



# **2020-2021 ANNUAL REPORT**

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**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 'Womenomics' 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 co-ordinate 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.

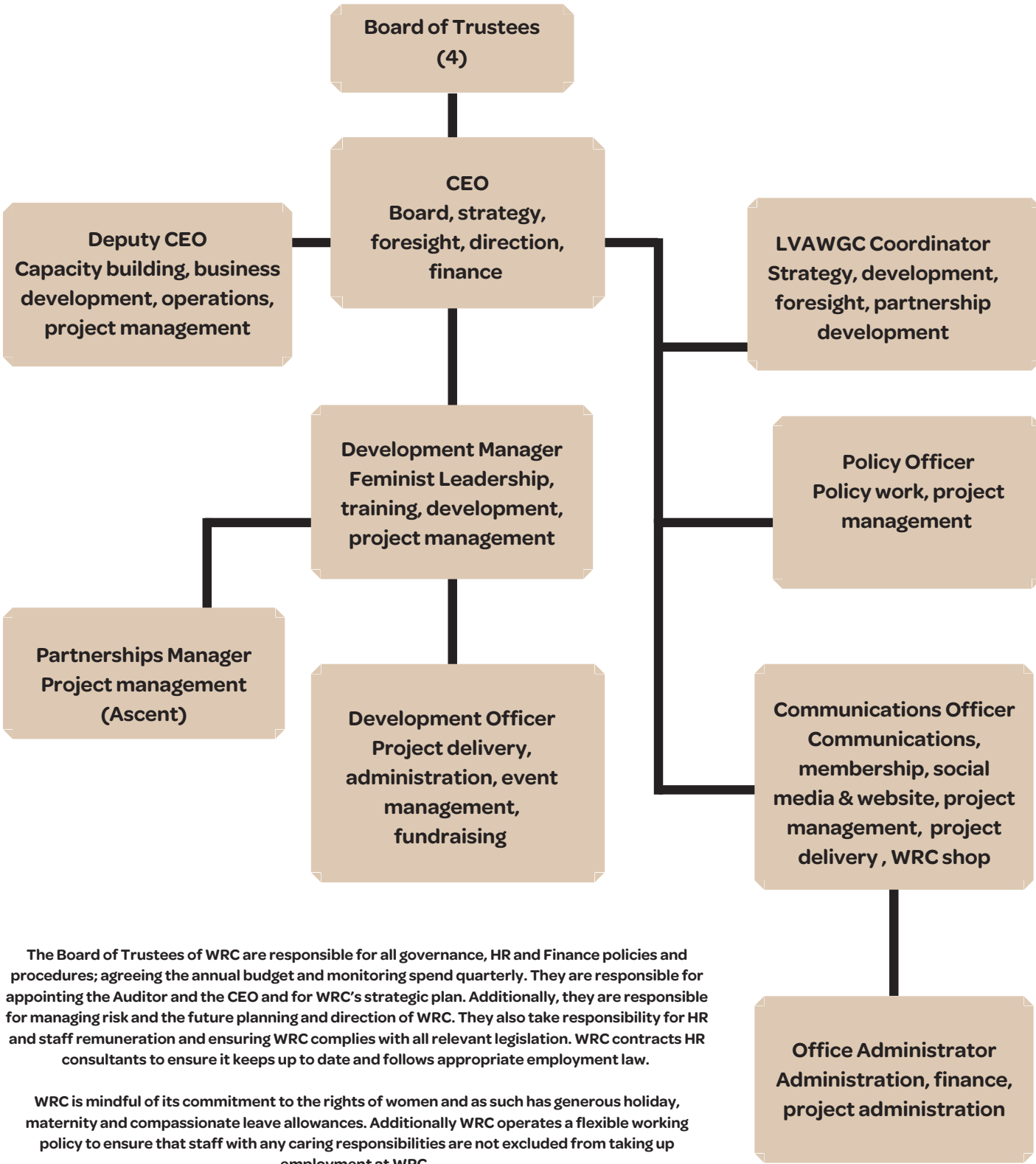
This trustees' annual report includes a directors' report as required by company law. The organisation is a charitable company limited by guarantee, incorporated on 23rd January 1990 and registered as a charity on 21 July 1998. The company was established under a memorandum of association which established 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





# 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.



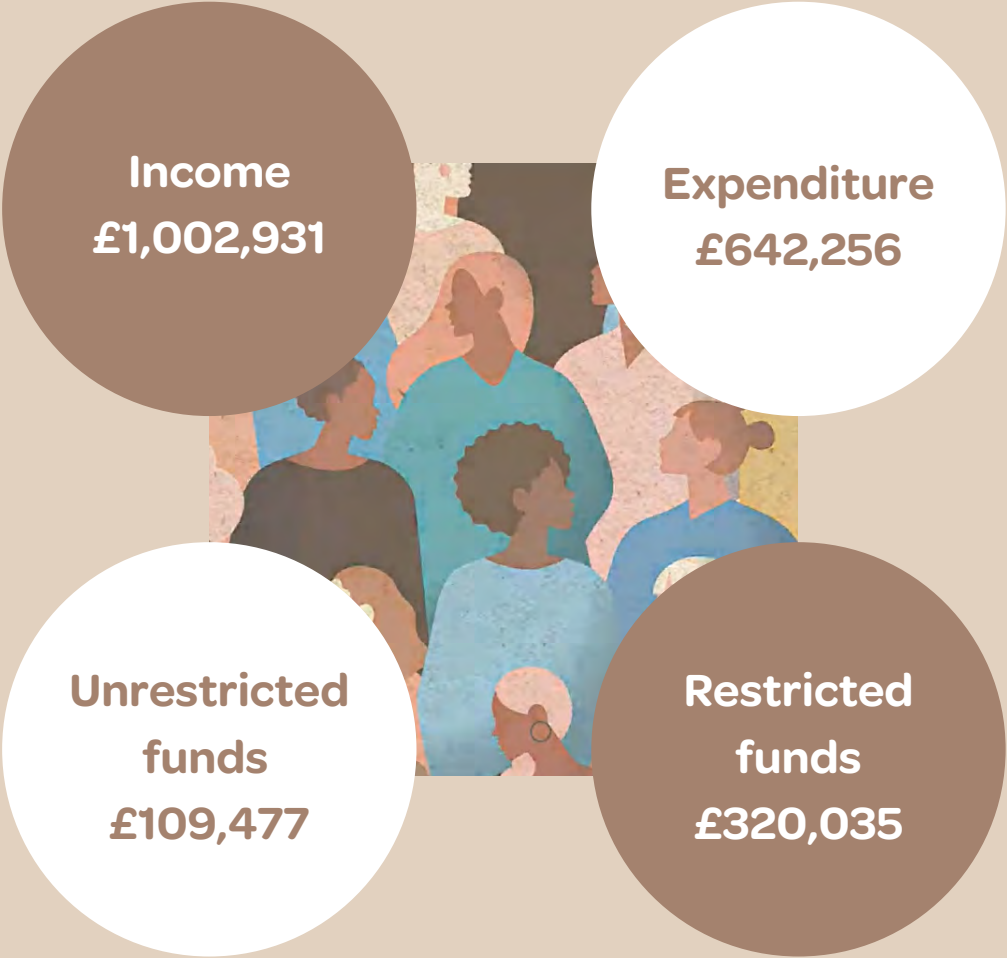


# INCOME & EXPENDITURE

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

**SMALLWOODTRUST**

## 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





**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**



**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



- 1979** Convention adopted by the UN Assembly
- 1981** Entered into force as international treaty
- 1986** Ratified by the United Kingdom

International  
Bill of Rights  
for Women

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 Taponiswa 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](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our auditor's report.

## Use of our report

This report is made solely to the charitable company's 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 £
<b>Income from:</b>							
Donations and legacies	2	32,679	2,007	<b>34,686</b>	16,668	–	16,668
Charitable activities							
Development	3	48,763	867,057	<b>915,820</b>	38,669	349,002	387,671
Other	3	–	26,000	<b>26,000</b>	2,000	–	2,000
Other trading activities	4	26,418	–	<b>26,418</b>	8,547	–	8,547
Investments	5	7	–	<b>7</b>	94	–	94
<b>Total income</b>		<b>107,867</b>	<b>895,064</b>	<b>1,002,931</b>	<b>65,978</b>	<b>349,002</b>	<b>414,980</b>
<b>Expenditure on:</b>							
Raising funds	6	2,428	38,715	<b>41,143</b>	56,873	–	56,873
Charitable activities							
Development	6	28,690	559,671	<b>588,361</b>	157,163	363,513	520,676
Other	6	752	12,000	<b>12,752</b>	146	–	146
<b>Total expenditure</b>		<b>31,870</b>	<b>610,386</b>	<b>642,256</b>	<b>214,182</b>	<b>363,513</b>	<b>577,695</b>
<b>Net (expenditure) for the year</b>	7	<b>75,997</b>	<b>284,678</b>	<b>360,675</b>	<b>(148,204)</b>	<b>(14,511)</b>	<b>(162,715)</b>
Transfers between funds		–	–	–	(465)	465	–
<b>Net income / (expenditure) before other recognised gains and losses</b>		<b>75,997</b>	<b>284,678</b>	<b>360,675</b>	<b>(148,669)</b>	<b>(14,046)</b>	<b>(162,715)</b>
<b>Net movement in funds</b>		<b>75,997</b>	<b>284,678</b>	<b>360,675</b>	<b>(148,669)</b>	<b>(14,046)</b>	<b>(162,715)</b>
<b>Reconciliation of funds:</b>							
Total funds brought forward		33,480	35,357	<b>68,837</b>	182,149	49,403	231,552
<b>Total funds carried forward</b>	17	<b>109,477</b>	<b>320,035</b>	<b>429,512</b>	<b>33,480</b>	<b>35,357</b>	<b>68,837</b>

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 £
<b>Fixed assets:</b>					
Tangible assets	13		1,381		2,082
<b>Current assets:</b>					
Debtors	14	136,469		61,446	
Cash at bank and in hand		411,995		139,501	
		<u>548,464</u>		<u>200,947</u>	
<b>Liabilities:</b>					
Creditors: amounts falling due within one year	15	(120,333)		(134,192)	
<b>Net current assets</b>			<u>428,131</u>		<u>66,755</u>
<b>Total net assets</b>			<u><u>429,512</u></u>		<u><u>68,837</u></u>
<b>The funds of the charity:</b>	18				
Restricted income funds			320,035		35,357
Unrestricted income funds:					
Designated funds		–		–	
General funds		109,477		33,480	
		<u>109,477</u>		<u>33,480</u>	
Total unrestricted funds			<u>109,477</u>		<u>33,480</u>
<b>Total charity funds</b>			<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

Statement of cash flows

For the year ended 31 March 2021

	2021 £	£	2020 £	£
<b>Cash flows from operating activities</b>				
<b>Net income/(expenditure) for the reporting period (as per the statement of financial activities)</b>	<b>360,675</b>		<b>(162,715)</b>	
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	
<b>Net cash used in operating activities</b>		<b>272,487</b>		<b>(41,683)</b>
<b>Cash flows from investing activities:</b>				
Dividends, interest and rents from investments	7		94	
<b>Net cash provided by investing activities</b>		<b>7</b>		<b>94</b>
<b>Change in cash and cash equivalents in the year</b>		<b>272,494</b>		<b>(41,589)</b>
Cash and cash equivalents at the beginning of the year		<b>139,501</b>		<b>181,090</b>
<b>Cash and cash equivalents at the end of the year</b>		<b>411,995</b>		<b>139,501</b>
<b>Analysis of cash and cash equivalents</b>				
	At 1 April 2020 £	Cash flows £	Other changes £	At 31 March 2021 £
Cash at bank and in hand	139,501	272,494	–	<b>411,995</b>
Notice deposits (less than three months)				
<b>Total cash and cash equivalents</b>	<b>139,501</b>	<b>272,494</b>	<b>–</b>	<b>411,995</b>

**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	<b>34,686</b>	16,668	–	16,668
	<u>32,679</u>	<u>2,007</u>	<u><b>34,686</b></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	<b>240,783</b>	–	240,783	240,783
Comic Relief	–	245,000	<b>245,000</b>	–	–	–
Smallwood Trust	–	66,073	<b>66,073</b>	–	17,919	17,919
ROSA Women's Fund	–	35,981	<b>35,981</b>	–	50,000	50,000
Heritage Lottery Fund	–	40,300	<b>40,300</b>	–	40,300	40,300
The National Lottery Community Fund	–	126,001	<b>126,001</b>	–	–	–
London Community Response Fund	–	90,419	<b>90,419</b>	–	–	–
London Funders	–	10,000	<b>10,000</b>	–	–	–
MOPAC	–	5,000	<b>5,000</b>	–	–	–
Other	48,763	7,500	<b>56,263</b>	38,669	–	38,669
Sub-total for Development	<u>48,763</u>	<u>867,057</u>	<u><b>915,820</b></u>	<u>38,669</u>	<u>349,002</u>	<u>387,671</u>
Enterprise Development Programme (Equally Ours)	–	26,000	<b>26,000</b>	–	–	–
CEDAW	–	–	–	2,000	–	2,000
Sub-total for Other	<u>–</u>	<u>26,000</u>	<u><b>26,000</b></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><b>941,820</b></u></u>	<u><u>40,669</u></u>	<u><u>349,002</u></u>	<u><u>389,671</u></u>

Notes to the financial statements

For the year ended 31 March 2021

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 £
<b>Ascent Support Services to Organisations</b>				
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
	<b>240,783</b>	<b>240,783</b>	240,783	241,248
<b>Project expenditure</b>				
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
	<b>240,783</b>	<b>240,783</b>	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

	Unrestricted £	Restricted £	2021 Total £	Unrestricted £	Restricted £	2020 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
	<b>26,418</b>	<b>–</b>	<b>26,418</b>	<b>8,547</b>	<b>–</b>	<b>8,547</b>

5 Income from investments

	Unrestricted £	Restricted £	2021 Total £	Unrestricted £	Restricted £	2020 Total £
Interest on current account	7	–	7	–	–	–
Interest on Scottish Widows savings account	–	–	–	94	–	94
	<b>7</b>	<b>–</b>	<b>7</b>	<b>94</b>	<b>–</b>	<b>94</b>

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		Governance costs £	Support costs £	2021 Total £	2020 Total £
		Development £	Other £				
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)		-	-
<b>Total expenditure 2021</b>	<b>41,143</b>	<b>588,361</b>	<b>12,753</b>	<b>-</b>	<b>-</b>	<b>642,256</b>	<b>577,695</b>
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		Governance costs £	Support costs £	2020 Total £
		Development £	Other £			
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)	–	–
<b>Total expenditure 2020</b>	<b>56,873</b>	<b>520,676</b>	<b>146</b>	<b>–</b>	<b>–</b>	<b>577,695</b>

**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

**8 Grant making**

	Grants to institutions £	Grants to individuals £	Support costs £	2021 £	2020 £
<b>Cost</b>					
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	9,614	–	–	9,614	–

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
	<b>283,508</b>	<b>220,886</b>

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
	<b>7.2</b>	<b>7.0</b>

# 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 £
<b>Cost or valuation</b>			
At the start of the year	2,731	13,616	16,347
Additions	–	1,032	1,032
Disposals	–	–	–
At the end of the year	<b>2,731</b>	<b>14,648</b>	<b>17,379</b>
<b>Depreciation</b>			
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	<b>2,253</b>	<b>13,745</b>	<b>15,998</b>
<b>Net book value</b>	<b>478</b>	<b>903</b>	<b>1,381</b>
<b>At the start and end of the year</b>	<b>2,281</b>	<b>5,235</b>	<b>7,516</b>

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
	<b>136,469</b>	<b>61,446</b>

**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
	<b>120,333</b>	<b>134,192</b>

**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
<b>Net assets at the end of the year</b>	<b>109,477</b>	<b>–</b>	<b>320,035</b>	<b>429,512</b>

**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
<b>Net assets at the end of the year</b>	<b>33,480</b>	<b>–</b>	<b>35,357</b>	<b>68,837</b>



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 £
<b>Restricted funds:</b>					
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
<b>Total restricted funds</b>	<b>35,357</b>	<b>895,064</b>	<b>(610,386)</b>	<b>–</b>	<b>320,035</b>
<b>Unrestricted funds:</b>					
<b>General funds</b>	<b>33,480</b>	<b>107,867</b>	<b>(31,870)</b>	<b>–</b>	<b>109,477</b>
<b>Total funds</b>	<b>68,837</b>	<b>1,002,931</b>	<b>(642,256)</b>	<b>–</b>	<b>429,512</b>

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 £
<b>Restricted funds:</b>					
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
<b>Total restricted funds</b>	<b>49,403</b>	<b>349,002</b>	<b>(363,513)</b>	<b>465</b>	<b>35,357</b>
<b>Unrestricted funds:</b>					
Designated funds:					
Other costs	49,454	–	–	(49,454)	–
Maternity costs	16,012	–	–	(16,012)	–
Board development	920	–	–	(920)	–
<b>Total designated funds</b>	<b>66,386</b>	<b>–</b>	<b>–</b>	<b>(66,386)</b>	<b>–</b>
<b>General funds</b>	<b>115,763</b>	<b>65,978</b>	<b>(214,182)</b>	<b>65,921</b>	<b>33,480</b>
<b>Total unrestricted funds</b>	<b>182,149</b>	<b>65,978</b>	<b>(214,182)</b>	<b>(465)</b>	<b>33,480</b>
<b>Total funds</b>	<b>231,552</b>	<b>414,980</b>	<b>(577,695)</b>	<b>–</b>	<b>68,837</b>

### 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 repsonse:** Wave funding for emergency support to London Women's orgs as a result of COVID.

**London Community Fund Covid repsonse:** £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
	<b>2,830</b>	<b>5,660</b>	<b>45,794</b>	<b>57,594</b>

## 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>