after the session.
- 67% reported having an increased awareness of burnout and its impact on organisational practice.
- 79% said they would share some of the learnings from the session with their co-workers.

A best practice guide for employers in wellbeing. [Read it here.](#)

2 x 1 hour Women's Wellbeing Circles

These two sessions were run by a woman who attended our Feminist Leadership Training Course. They were a space for women in the sector to reflect on their experiences during the pandemic, awareness exercises, mindfulness practices, and a safe space for women to talk about their feelings.

- 100% said they would recommend the session to a colleague.
- 100% said that they had learnt some relaxation techniques from the session.
- 100% said that the session had gone some way towards making their work-life a bit more manageable.

Meditation video for our members and network [Watch it here.](#)

Outcomes amongst member organisations:

- Improved mental health for staff
- Increased awareness of burnout and its impact on organisational practice
- Maintain quality of services to beneficiaries

Mitigating the impact of Covid-19 on women's rights by providing a sector voice and shared support on women's rights causes.

- **[The England-wide CEDAW Shadow Report](#)**
- **A video to publicise the CEDAW Shadow report. [View it here.](#)**
- **A Four Nations CEDAW report**
- **Participation in ONS focus group about women and data**
- **Exploratory meetings about possible MOPAC-funded data collection project**
- **Organising and hosting an event on 'Feminist Funding Ecosystems' for the London Assembly's Festival of Ideas.**
- **Signatory to Equally Ours submission to Women and Equalities Committee Inquiry into Government Equalities Office**
- **Anti-racist toolkit and organisational development**

Outcomes:

- Increase the numbers and reach of marginalised and minoritised women and girls who can be supported
- Identify key areas for strategic advocacy
- Develop a shared blueprint for policy / decision makers on marginalised women's rights
- Increase in accessible services / support, fit for purpose in Covid times





Supported by Equally Ours and
funded by Access, the Foundation for Social Investment

Project term: September 2020 - October 2021



Enterprise
Development
Programme

The Enterprise Development Programme (EDP) is funded by Access – The Foundation for Social Investment. It is managed by a coalition of partners, including multiple infrastructure bodies (sector leads) and Social Investment Business as a strategic grant partner. WRC were selected for the Equality strand of EDP which is managed by Equally Ours.

Women’s Resource Centre are currently developing an online shop. The shop, housed on the WRC website, will sell only products made by women. In this way, the shop will create resources in 3 ways:

- Income for the makers, contributing to the financial independence and resilience of women
- A donation on each product to WRC to fund our core work of supporting and sustaining the women’s sector in the UK
- In turn, the support we provide to our members helps them to support women across the UK.

As part of EDP, we attended a series of learning sessions to help guide our enterprise idea. These were on a range of topics from market research to finance.

This exciting project is currently in its planning stages with the aim to launch it next year. Products sold on the shop will include an exclusive pottery range, jewellery and books.



WRC continues to lead work on CEDAW in England



During this year we began our work with our members to produce a collaborative England CEDAW shadow report on the areas the CEDAW committee required our government to report back on following their examination in 2019.

We convened open meetings and specialist Black and minoritised women sector meetings. The specialist meetings were organised in partnership with Rosie Lewis of the Angelou Centre in response to women feeling their voices were not being heard in the open meetings.

In addition, we hosted a CEDAW meeting with members of the group and the Government Equalities Office to ascertain the government's plans for their report to the CEDAW committee.

We plan to produce a UK wide report with our sister organisations across the UK. Both reports will be produced during the next financial year.

We recognise the importance of CEDAW as a remaining tool for improving women's human rights in a post Brexit environment. With the continuous threat of removal of EU linked protections, this will ensure our work in this area continues to focus on the concerns of the poorest and most marginalised women. We are aiming to develop and deliver CEDAW training for women's organisations next year to build knowledge and awareness of this framework to assist their efforts to secure protections and justice for women.

CEDAW - a guide



CEDAW is the UN Convention on the Elimination of all forms of Discrimination Against Women

International Bill of Rights for Women



1979 Convention adopted by the UN Assembly

1981 Entered into force as international treaty

1986 Ratified by the United Kingdom

Ratification

Optional Protocol

Substantive Equality

Our work on CEDAW this year included creating this guide that outlines what CEDAW is and how it can be used as a tool for change.

[Read and download the guide here.](#)



FINANCE REVIEW

WRC trustees have completed a detailed review of our risk register given the current external environment and the ever increasing competition for available resources. Lockdown measures and Covid-19 brought significant challenge to the organisation. Staff reacted swiftly and were able to implement working from home and bring our courses online. We were lucky to secure extra funding to enable WRC to outreach to the women's sector and gain financial security in difficult times. We were fortunate to be gifted unrestricted funds of £31,250 from Hadeel Ibrahim and Taponswa Mavunga for which we are so grateful.

The mission and work of WRC continues to be in great demand. WRC is in receipt of funds to be used for specific purposes as agreed with our funders that support the key objectives of the charity in the following ways.

Rosa the UK fund for women and girls: funding for a highly acclaimed training programme on feminist leadership that consists of two intensive days of training and a social action project. It is a high-quality programme that investigates and explores what makes a successful leader and a leader of social change.

London Councils: Ascent is a pan London project undertaken by the London VAWG Consortium, delivering a range of services for survivors of domestic and sexual violence, under six strands, funded by London Councils. WRC is the lead organisation in the 2nd tier services strand.

The National Lottery Heritage Fund: funding for a project that explores how the Women's Voluntary Sector, as a movement, has influenced and contributed to changes in the lived experience and structural position of women, focusing on women's rights, empowerment and leadership (personal and political).

Smallwood Trust: funding for a 3 year project (October 2019 – November 2022) financial inclusion project that benefits women furthest away from the labour market, women hampered by immigration status with limited leave to remain and women in essential, yet poorly paid jobs. Working with the Mama Health and Poverty Partnership in Greater Manchester.

Big Lottery, Civil Society Roots Programme: funding for a 2 year project (March 2020 - March 2022) to facilitate a series of discussions, consultations and co-produced activities with London based women's Civil Society Organisations CSOs. This project aims to meet the growing challenges facing women's led by and for, specialist frontline organisations in delivering support to some of London's most marginalised women and girls.

The National Lottery Community Fund: funding for a 6 month project to protect women & girls from the impact of Covid-19.

Comic Relief - Covid-19 Emergency Funding - Communities Experiencing Racial Inequality. This is a 2 year programme with the main part of the funding being paid out in grants to recipient organisations. The programme received the funding in the last months of the financial year with the main work starting in April 2021.





WRC uses the NJC pay scales as a basis for remuneration where possible, although in recent years there have been no incremental raises.

The trustees' policy is to hold sufficient funds cover 3 months running costs. For 2020/2021, 3 months running costs amount to £161,097. The trustees acknowledge that reserves are now much lower than the policy. The trustees had hoped that the Feminist Leadership training could be rolled out to generate unrestricted income and build our reserves back up to the appropriate level, however Covid-19 restrictions and necessary change of focus have prevented that, although it is still a plan for the future.

The unrestricted reserve is £109,477. Total reserves carried forward to 2021/22 stands at £429,512 of which £320,035 is restricted to specific projects per the accounts. The charitable company offers a defined contribution pension scheme for the benefit of employees. The assets of the scheme are administered by an independent pension provider, The Pensions Trust. The company will also pay the employer's contribution to the employee's own stakeholder pension scheme if desired. Pension contributions are available to all employees at 5% as well as key management personnel.

The trustees consider that there are no material uncertainties about the charitable company's ability to continue as a going concern. The charitable company can operate based on confirmed funding with sufficient reserves. The trustees will continue to be carefully monitoring the impact of Covid-19 on the charity budget, finances and outcomes, at present all extra costs incurred to keep operating are covered by grants received. We have significantly increased the level of support offered to other organisations, the management and trustees continue to monitor this to ensure it can be managed.

The board of trustees continue to meet more than quarterly to maintain a close eye on identified risks for the charity.

The key identified risks and uncertainties relate to ensuring sufficient funds are generated to meet expenditure and increasing the charities reserves, which during this reporting period has been successful.

Engaging External expert fundraising support has proved invaluable and will continue. Development of the online shop is expected to increase unrestricted funding too along with the provision of external training. The staff team continue to prioritise fundraising with weekly meetings to progress and monitor this





FUNDRAISING

The challenge to secure adequate resources in a highly competitive environment with increasing demand on what is available has not abated. WRC continues to prioritise the vital life-saving work of our sector, simultaneously with our own survival. In this context the trustees agreed to use WRC reserves to maintain gaps in our own funding to ensure the stabilisation of our excellent staff team and to enlist expert fundraising support to allow us to remain agile to the needs of our sector. We will also continue to advocate for increased core funding from trusts and foundations and for prioritised investment in led by and for specialist women's organisations, as all evidence demonstrates that societal change comes from those closest to the issue leading the work to address it. The expenditure on external fundraising has focused on grant and contracts from trusts and foundations and has not been material to the overall work of the charity. It has enabled WRC to secure much needed funding to support the work we do. We do not approach members of the public for funds.

TRUSTEES' RESPONSIBILITIES

The trustees (who are also directors of the 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). Company law requires the trustees to prepare financial statements for each financial year which 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 the 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 then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

The trustees are responsible for keeping adequate accounting records that 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.





In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditors are unaware;
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

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

Members of the charity guarantee to contribute an amount not exceeding £1 to the assets of the charity in the event of winding up. The total number of such guarantees at 31 March 2021 was four (2020: 4). Trustees are members of the charity but this entitles them only to voting rights.

AUDITOR

Sayer Vincent LLP was re-appointed as charity's auditors during the year and has expressed its willingness to continue in that capacity.

Women's Resource Centre (WRC) is a charitable company limited by guarantee and is incorporated in United Kingdom. The registered office address and principal place of business is United House, North Road, London, N7 9DP.

The trustees have 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 its future activities. In particular, the trustees consider how planned activities will contribute to the aims and objectives that have been set.

The report of the Board of Trustees has been prepared in accordance with the special provisions applicable to companies subject to the small companies' regime.

Approved by the trustees on 13/12/2021 and signed on their behalf by:



Rupa Sarkar
Chair
Women's Resource Centre





Independent auditor's report to the members of Women's Resource Centre

Opinion

We have audited the financial statements of Women's Resource Centre (the 'charitable company') for the year ended 31 March 2021 which comprise the statement of financial activities, balance sheet, statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- Give a true and fair view of the state of the charitable company's affairs as at 31 March 2021 and of its incoming resources and application of resources, including its income and expenditure for the year then ended
- Have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice
- 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 charitable company 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 Women's Resource Centre's ability to continue as a going concern for a period of at least twelve months from when the financial statements are 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 other information comprises the information included in the trustees' annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. 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. 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 course of 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 this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- The information given in the trustees' annual report, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- The trustees' annual report, has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' annual report. We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- Adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; 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; or
- The directors were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the trustees' annual report and from the requirement to prepare a strategic report.





Responsibilities of trustees

As explained more fully in the statement of trustees' responsibilities set out in the trustees' annual report, the trustees (who are also the directors of the charitable company for the purposes of company law) 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 charitable company'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 charitable company 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.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud are set out below.

Capability of the audit in detecting irregularities

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:

- We enquired of management which included obtaining and reviewing supporting documentation, concerning the charity's policies and procedures relating to:
- Identifying, evaluating, and complying with laws and regulations and whether they were aware of any instances of non-compliance;
- Detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected, or alleged fraud;
- The internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations.





- We inspected the minutes of meetings of those charged with governance.
- We obtained an understanding of the legal and regulatory framework that the charity operates in, focusing on those laws and regulations that had a material effect on the financial statements or that had a fundamental effect on the operations of the charity from our professional and sector experience.
- We communicated applicable laws and regulations throughout the audit team and remained alert to any indications of non-compliance throughout the audit.
- We reviewed any reports made to regulators.
- We reviewed the financial statement disclosures and tested these to supporting documentation to assess compliance with applicable laws and regulations.
- We performed analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud.
- In addressing the risk of fraud through management override of controls, we tested the appropriateness of journal entries and other adjustments, assessed whether the judgements made in making accounting estimates are indicative of a potential bias and tested significant transactions that are unusual or those outside the normal course of business.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities is available on the Financial Reporting Council's website at: 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 members as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Noelia Serrano (Senior statutory auditor)

Date: 17 December 2021

for and on behalf of Sayer Vincent LLP, Statutory Auditor
Invicta House, 108-114 Golden Lane, LONDON, EC1Y 0TL

Women's Resource Centre

Statement of financial activities (incorporating an income and expenditure account)

For the year ended 31 March 2021

	Note	Unrestricted £	Restricted £	2021 Total £	Unrestricted £	Restricted £	2020 Total £
Income from:							
Donations and legacies	2	32,679	2,007	34,686	16,668	-	16,668
Charitable activities							
Development	3	48,763	867,057	915,820	38,669	349,002	387,671
Other	3	-	26,000	26,000	2,000	-	2,000
Other trading activities	4	26,418	-	26,418	8,547	-	8,547
Investments	5	7	-	7	94	-	94
Total income		107,867	895,064	1,002,931	65,978	349,002	414,980
Expenditure on:							
Raising funds	6	2,428	38,715	41,143	56,873	-	56,873
Charitable activities							
Development	6	28,690	559,671	588,361	157,163	363,513	520,676
Other	6	752	12,000	12,752	146	-	146
Total expenditure		31,870	610,386	642,256	214,182	363,513	577,695
Net (expenditure) for the year	7	75,997	284,678	360,675	(148,204)	(14,511)	(162,715)
Transfers between funds		-	-	-	(465)	465	-
Net income / (expenditure) before other recognised gains and losses		75,997	284,678	360,675	(148,669)	(14,046)	(162,715)
Net movement in funds		75,997	284,678	360,675	(148,669)	(14,046)	(162,715)
Reconciliation of funds:							
Total funds brought forward		33,480	35,357	68,837	182,149	49,403	231,552
Total funds carried forward	17	109,477	320,035	429,512	33,480	35,357	68,837

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in Note 18 to the financial statements.

Women's Resource Centre

Balance sheet

Company no. 2462336

As at 31 March 2021

	Note	£	2021 £	£	2020 £
Fixed assets:					
Tangible assets	13		1,381		2,082
Current assets:					
Debtors	14	136,469		61,446	
Cash at bank and in hand		411,995		139,501	
		<u>548,464</u>		<u>200,947</u>	
Liabilities:					
Creditors: amounts falling due within one year	15	(120,333)		(134,192)	
Net current assets			<u>428,131</u>		<u>66,755</u>
Total net assets			<u><u>429,512</u></u>		<u><u>68,837</u></u>
The funds of the charity:	18				
Restricted income funds			320,035		35,357
Unrestricted income funds:					
Designated funds		-		-	
General funds		109,477		33,480	
Total unrestricted funds		<u>109,477</u>		<u>33,480</u>	
Total charity funds			<u><u>429,512</u></u>		<u><u>68,837</u></u>

Approved by the trustees on 13 December 2021 and signed on their behalf by

Rupa Sarkar
Chair

Women's Resource Centre

Statement of cash flows

For the year ended 31 March 2021

	2021 £	£	2020 £	£
Cash flows from operating activities				
Net income/(expenditure) for the reporting period (as per the statement of financial activities)	360,675		(162,715)	
Dividends, interest and rent from investments	(7)		(94)	
Depreciation	1,733		5,434	
Increase in fixed assets	(1,032)		-	
Increase in debtors	(75,023)		73,991	
Increase in creditors	(13,859)		41,701	
Net cash used in operating activities		272,487		(41,683)
Cash flows from investing activities:				
Dividends, interest and rents from investments	7		94	
Net cash provided by investing activities		7		94
Change in cash and cash equivalents in the year		272,494		(41,589)
Cash and cash equivalents at the beginning of the year		139,501		181,090
Cash and cash equivalents at the end of the year		411,995		139,501

Analysis of cash and cash equivalents

	At 1 April 2020 £	Cash flows £	Other changes £	At 31 March 2021 £
Cash at bank and in hand	139,501	272,494	-	411,995
Notice deposits (less than three months)				
Total cash and cash equivalents	139,501	272,494	-	411,995

1 Accounting policies

a) Statutory information

Women's Resource Centre is a charitable company limited by guarantee and is incorporated in United Kingdom.

The registered office address and principal place of business is United House, North Road, London, N7 9DP.

b) Basis of preparation

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), (Charities SORP FRS 102) and the Companies Act 2006.

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

c) Public benefit entity

The charitable company meets the definition of a public benefit entity under FRS 102.

d) Going concern

Impact of Covid-19 –the trustees will continue to be carefully monitoring the impact on the charity budget, finances and outcomes, at present all extra costs incurred to keep operating are covered by grants received. We have significantly increased the level of support offered to other organisations, the management and trustees continue to monitor this to ensure it can be managed. The trustees consider that there are no material uncertainties about the charitable company's ability to continue as a going concern.

The trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

e) Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

f) Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

g) Fund accounting

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

Unrestricted funds are donations and other incoming resources received or generated for the charitable purposes.

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

h) Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- Costs of raising funds relate to the costs incurred by the charitable company in inducing third parties to make voluntary contributions to it, as well as the cost of any activities with a fundraising purpose
- Expenditure on charitable activities includes the costs of delivering services, training, capacity building and other activities undertaken to further the purposes of the charity and their associated support costs

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

1 Accounting policies (continued)

i) Allocation of support costs

Resources expended are allocated to the particular activity where the cost relates directly to that activity. However, the cost of overall direction and administration of each activity, comprising the salary and overhead costs of the central function, is apportioned on the following basis which are an estimate, based on staff time, of the amount attributable to each activity:

● Development	86%
● Other	2%
● Fundraising	6%
● Support costs	4%
● Governance costs	2%

Support and governance costs are re-allocated to each of the activities on the following basis which is an estimate, based on staff time, of the amount attributable to each activity:

● Policy	
● Development	92%
● Other	2%
● Fundraising	6%

Governance costs are the costs associated with the governance arrangements of the charity. These costs are associated with constitutional and statutory requirements and include any costs associated with the strategic management of the charity's activities.

j) Operating leases

Rental charges are charged on a straight line basis over the term of the lease.

k) Tangible fixed assets

Items of equipment are capitalised where the purchase price exceeds £1,000. Depreciation costs are allocated to activities on the basis of the use of the related assets in those activities. Assets are reviewed for impairment if circumstances indicate their carrying value may exceed their net realisable value and value in use.

Where fixed assets have been revalued, any excess between the revalued amount and the historic cost of the asset will be shown as a revaluation reserve in the balance sheet.

Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The depreciation rates in use are as follows:

● Office equipment	3 years
● Computer equipment	3 years

l) Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

m) Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account. Cash balances exclude any funds held on behalf of others, disclosed in Note 22.

n) Financial Instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

1 Accounting policies (continued)

o) Creditors and provisions

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

p) Pensions

The charitable company makes pension contributions equivalent to a minimum of 5% of gross salaries on behalf of its employees. Employees are Auto-Enrolled into the scheme on employment. The contributions are charged to the statement of financial activities on an accrual basis. The charity has no liability under the scheme other than for the payment of those contributions.

2 Income from donations and legacies

	Unrestricted £	Restricted £	2021 Total £	Unrestricted £	Restricted £	2020 Total £
Gifts	32,679	2,007	34,686	16,668	-	16,668
	<u>32,679</u>	<u>2,007</u>	<u>34,686</u>	<u>16,668</u>	<u>-</u>	<u>16,668</u>

3a Income from charitable activities

	Unrestricted £	Restricted £	2021 Total £	Unrestricted £	Restricted £	2020 Total £
London Councils	-	240,783	240,783	-	240,783	240,783
Comic Relief	-	245,000	245,000	-	-	-
Smallwood Trust	-	66,073	66,073	-	17,919	17,919
ROSA Women's Fund	-	35,981	35,981	-	50,000	50,000
Heritage Lottery Fund	-	40,300	40,300	-	40,300	40,300
The National Lottery Community Fund	-	126,001	126,001	-	-	-
London Community Response Fund	-	90,419	90,419	-	-	-
London Funders	-	10,000	10,000	-	-	-
MOPAC	-	5,000	5,000	-	-	-
Other	48,763	7,500	56,263	38,669	-	38,669
Sub-total for Development	<u>48,763</u>	<u>867,057</u>	<u>915,820</u>	<u>38,669</u>	<u>349,002</u>	<u>387,671</u>
Enterprise Development Programme (Equally Ours)	-	26,000	26,000	-	-	-
CEDAW	-	-	-	2,000	-	2,000
Sub-total for Other	<u>-</u>	<u>26,000</u>	<u>26,000</u>	<u>2,000</u>	<u>-</u>	<u>2,000</u>
Total income from charitable	<u><u>48,763</u></u>	<u><u>893,057</u></u>	<u><u>941,820</u></u>	<u><u>40,669</u></u>	<u><u>349,002</u></u>	<u><u>389,671</u></u>

3b Section 37 Statement

Grant aid of £240,783 was received in 2020/21 (2019/20: £240,783) from London Councils for the ASCENT project. The following table illustrates how money was allocated across the partnership's six organisations, what the portion for WRC was, what the money was awarded for and that it had been used for these purposes.

	2021 Grant received £	2021 Grant spent £	2020 Grant received £	2020 Grant spent £
Ascent Support Services to Organisations				
WRC lead partner	69,705	64,251	69,705	69,551
WRC repurposed	-	5,454	-	-
Delivery partner Against Violence and Abuse (AVA)	29,720	29,720	29,720	30,469
Delivery partner Imkaan	36,285	36,285	36,285	36,298
Delivery partner Respect	43,497	43,497	43,497	43,497
Delivery partner Rights of Women	23,563	23,563	23,563	23,420
Delivery partner Women and Girls Network	38,013	38,013	38,013	38,013
	240,783	240,783	240,783	241,248
Project expenditure				
Staff costs	161,654	161,654	161,654	163,721
Beneficiary costs	44,392	38,938	44,392	42,633
Database to support delivery	-	5,454	-	-
Other costs – inc overheads	34,737	34,737	34,737	34,894
	240,783	240,783	240,783	241,248

In March 2021 WRC advised London Councils that it had an underspend of £5454.67 which had resulted from changes in project delivery methods following Covid-19. It was approved by London Councils that the £5454.67 underspend be repurposed for a new database system to support delivery, managing the project's data and partners as well as supporting M&E and reporting.

4 Income from other trading activities

	2021			2020		
	Unrestricted £	Restricted £	Total £	Unrestricted £	Restricted £	Total £
Membership subscriptions	375	-	375	180	-	180
Online shop	225	-	225	225	-	225
Training and other events	25,818	-	25,818	5,397	-	5,397
Venue hire	-	-	-	2,745	-	2,745
	26,418	-	26,418	8,547	-	8,547

5 Income from investments

	2021			2020		
	Unrestricted £	Restricted £	Total £	Unrestricted £	Restricted £	Total £
Interest on current account	7	-	7	-	-	-
Interest on Scottish Widows savings account	-	-	-	94	-	94
	7	-	7	94	-	94

Women's Resource Centre

Notes to the financial statements

For the year ended 31 March 2021

6a Analysis of expenditure (current year)

	Cost of raising funds £	Charitable activities			Support costs £	2021 Total £	2020 Total £
		Development £	Other £	Governance costs £			
Staff costs (Note 9)	31,397	222,410	12,000	5,100	12,601	283,508	220,886
Training for beneficiaries	-	5,802	-	-	72	5,874	14,261
Accommodation and related costs	-	40,963	-	-	331	41,294	52,576
Temporary staff and professional fees	7,318	41,687	-	-	4,366	53,371	72,077
Conference and events	-	-	-	-	228	228	108
Partner costs	-	171,078	-	-	-	171,078	171,078
Project costs	-	17,475	-	-	-	17,475	9,012
Grants paid out	-	9,614	-	-	-	9,614	-
Evaluation and legacy	-	8,900	-	-	800	9,700	1,000
MC training and expenses	-	-	-	-	-	-	123
Audit costs	-	-	-	9,180	-	9,180	9,000
IT/office costs	-	34,445	-	-	2,325	36,770	15,599
Publicity, membership, communication	-	1,131	-	-	1,165	2,296	1,867
Staff training	-	77	-	-	-	77	150
Travel and subsistence	-	58	-	-	-	58	4,524
Depreciation	-	-	-	-	1,733	1,733	5,434
	38,715	553,640	12,000	14,280	23,621	642,256	577,695
Support costs	1,478	21,139	458	545	(23,621)	-	-
Governance costs	950	13,581	294	(14,825)	-	-	-
Total expenditure 2021	41,143	588,361	12,753	-	-	642,256	577,695
Total expenditure 2020	56,873	520,676	146	-	-	577,695	-

Women's Resource Centre

Notes to the financial statements

For the year ended 31 March 2021

6b Analysis of expenditure (current year)

	Cost of raising funds £	Charitable activities			Support costs £	2020 Total £
		Development £	Other £	Governance costs £		
Staff costs (Note 9)	22,452	130,761	-	9,423	58,250	220,886
Training for beneficiaries	-	14,261	-	-	-	14,261
Accommodation and related costs	-	29,864	-	-	22,712	52,576
Temporary staff and professional fees	23,360	26,665	-	795	21,257	72,077
Conference and events	-	-	108	-	-	108
Partner costs	-	171,078	-	-	-	171,078
Project costs	-	9,012	-	-	-	9,012
Evaluation and legacy	-	1,000	-	-	-	1,000
MC training and expenses	-	-	-	123	-	123
Audit costs	-	-	-	9,000	-	9,000
IT/office costs	-	-	-	-	15,599	15,599
Publicity and membership	-	1,450	-	-	333	1,783
Publications and communications	-	-	-	-	84	84
Staff training	-	50	-	-	100	150
Travel and subsistence	-	3,540	-	-	984	4,524
Depreciation	-	-	-	-	5,434	5,434
	45,812	387,681	108	19,341	124,753	577,695
Support costs	9,162	110,156	31	5,404	(124,753)	-
Governance costs	1,899	22,839	7	(24,745)	-	-
Total expenditure 2020	56,873	520,676	146	-	-	577,695

7 Net expenditure for the year

This is stated after charging / (crediting):

	2021 £	2020 £
Operating lease rentals:		
Property	25,469	33,959
Other	11,800	11,797
Auditor's remuneration (excluding VAT):		
Audit	7,650	7,500
	<u>7,650</u>	<u>7,500</u>

8 Grant making

	Grants to institutions £	Grants to individuals £	Support costs £	2021 £	2020 £
Cost					
Imkaan grant for MHaPP administered by WRC to SAWN	7,500	-	-	7,500	-
Tampon Tax MHaPP funds raised by WRC and paid to SAWN	2,114	-	-	2,114	-
At the end of the year	<u>9,614</u>	<u>-</u>	<u>-</u>	<u>9,614</u>	<u>-</u>

Imkaan MHaPP: emergency payments to black and minoritised women in Manchester at risk of destitution. Grants were paid to Support And Action for Women's Network – SAWN, who then distributed funds.

9 Analysis of staff costs, trustee remuneration and expenses, and the cost of key management personnel

Staff costs were as follows:

	2021 £	2020 £
Salaries and wages	251,850	195,732
Redundancy and termination costs	-	-
Social security costs	21,114	16,159
Employer's contribution to defined contribution pension schemes	10,544	8,995
	<u>283,508</u>	<u>220,886</u>

No employee earned more than £60,000 during the year (2020: nil).

The total employee benefits including employer's NIC and pension contributions of the key management personnel were £105,818 (2020: £92,710).

The charity trustees were not paid or received any other benefits from employment with the charity in the year (2020: £nil). No charity trustee received payment for professional or other services supplied to the charity (2020: £nil).

Trustees' expenses represents the payment or reimbursement of travel and subsistence costs totalling £nil (2020: £nil) incurred by nil (2020: 0) members relating to attendance at meetings of the trustees.

10 Staff numbers

The average number of employees (head count based on number of staff employed) during the year was as follows:

	2021 No.	2020 No.
Raising funds	0.1	0.2
Policy	–	0.2
Development	6.0	5.0
Other	0.7	0.1
Support	0.3	1.2
Governance	0.1	0.3
	7.2	7.0
	7.2	7.0

11 Related party transactions

There are no related party transactions to disclose for 2021 (2020: none).

There are no donations from related parties which are outside the normal course of business and no restricted donations from related parties.

12 Taxation

The charitable company is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

13 Tangible fixed assets

	Office equipment £	Computer equipment £	Total £
Cost or valuation			
At the start of the year	2,731	13,616	16,347
Additions	–	1,032	1,032
Disposals	–	–	–
At the end of the year	2,731	14,648	17,379
Depreciation			
At the start of the year	1,352	12,913	14,265
Depreciation charge for the year	901	832	1,733
Depreciation on disposals	–	–	–
At the end of the year	2,253	13,745	15,998
Net book value	478	903	1,381
At the start and end of the year	2,281	5,235	7,516

All of the above assets are used for charitable purposes.

14 Debtors

	2021 £	2020 £
Trade debtors	91,282	52,586
Other debtors	42,684	8,489
Prepayments	2,503	371
	<u>136,469</u>	<u>61,446</u>

15 Creditors: amounts falling due within one year

	2021 £	2020 £
Trade creditors	39,522	37,951
Taxation and social security	4,675	5,258
Deferred income	31,000	2,908
Accruals	45,136	88,075
	<u>120,333</u>	<u>134,192</u>

16 Pension scheme

The charitable company offers a defined contribution pension scheme for the benefit of employees. The assets of the scheme are administered by an independent pension provider, The Pensions Trust. The company will also pay the employer's contribution to the employee's own stakeholder pension scheme if desired.

At 31 March 2021, £1,529 was owed for March contributions (2020: £173).

17a Analysis of net assets between funds (current year)

	General unrestricted £	Designated £	Restricted £	Total funds £
Fixed assets	1,381	–	–	1,381
Net current assets	108,096	–	320,035	428,131
Net assets at the end of the year	<u>109,477</u>	<u>–</u>	<u>320,035</u>	<u>429,512</u>

17b Analysis of net assets between funds (prior year)

	General unrestricted £	Designated £	Restricted £	Total funds £
Fixed assets	2,082	–	–	2,082
Net current assets	31,398	–	35,357	66,755
Net assets at the end of the year	<u>33,480</u>	<u>–</u>	<u>35,357</u>	<u>68,837</u>

Women's Resource Centre

Notes to the financial statements

For the year ended 31 March 2021

18a Movements in funds (current year)

	At the start of the year £	Incoming resources & gains £	Outgoing resources & losses £	Transfers £	At the end of the year £
Restricted funds:					
London Councils Ascent partnership	-	240,783	(240,783)	-	-
HLF – Sisters doing it for themselves	12,582	40,300	(47,620)	-	5,262
Feminist Leadership	20,115	35,981	(44,040)	-	12,056
Smallwood Trust Financial Inclusion	2,288	36,327	(34,772)	-	3,843
Smallwood Trust Women's Sector					
Resilience	-	29,746	(29,746)	-	-
Tampon Tax Campaign	372	2,008	(2,380)	-	-
Big Lottery –Covid	-	79,180	(46,900)	-	32,280
Civil Society Roots Fund	-	46,820	(40,329)	-	6,491
Imkaan MHaPP	-	7,500	(7,500)	-	-
London Community Fund Covid	-	90,419	(89,316)	-	1,103
London Funders	-	10,000	(10,000)	-	-
MOPAC	-	5,000	(5,000)	-	-
Equally Ours – Equality & Diversity	-	26,000	(12,000)	-	14,000
Comic Relief	-	245,000	-	-	245,000
Total restricted funds	35,357	895,064	(610,386)	-	320,035
Unrestricted funds:					
General funds	33,480	107,867	(31,870)	-	109,477
Total funds	68,837	1,002,931	(642,256)	-	429,512

Women's Resource Centre

Notes to the financial statements

For the year ended 31 March 2021

18b Movements in funds (prior year)

	At the start of the year £	Incoming resources & gains £	Outgoing resources & losses £	Transfers £	At the end of the year £
Restricted funds:					
London Councils Ascent partnership	-	240,783	(241,248)	465	-
HLF – Sisters doing it for themselves	-	40,300	(27,718)	-	12,582
City Bridge – VAWG	49,403	-	(49,403)	-	-
Feminist Leadership	-	45,000	(24,885)	-	20,115
Smallwood Trust	-	17,919	(15,631)	-	2,288
Tampon Tax Campaign	-	5,000	(4,628)	-	372
Total restricted funds	49,403	349,002	(363,513)	465	35,357
Unrestricted funds:					
Designated funds:					
Other costs	49,454	-	-	(49,454)	-
Maternity costs	16,012	-	-	(16,012)	-
Board development	920	-	-	(920)	-
Total designated funds	66,386	-	-	(66,386)	-
General funds	115,763	65,978	(214,182)	65,921	33,480
Total unrestricted funds	182,149	65,978	(214,182)	(465)	33,480
Total funds	231,552	414,980	(577,695)	-	68,837

Purposes of restricted funds

London Councils Ascent: Ascent is a pan-London project undertaken by the London VAWG Consortium, delivering a range of services for survivors of domestic and sexual violence, under six strands, funded by London Councils. WRC is the lead organisation in the 2nd tier services strand.

HLF Sisters doing it for themselves: 2020 marks 50 years since the Women's Liberation Movement. In honour of this, WRC are archiving a herstory of activism with London School of Economics (LSE) Women's Library.

City Bridge VAWG: Funding to coordinate the London Violence Against Women and Girls Consortium.

Feminist Leadership: training programme on feminist leadership funded by Rosa that consists of two intensive days of training and a social action project.

Smallwood Trust: addressing financial hardship of black african asylum seeking women; to work with women whose preference is to create and maintain their family by earning a living to meet household needs, improve skills in enterprise and money matters plus develop expertise to become local advocates.

Smallwood Trust: Women's Sector Resilience.

Tampon Tax Campaign: After launching our petition in March 2019, calling on the Government to pay back the Tampon Tax, we were awarded a grant from Rosa to develop and strengthen the campaign.

Big Lottery –Covid: emergency support to Women's organisations and WRC to meet the challenges as a result of Covid 19.

Civil Society Roots Fund: developing infrastructure structure support for London Women's organisations

Imkaan MHaPP: emergency payments to black and minoritised women in Manchester at risk of destitution.

London Community Fund Covid reponse: Wave funding for emergency support to London Women's orgs as a result of COVID.

London Community Fund Covid reponse: £15k for advice to London funders on grant making to address structural inequality in london

London Funders: to be an equity partner to London funders.

MOPAC: secretariat role for the MOPAC VAWG Reference Group

Equally Ours – Equality & Diversity: development of our online shop.

Comic Relief – Covid-19 Emergency Funding – Communities Experiencing Racial Inequality. This is a 2 year programme with the main part of the funding being paid out in grants to recipient organisations. The programme received the funding in the last months of the financial year with the main work starting April 2021.

18 Operating lease commitments

The charity's total future minimum lease payments under non-cancellable operating leases is as follows for each of the following periods

	Property		Equipment	
	2021 £	2020 £	2021 £	2020 £
Less than one year	2,830	5,660	11,800	11,800
One to five years	-	-	33,994	45,794
	2,830	5,660	45,794	57,594

19 Legal status of the charity

The charity is a company limited by guarantee and has no share capital. The liability of each member in the event of winding up is limited to £1.

20 Funds held on behalf of others

In accordance with SORP 2015, these transactions are considered to represent conduit funding and, as such, are not shown in the charity's statement of financial activities. Equally, amounts still to be disbursed by Women's Resource Centre at the year end are not shown on the balance sheet.

	Not buying it	
	2021	2020
	£	£
Funds at the start of the year	270	-
Income received	-	18,030
Expenditure incurred	-	(17,760)
Funds at the end of the year	<u>270</u>	<u>270</u>
Funds held on behalf of these funds at 31 March 2021 are as follows:	2021	2020
	£	£
Cash at bank	<u>270</u>	<u>270</u>

	Holloway Women's Stories	
	2021	2020
	£	£
Funds at the start of the year	2,055	2,055
Income received	-	-
Expenditure incurred	-	-
Funds at the end of the year	<u>2,055</u>	<u>2,055</u>
Funds held on behalf of these funds at 31 March 2021 are as follows:	2021	2020
	£	£
Cash at bank	<u>2,055</u>	<u>2,055</u>
Funds at the end of the year	<u>2,055</u>	<u>2,055</u>