



ANNUAL REPORT

2021 - 2022

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United House, North Rd, London, N7 9DP

Charity no: 1070606

Company no: 2462336



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WRC has 6 strategic aims, which all of our work must be in furtherance of. During this year we have continued to ensure our work is closely aligned with our aims. Our extensive and specialist support to our network is directly related to achieving structural change through strengthening and amplifying their work and voices. Recent global events and the continuing highlighting of many of the state institution's failure to address entrenched inequality is a testament to the continued need for our work. With our members, networks, and partners we are hopeful that inequality for women will be pushed higher up the agenda.

OUR VISION

All women are empowered and have substantive equality.

OUR MISSION

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

OUR APPROACH

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

OUR VALUES

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



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

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

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

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

Our work continues with the Network for Black Women Leaders, and we are pleased to have secured resources for this during the year which has provided coaching and mentoring support for women in the network. The continuing disparity for Black women across all aspects of their lives, including the fiscal deficit they experience remains a key driver for realising our aim of financial inclusion and equity. As ever all of our work is based on collaboration and collective action, because through this we believe transformation for women can be achieved.

The challenge of attracting sufficient income remains, but we are pleased that this year we have maintained sufficient income for our core activities.



Women's Resource Centre**Address: United House, North Road, London, N7 9DP****Company limited by guarantee: 2462336 Country of incorporation: United Kingdom****Registered charity: 1070606 Country of registration: England & Wales****STAFF**

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FREELANCERS

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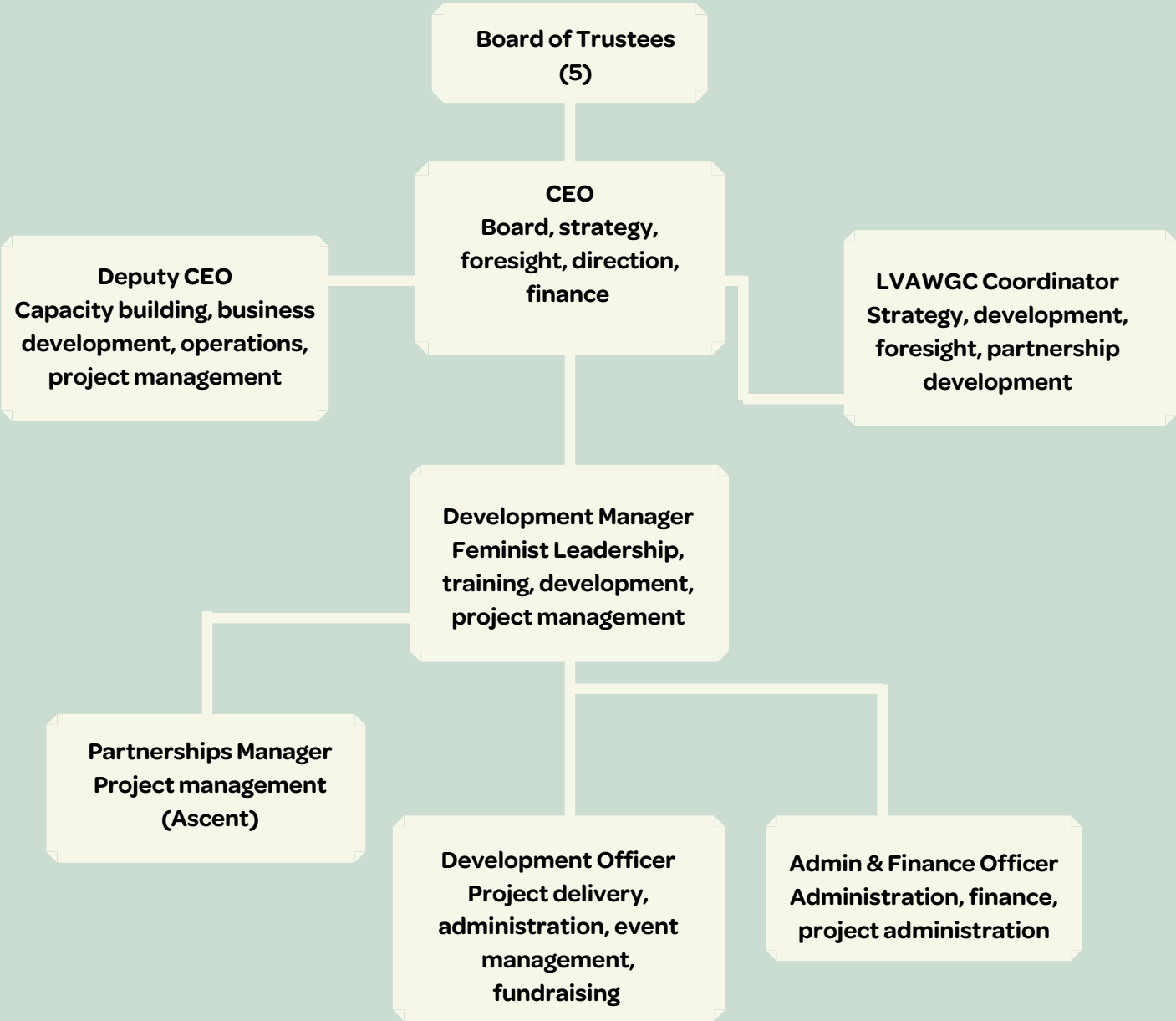
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The trustees review the aims, objectives, and activities of the charity each year. This report looks at what the charity has achieved and the outcomes of its work in the reporting period. The trustees report the success of each key activity and the benefits the charity has brought to those groups of people that it is set up to help. The review also helps the trustees ensure the charity's aims, objectives and activities remained focused on its stated purposes. The trustees present their report and the audited financial statements for the year ended 31st March 2022.

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

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





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

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

The day-to-day running of the organisation and implementation of these policies are delegated to the CEO of WRC.



STAFF

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

TRUSTEES

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

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

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

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

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

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



We continue to experience the impacts of COVID-19, on our staff, sector colleagues, and the women and their children that our sector works to support.

Sadly, we are witnessing a significant rolling back of our rights along with the continued insufficient prioritising and support for our critical and often life-saving organisations.

Our work and collaborative approach are needed more than ever. So, we are pleased to be surviving and continuing to provide committed and radical approaches to supporting our sector. WRC staff have remained working from home during this period to ensure their safety.

The impact of the consequences of the pandemic and the heightened public awareness of structural inequality is taking its toll across our whole sector and society. The Board of Trustees will be conducting health and well-being assessments of our staff during the coming year to ensure all we can do is actioned to provide the best workplace we can.

WRC's long-standing commitment to anti-racist work will continue within the staff team and across all our work, through a series of ongoing internal workshops which follow on from the externally facilitated work conducted during this year. We understand this work is perpetual and therefore needs constant attention.

We continue our efforts to secure core funding for our unique work, leading on collaboration and collective voice to achieve transformational change.

I am pleased to welcome a new trustee to our small, nimble board of trustees, whose commitment expertise and courage keep WRC focused and formidable.

Rupa Sarkar
Chair, Women's Resource Centre



WRC's understanding of women's rights and progress toward justice and equity is based upon a structural analysis of women's undervalued and detrimental position in society. We acknowledge the impact of sexism and racism, and the critical need to address racism for realising women's human rights.

As an organization governed by a board of Black and minoritised women and a diverse staff team, WRC is committed to Equity and Justice within our organization as well as our sector. We welcome the heightened recognition of racism within our sector and the steps being taken to strengthen and develop long-term work that finally moves the dial on all of our Anti Racist principles and actions.

Like many other organisations, we were impacted by the BLM movement, Charity so White, and the work of some of our sister organisations in addressing racism. WRC fully supports the Charter of the VAWG sector Anti-Racist working group.

As the co-ordinating and development organization for the London VAWG consortium, we are delighted it has adopted this Charter assisting our commitment to build equity within ourselves and the consortium.

During the year we undertook a series of externally facilitated workshops to consider what Anti Racism means for WRC and the need to maintain a focus and continuous action to embed this work across WRC.

Since the externally facilitated workshops, we have agreed to continue this work regularly at WRC as part of our team structures.

We expect to share what we have been doing during the next year.



At the year-end 31st March 2022 WRC staff were continuing working from home. This is reviewed by the board according to government guidelines and organisational risk assessment. The staff are regularly consulted on this situation. We have reviewed our office requirements and consulted with staff on a hybrid approach to work, ensuring the needs of staff are met.

We continue our collaborative work for more equitable funding for our sector through a variety of means and are actively pursuing options to realise our Women's Building.

The long-term impacts of COVID-19 are still unravelling for our sector and our staff, WRC continues to be mindful of this and how our organisation may need to adapt in the future.

Our Away days for staff and trustees provide vital space and time for us to constantly revise our priorities.



Our Future Plans are first to secure core funding for WRC to ensure our collaborative work to sustain the sector and all women's human rights.

In recognition of the need to build alternative income streams, WRC will be launching our online shop which aligns with our strategic aims. It will offer a digital platform for independent women makers to sell their products, supporting their financial resilience. Additionally, WRC will generate income from the sales, which in turn will support our vital work in our sector, which changes and save lives.

This is an exciting development that in the long term we expect to contribute significantly to WRC's unrestricted income.

Given the external hostile landscape for our rights and safety, WRC will be exploring options for adding to our influencing and advocacy work, aiming to test alternative approaches for creating change, that have a greater impact.

Our strategic work with a variety of funders and public bodies will be strengthened, building on the work we have been doing to increase their understanding of the value of the sector and its pivotal place in transformational change.

Having revived our plans for our Women's Building, we are pleased with the progress and excited that our long-term vision is nearer fruition.

As ever we are grateful to all our sisters and supporters and know that it is only together that we can affect the change to realise women's human rights.



The challenge of securing WRC's financial sustainability is as ever critical to continuing our efforts to protect and promote Women's organisations and our human rights.

Our board of trustees is keen to find ways that align with our mission to generate unrestricted income.

One such initiative we have been developing during this year with support from the Enterprise Development Programme is WRC's online shop, to promote the hand crafted work of individual women and support their financial resilience and raise funds for WRC's work supporting our life saving sector

We look forward to launching our online gift shop next year.



With thanks to all our funders this year:



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

The six themes are:

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

Women's Resource Centre leads the Support Services Strand together with:

Rights of Women, Respect, Women and Girls Network, Against Violence and Abuse (AVA), Imkaan.



ASCENT FIGURES 2021 – 2022

For the ascent project this year, the second-tier support strand delivered		With outcomes including...	
Expert Led Training	17	Frontline organisations/services with increased ability to meet their service users' needs	127
Accredited Training	20	Frontline services/organisations have an increased level of knowledge and ability to run services/organisations effectively and efficiently	80
Equality Act Workshops	4		
Sustainability Training	10		
Sector Conversations	6		
Best Practice Briefings	4	Frontline organisations able to deliver improved services to meet their clients' needs and in line with relevant quality standards (deliver, monitor, evaluate and adapt)	108
Annual needs Assessment	1		
1 to 1 Support Sessions	16		
Special Events	4	Frontline services/organisations report greater ability to work in partnership	55
Webinars	2		
Case Studies	4		
E-Newsletters	6		



This is a training programme on Feminist Leadership that provides the participants with practical and analytical skills in leadership that they will be able to apply in their organisation and community.

The training programme consists of six 3-hour sessions. The training provides the beneficiaries with an understanding of and the ability to manage organisations and teams according to feminist values and principles. It investigates and explores what makes a successful leader and a leader of social change.

Since its launch in 2018, the Feminist Leadership programme has become a WRC flagship project.

2021-2022 was the first year since its launch we did not have a funded programme* but we delivered the training through open ticketed events and commissions.

In 2021/2022 we delivered 30 sessions of training to 171 participants.

*** We had a funded programme January-June 2021, this was reported on in the 2020/2021 Annual Report.**

“Excellent! It was a great moment to discuss with team members and share different views and opinions. The training helped me to reflect on what it means being feminist, and increased my confidence in being a feminist and, ultimately, a woman

~Feminist Leadership attendee.

”



Project term: 3 years, (October 2019 – October 2022)

The Financial hardship of Black African Asylum-Seeking Women (BAASW), a community, often excluded from financial support and tools, is a project in collaboration with the Mama Health and Poverty Partnership (MHaPP) and members of Women Asylum Seeker Women Together (WAST). It places the experiences of financial hardship of Black African and Asylum-seeking women at the center of conversations in Greater Manchester.

235 women were directly supported through this project, participated in training, discussions, consultations as well as voiced concerns as local advocates.

The project set out to improve understanding of and improve dialogue with decision-makers, to inform on the extensiveness of poverty faced by some of the poorest families experiencing gender and racial discrimination.

The project created a platform for women to share their concerns with decision-makers, connect, learn and develop solutions to their everyday financial worries of destitution. Furthermore, the project improved skills in money management, business and digital marketing.



MHaPP representatives acted as experts by experience, providing insight into the plight and progress of asylum-seeking women through Greater Manchester Combined Authority, local authority thematic panels, and investors/funders.

The involvement of trained representatives and advocates ensured the voices of women, often excluded from discussions were considered and tabled for action within mainstream service arrangements. MHaPP welcomed the opportunity to position representatives on a number of panels; including GMCA Women and Girls Equality panel, GMCA Race Equality Panel, GMCA Health & Care and funders, Lankelly Chase System Change Regional Advisory.

SOME OF THE PROJECT'S ACHIEVEMENTS TO DATE:

Branding & Affiliate Marketing, 28 July 2021, facilitated by Julie Kalunji

The facilitator, Julie, introduced participants to passive income streams as a way of making money. She shared her experience earning significant income promoting well-known brands in return for a commission/fee. Participants learnt how to set up and establish a regular income through affiliate marketing programs.

- 92% of women stated a better understand of branding and affiliate activities that can help generate income
- 100% All women report having the self-confidence and knowledge to set up and run a home-based enterprise or business

Advocacy training – 24 November 2021, facilitated by Rose Ssali:

Women will have better influence on local and regional policy/practice.

- 100% - advocates reported the training increased their knowledge and skills
- 70% reported it was too early to tell if their video will have better influence on local practice
- 50% consider their network had the ability to collect and use data to inform decision-makers about the financial hardship of Black/asylum seeking women



1-2-1 coaching with Julie Kalungi, December 2021 to March 2022.

Women received six coaching sessions plus tailored resources and materials, i.e., a Beginners Guide to Affiliate Marketing, and a business plan template.

Participants are better able to succeed in Enterprise:

- 94% of participants report being better able to succeed in enterprise
- 81% improved their understanding of the positive and negative aspects of setting up and running a business
- 75% stated having the self-confidence and knowledge to set up and run a home-based charity or business
- 100% reported having a better understanding of how to market a business and its products or services.

“Hello Julie. I cannot go without telling you what a wonderful digital branding session it was today. You’ve delivered it with zest and conviction touching the many lives today esp. mine. You’re born with a gift and use it and never let negativity let you lose your ground and focus. One love for my Ugandan queen.”

“Thank you, Julie, for your valuable guidance and training in developing my business, I really enjoy your sessions and always looking forward to it. You are a great coach and motivator. Glad I met you.”

Social media & digital marketing with Julie Syl Kalunji, 4 August 2021

Participants received a live step-by-step demonstration of digital platforms (Instagram, Facebook for business) which are used to communicate with customers and market product/services for no or low cost.

- 86% of women state having better understanding of how to market a business and its products or services
- 72% of women reported having the self-confidence and knowledge to use digital marketing to set up and run a home-based enterprise or business
- All (100%) stated materials and resources distributed were extremely helpful.



Elected advocates lobbying for change

Filmmaker Phoebe Cottam worked with women to ensure messages were well presented. Elected advocates voiced their experiences as asylum seekers. 6x1 minute film formed a collective video that described the emotional and social impact of the themes that mattered most to African women:

Young Carers – Fola
Impact of poverty – Rose
Bereavement – Charity
Mental well-being – Dada
Young offenders – Judith & Loice
Digital inclusion – Aisha

Video films were shared via social media, presented at events, and used to open discussions with local Councillors, the Mayor of Greater Manchester, Principal lead of Asylum and Refugee Integration, NHS Director of workforce, OD and Equality and other decision-makers.



All (100%) stated as a local advocate they were able to communicate how the lives of Black African and Asylum-Seeking women could be improved



All (100%) reported being empowered to speak up about the financial hardship Black African and other migrant women experience



70% stated their organisations could communicate the importance of specialist's services for Black women to local decision-makers



Global Majority Fund - Black and Minoritised Women's Fund (BMWf) Grant-giving term: 1 February 2021 to 31 January 2023

Women's Resource Centre (WRC) was thrilled to announce that together with then, Black Training and Enterprise Group (BTEG), was awarded Comic Relief's Global Majority Fund.

As intermediary partners of the Global Majority Fund, WRC and BTEG awarded small, grassroots women led by and for Black and minoritised organisations that provide life-changing and often life-saving services.

With the Black and minoritised women's fund (BMWf), WRC prioritised women's organisations (those with over 75% staff and board members who categories as Black and minoritised) that support women at the margins of society, frequently discriminated against on the grounds of intersectional oppression, i.e., sex, class, disability, sexuality and racial inequality. We were able to carry out our grant making activities awarding 35 grant partners across England funds of £5,000 or £10,000.

This funding has helped women experiencing racial and economic inequality access core services, i.e. drop-in sessions, interpretation, advice, advocacy, employment support, educational training, freedom programme, legal surgeries, counselling and 1:2:1 appointments online.



As a result of BMWF, communities of women supported were aged 16-75, categorising their heritage as:

African-Caribbean, Belarus, Chinese, Ethiopian, Egyptian, Kenyan, Nigerian Malawian, Somali, Ugandan, disabled Orthodox Jewish, Sikh, Syrian, Pakistani, Polish, Punjabi, Romanian and Zimbabwean'.

The GMF grant paid for additional hours empowering staff to manage the activities assisting Black and minoritised households experiencing food insecurity, financial and gender-based violence, reproductive issues, mental health and insecure immigration status.

Feedback received from beneficiaries accessing core services reported:

- ✓ **INCREASED SOCIAL CONTACT**
- ✓ **REDUCED ISOLATION**
- ✓ **IMPROVED CONFIDENCE**
- ✓ **INCREASED SELF-ESTEEM AND RESILIENCE**
- ✓ **HAPPIER AND FEELING OF LOVE AND BELONGING**
- ✓ **IMPROVED MENTAL WELLBEING**



Network for Black Women Leaders was established to address the low numbers of Black women in leadership positions.

The Network for Black Women Leaders brings together a wide-reaching collection of communities descended from Africa, situated across different sectors, communities and locations with varying levels of expertise. Members of our network include women of African descent migrated from the Caribbean and Africa, and include indigenous women, Black British women, women from Africa and women of mixed heritage.



In August 2021, NBWL received funding from The Thrive Fund (administered by The Rosa Fund for Women and The Smallwood Trust) to develop and pilot a much-requested signature coaching and mentoring program, led by and for Black women.

The NBWL Thrive signature program addresses the underemployment and under promotion of Black women, by supporting the professional ambitions of NBWL members to take up a more senior role or progress within an existing leadership position.

The pilot programme consists of:

- Networking events
- Co-design roadshows
- Coaching
- Recruiting & training mentors (Black female leaders)
- Learning, Reflection & Development



Networking

22 women attended the NBWL networking event, held on 23 September 2021.

The event focused on self-reflection; Navigating ourselves in the Working Environment (Part1); including promoting the Thrive coaching and mentoring program to enhance skills and confidence.

A further 15 women attended NBWL networking event, on 4 November 2021 Navigating Ourselves in the Working Environment (part II) - Networking with peers and inspirational role models including conversations to address the effects of racialised trauma and solutions to realise career goals.

Design Roadshows

10 participants were involved in shaping the look and feel of the program, which were held in Greater Manchester, Liverpool and London during November 2021.

Coaching

20 women participated in group coaching, between November 2021 and March 2022.

“

The coaching sessions were really empowering, enabling the whole group to connect and reflect on our common challenges, goals and aspirations. The power of this group coaching sessions motivated me to commission group coaching sessions for our work BAME members and Allies groups. Thank you so much for offering such an invaluable developmental opportunity”.

~Ms Mwangi, Joseph Rowntree

”



“ I am so pleased that I have been able to thrive within this space. Having discussions with women who look like me and just get it – has been powerful. It has been inspiring to see women in high positions and makes it feel possible for me. The experience has helped me to build my confidence and capacity for more. It has highlighted areas of strengths and for improvement. I have been open to the learning and really embraced it. Which has helped me to get my development plan. I know where I’m headed the only way is up!

~Ms Brown, Croydon county council

”



80% of women who took part in the coaching reported working with an executive coach of African heritage was an inspiration and supported their professional goal/ambition.

We are pleased to partner with award winning diversity and inclusion specialists, Kenroi Consulting, to deliver effective and progressive activities to ensure organisations build inclusive teams.

Special thanks to our NBWL expert representatives/advisors:

Dolly Ogunrinde, Patricia Alert, Rosemarie Jackson, Jada Aarons and Chantelle Walker.



This project has aimed to meet the growing challenges facing women led by and for specialist frontline organisations in delivering support to some of London’s most marginalised women and girls.

This project has facilitated a series of discussions, consultations, and activities with London-based Women’s Civil Society Organisations (WCSOs). Through this project, we have developed our support and membership offer to WCSOs in London. The outputs and activities undertaken in this work have built the capacity of the sector, strengthened networks and collaborations as well as developed a collective voice. This work has increased the support to WCSOs that are working to achieve both the Mayor’s EDI objectives and the Mayor’s Police and Crime Plan priorities, to help make London a great place to live, and a safe, healthy and enjoyable city, with specific reference to tackling violence against women and girls and standing together against hatred and intolerance.

During 2021/2022, we built on the success of the first year, continuing WRC’s vital strategic advocacy work, including coordination of the submission to the London Councils Grant Programme across WCSOs partnerships, GLA consultations, consultations with WSCO, and one-to-ones.

WRC provided support to WCSOs applying for funds through the London VAWG consortium. This support contributed to the major success of a combined £10m being awarded towards the elimination of violence against women and girls in London, supporting over 30,000 women and girls a year.

We also continued the work on building a collective voice whilst focusing on building a bank of evidence and resources and an online menu of support for the women’s sector. This includes for example the following resources.



Women-Friendly HR Policies:

This resource has been created through desk research and evidence collected through WRC training and events. It functions as a way of inspiration in guiding how organisations (WSCOs and otherwise) can think about HR policies in terms of making them more equitable at their workplaces.

Women's Sector Glossary:

For organisations working in areas of anti-racism, anti-sexism, and the promotion and protection of women's human rights and safety, they know that language is power. For those joining the sector the various words, terms, concepts, and jargon used can feel intimidating and exclusionary. For these purposes, WRC created the women's sector glossary. We envision this glossary to be a living document, we invite new and other perspectives and suggestions.

Women's Sector Solidarity Pledge:

A pledge based on the discussions and conversations that took place during the Women's Sector Solidarity Events Series. WRC desires that organisations within and outside of the UK women's sector will commit to this pledge, to work towards creating a strong sense of solidarity and commitment to human rights in the UK.

Research:

The initial findings of our research into the funding landscape for the women's sector in London are that in 2020, only 3% of funding to civil society organisations in London was awarded to women's organisations. The research explores the initial findings in juxtaposition with the barriers that women's sector organisations may experience in accessing the funding available.

These resources can be found on our website.



The London VAWG Consortium is the largest pan-London coalition of specialist VAWG providers, with a £24.2m grants programme delivered by a partnership of 27 organisations to over 30,000 women and girls every year. More than half of the Consortium's members are specialists led by and for BME organisations and more than 70% have less than £1.0m income each year. The Consortium is a critical part of the infrastructure for the delivery of public services in London.

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

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

"They saved my life"

An evaluation of the advice and counselling services provided through Consortium members and partner organisations, exemplifies the value of the Consortium:

“

The combination of organisations involved has allowed us to support women with complex issues and multiple disadvantages, because of the partners' specific knowledge with issues such as housing [and] disability. It has also enabled us all to provide bespoke support for minoritised women.

”



One of the key findings from the evaluation reiterated the principles underpinning the Consortium: that having access to women-only services where the workers were from a similar cultural background and who spoke their mother tongue was important to women.

During the year, Consortium members continued to respond to the demands arising from the COVID-19 pandemic and its aftermath. Within a confused and unclear national context, the survival and safety of women and girls continued to be at the heart of responses and service delivery. Members faced further demands on their staff and reserves as they coped with managing hybrid services and the vagaries of the government's test and trace requirements.

Members were rocked by the series of revelations about the Metropolitan Police Service in the second half of the year including the culture which enabled and protected Wayne Couzens before and after he kidnapped and murdered Sarah Everard; the "disgraceful" misogyny, discrimination, and sexual harassment" in a police unit based at Charing Cross police station; and the deeply disturbing state-sanctioned child abuse exposed in the case of Child Q.

The Consortium participated in responses to MOPAC consultations about the Police and Crime Plan and the Mayor's VAWG Strategy. In both cases, the Consortium's priorities are that:

1. Above all other issues, the requirement for a mechanism to ensure transparency and accountability of the Metropolitan Police Service to women in London. Sexism, misogyny, and racism are unacceptable and have no place in police service.
2. The VCS VAWG Expert Reference Group is the route for:
 - consultation and co-design of VAWG services and their commissioning
 - joint advocacy between partners to secure adequate VAWG funding for London



The Consortium welcomed the re-introduction of the VCS VAWG Expert Reference Group in April 2021 and was pleased to learn that funding has been confirmed for 2022-2023. The Consortium looks forward to working with MOPAC and other partners to continue to develop the Expert Reference Group and its function.

Internally, the Consortium adopted the Charter to End Racism in the VAWG sector and has the following medium-term aims for ending violence against women and girls:

By 2030, all VAWG services in London will be delivered by women's and specialist by and for BME organisations.

By 2026, The Consortium has integrated the Anti-Racism Charter and specialist by and for BME members to comprise 50% of organisations leading funded strands for the Consortium.

In addition, the Consortium has discussed developing its housing remit to ameliorate destitution faced by women fleeing violence through a wider service offer and to increase the sustainability and resilience of members.

WRC has been the lead development agency for the Consortium since its inception and provides specialist consortium governance and development support. This work benefitted from a three-year grant from City Bridge Trust towards the sustainability of the Consortium and was supplemented by a further grant from City Bridge Trust which enabled the Consortium to develop digital governance.

Note

The experiences of the Consortium during the pandemic and the disproportionate effect of the pandemic on women and girls in London were submitted as evidence and included in the House of Lords "Lessons from COVID-19" Report.



WRC continues to lead work on CEDAW in England

CEDAW remains a vital tool for improving women's rights but is not widely known or understood. Given the continuing concern for our own Human Rights Act, WRC will be prioritising securing resources to strengthen our work on CEDAW towards a vision where women in the UK will be confident to cite CEDAW and state bodies obligations in securing their rights.

A growing and grave concern is the impact of Family Court decision making and the use of questionable theories of 'Parental Alienation' in what some view as state violation of women's rights. Given this we are planning a stand-alone report on this matter to CEDAW.

CEDAW – a guide



CEDAW is the UN Convention on the Elimination of all forms of Discrimination Against Women

International
Bill of Rights
for Women



1979 Convention adopted by the UN Assembly

1981 Entered into force as international treaty

1986 Ratified by the United Kingdom

Ratification

Optional Protocol

Substantive Equality



FINANCE REVIEW

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

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

ROSA the UK fund for women and girls: funding for a highly acclaimed training programme on feminist leadership that consists of two intensive days of training and a social action project. It is a high-quality programme that investigates and explores what makes a successful leader and a leader of social change.

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

The National Lottery Heritage Fund: funding for a project that explores how the Women's Voluntary Sector, as a movement, has influenced and contributed to changes in the lived experience and structural position of women, focusing on women's rights, empowerment and leadership (personal and political).

Smallwood Trust: funding for a 3-year project (October 2019 – November 2022) financial inclusion project that benefits women furthest away from the labour market, women hampered by immigration status with limited leave to remain and women in essential, yet poorly paid jobs.

Working with the Mama Health and Poverty Partnership in Greater Manchester. Big Lottery, Civil Society Roots Programme: funding for a 2-year project (March 2020 – March 2022) to facilitate a series of discussions, consultations and co-produced activities with London-based women's Civil Society Organisations CSOs. This project aims to meet the growing challenges facing women led by and for, specialist frontline organisations in delivering support to some of London's most marginalised women and girls.

Comic Relief - Covid-19 Emergency Funding - Communities Experiencing Racial Inequality: this is a 2-year programme with the main part of the funding being paid out in grants to recipient organisations. The programme received the funding in the last months of the previous financial year with the main work starting in April 2021, showing as expenditure against restricted funds brought forward.

Funding from Lloyds Bank Foundation: enabled strategic advocacy and support to organisations about the Tier 1 duty in London for safe accommodation for women & children experiencing domestic violence.

The National Lottery Fund: supported a project scoping a cultural think tank led by young Black and minoritised women.

The Women Thrive Fund: supports the Network for Black Women Leaders including coaching and mentoring, while the Paul Hamlyn Foundation funded Exhale, residential retreat development.



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

The trustees' policy is to hold sufficient funds to cover 3 months' running costs. For 2021/22 3 months running costs amount to £164,611, excluding grants paid out through the Comic Relief funding. The trustees acknowledge that reserves are now much lower than this policy. The trustees had hoped that the Feminist Leadership training could be rolled out to generate unrestricted income and build our reserves back up to the appropriate level, however, the Covid-19 restrictions and necessary change of focus have thus far prevented that, although it is still a plan for the future.

On 31st March 2022, the unrestricted reserve is £104,378 (2021: £109,477). Total reserves carried forward to 2022/23 stand at £254,411 (2021: £429,512) of which £150,033 (2021: £320,035) is restricted to specific projects per the accounts. The charitable company offers a defined contribution pension scheme for the benefit of employees. The assets of the scheme are administered by an independent pension provider, The Pensions Trust. The company will also pay the employer's contribution to the employee's stakeholder pension scheme if desired. Pension contributions are available to all employees at 5% as well as key management personnel.

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

The board of trustees continues to meet at least quarterly to maintain a close eye on identified risks for the charity.

The key identified risks and uncertainties relate to ensuring sufficient funds are generated to meet expenditure and increase the charity's reserves, which during this reporting period has been successful.

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



FUNDRAISING

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

We do not approach members of the public for funds.

WRC has not received any complaints regarding fundraising activities.

TRUSTEES' RESPONSIBILITIES

The trustees (who are also directors of the Women's Resource Centre for the purposes of company law) are responsible for preparing the Trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice). Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the trustees are required to;

- select suitable accounting policies and then apply them consistently
- observe the methods and principles in the Charities SORP
- make judgements and estimates that are reasonable and prudent
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on a going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.



In so far as the trustees are aware:

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

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

Members of the charity guarantee to contribute an amount not exceeding £1 to the assets of the charity in the event of winding up. The total number of such guarantees on 31 March 2022 was five (2021: four). Trustees are members of the charity, but this entitles them only to voting rights.

AUDITOR

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

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

The trustees have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the charity's aims and objectives and in planning its future activities. In particular, the trustees consider how planned activities will contribute to the aims and objectives that have been set.

The report of the Board of Trustees has been prepared in accordance with the special provisions applicable to companies subject to the small companies' regime.

Approved by the trustees on 10 November 2022 and signed on their behalf by:

Rupa Sarkar
Chair
Women's Resource Centre



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

Opinion

We have audited the financial statements of Women's Resource Centre (the 'charitable company') for the year ended 31 March 2022 which comprise the statement of financial activities, balance sheet, statement of cash flows, and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 The Financial Reporting Standard applicable in the UK and the Republic of Ireland (the United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- Give a true and fair view of the state of the charitable company's affairs as of 31 March 2022 and of its incoming resources and application of resources, including its income and expenditure for the year then ended
- Have been properly prepared in accordance with the United Kingdom Generally Accepted Accounting Practice
- Have been prepared in accordance with the requirements of the Companies Act 2006

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

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

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



Other Information

The other information comprises the information included in the trustees' annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

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

Matters on which we are required to report by exception

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

- Adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- The financial statements are not in agreement with the accounting records and returns; or
- Certain disclosures of trustees' remuneration specified by law are not made; or
- We have not received all the information and explanations we require for our audit; or
- The directors were not entitled to prepare the financial statements in accordance with the small companies' regime and take advantage of the small companies' exemptions in preparing the trustees' annual report and from the requirement to prepare a strategic report.



Responsibilities of trustees

As explained more fully in the statement of trustees' responsibilities set out in the trustees' annual report, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

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



Capability of the audit in detecting irregularities

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

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

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulations. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities is available on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.



Use of our report

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

Noelia Serrano (Senior statutory auditor)

15 November 2022

for and on behalf of Sayer Vincent LLP, Statutory Auditor

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



Women's Resource Centre

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

For the year ended 31 March 2022

	Note	Unrestricted £	Restricted £	2022 Total £	Unrestricted £	Restricted £	2021 Total £
Income from:							
Donations and legacies	2	17,565	–	17,565	32,679	2,007	34,686
Charitable activities							
Policy		–	50,000	50,000	–	–	–
Development	3	60,518	476,185	536,703	48,763	867,057	915,820
Other	3	20,000	5,000	25,000	–	26,000	26,000
Other trading activities	4	22,966	–	22,966	26,418	–	26,418
Investments	5	110	–	110	7	–	7
Total income		121,159	531,185	652,344	107,867	895,064	1,002,931
Expenditure on:							
Raising funds	6	30,515	–	30,515	2,428	38,715	41,143
Charitable activities							
Policy		–	27,498	27,498	–	–	–
Development	6	93,255	663,543	756,798	28,690	559,671	588,361
Other	6	2,488	10,146	12,634	753	12,000	12,753
Total expenditure		126,258	701,187	827,445	31,870	610,386	642,256
Net movement in funds		(5,099)	(170,002)	(175,101)	75,997	284,678	360,675
Reconciliation of funds:							
Total funds brought forward		109,477	320,035	429,512	33,480	35,357	68,837
Total funds carried forward	17	104,378	150,033	254,411	109,477	320,035	429,512

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

Women's Resource Centre

Balance sheet

Company no. 2462336

As at 31 March 2022

	Note	£	2022 £	£	2021 £
Fixed assets:					
Tangible assets	13		634		1,381
Current assets:					
Debtors	14	89,169		136,469	
Cash at bank and in hand		279,078		411,995	
		<u>368,247</u>		<u>548,464</u>	
Liabilities:					
Creditors: amounts falling due within one year	15	(114,470)		(120,333)	
Net current assets			<u>253,777</u>		<u>428,131</u>
Total net assets			<u>254,411</u>		<u>429,512</u>
The funds of the charity:	18				
Restricted income funds			150,033		320,035
Unrestricted income funds:					
Designated funds		-		-	
General funds		104,378		109,477	
		<u>104,378</u>		<u>109,477</u>	
Total unrestricted funds			<u>104,378</u>		<u>109,477</u>
Total charity funds			<u>254,411</u>		<u>429,512</u>

Approved by the trustees on 10 November 2022 and signed on
their behalf by

Rupa Sarkar
Chair

Women's Resource Centre

Statement of cash flows

For the year ended 31 March 2022

	2022 £	£	2021 £	£
Cash flows from operating activities				
Net expenditure for the reporting period (as per the statement of financial activities)	(175,101)		360,675	
Dividends, interest and rent from investments	(110)		(7)	
Depreciation	747		1,733	
Decrease in fixed assets	–		(1,032)	
Decrease/(increase) in debtors	47,300		(75,023)	
(Decrease) in creditors	(5,863)		(13,859)	
Net cash (used in)/provided by operating activities		(133,027)		272,487
Cash flows from investing activities:				
Dividends, interest and rents from investments	110		7	
Net cash provided by investing activities		110		7
Change in cash and cash equivalents in the year		(132,917)		272,494
Cash and cash equivalents at the beginning of the year		411,995		139,501
Cash and cash equivalents at the end of the year		279,078		411,995

Analysis of cash and cash equivalents

	At 1 April 2021 £	Cash flows £	Other changes £	At 31 March 2022 £
Cash at bank and in hand	411,995	(132,917)	–	279,078
Notice deposits (less than three months)	–	–	–	–
Total cash and cash equivalents	411,995	(132,917)	–	279,078

1 Accounting policies

a) Statutory information

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

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

b) Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), (Charities SORP FRS 102) and the Companies Act 2006.

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

c) Public benefit entity

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

d) Going concern

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

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

e) Income

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

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

f) Interest receivable

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

g) Fund accounting

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

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

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

h) Expenditure and irrecoverable VAT

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

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

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

1 Accounting policies (continued)

i) Allocation of support costs

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

● Policy	0%
● Development	78%
● Other	3%
● Fundraising	8%
● Support costs	9%
● Governance costs	2%

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

● Policy	0%
● Development	89%
● Other	3%
● Fundraising	8%

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

j) Operating leases

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

k) Tangible fixed assets

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

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

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

● Office equipment	3 years
● Computer equipment	3 years

l) Debtors

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

m) Cash at bank and in hand

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

n) Financial Instruments

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

1 Accounting policies (continued)

o) Creditors and provisions

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

p) Pensions

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

2 Income from donations and legacies

	Unrestricted £	Restricted £	2022 Total £	Unrestricted £	Restricted £	2021 Total £
Gifts	17,565	–	17,565	32,679	2,007	34,686
	<u>17,565</u>	<u>–</u>	<u>17,565</u>	<u>32,679</u>	<u>2,007</u>	<u>34,686</u>

3a Income from charitable activities

	Unrestricted £	Restricted £	2022 Total £	Unrestricted £	Restricted £	2021 Total £
The National Lottery Community Fund	–	50,000	50,000	–	–	–
Sub-total for Policy	<u>–</u>	<u>50,000</u>	<u>50,000</u>	<u>–</u>	<u>–</u>	<u>–</u>
London Councils	–	240,783	240,783	–	240,783	240,783
Comic Relief	–	31,000	31,000	–	245,000	245,000
Smallwood Trust	–	35,758	35,758	–	66,073	66,073
ROSA Women's Fund	–	59,327	59,327	–	35,981	35,981
Heritage Lottery Fund	–	–	–	–	40,300	40,300
The National Lottery Community Fund	–	53,192	53,192	–	126,001	126,001
London Community Response Fund	2,000	–	2,000	–	90,419	90,419
London Funders	–	–	–	–	10,000	10,000
MOPAC	–	20,000	20,000	–	5,000	5,000
Paul Hamlyn Foundation	–	4,500	4,500	–	–	–
Lloyds Bank Foundation	–	31,625	31,625	–	–	–
Other	58,518	–	58,518	48,763	7,500	56,263
Sub-total for Development	<u>60,518</u>	<u>476,185</u>	<u>536,703</u>	<u>48,763</u>	<u>867,057</u>	<u>915,820</u>
Enterprise Development Programme (Equally Ours)	–	5,000	5,000	–	26,000	26,000
Greater London Authority	20,000	–	20,000	–	–	–
Sub-total for Other	<u>20,000</u>	<u>5,000</u>	<u>25,000</u>	<u>–</u>	<u>26,000</u>	<u>26,000</u>
Total income from charitable	<u>80,518</u>	<u>531,185</u>	<u>611,703</u>	<u>48,763</u>	<u>893,057</u>	<u>941,820</u>

3b Section 37 Statement

Grant aid of £240,783 was received in 2021/22 (2020/21: £240,783) from London Councils for the ASCENT project. The following table illustrates how money was allocated across the partnership's six organisations, what the portion for WRC was, what the money was awarded for and that it had been used for these purposes.

	2022 Grant received £	2022 Grant spent £	2021 Grant received £	2021 Grant spent £
Ascent Support Services to Organisations				
WRC lead partner	69,705	69,706	69,705	64,251
WRC repurposed	–	–	–	5,454
Delivery partner Against Violence and Abuse (AVA)	29,720	29,720	29,720	29,720
Delivery partner Imkaan	36,285	36,285	36,285	36,285
Delivery partner Respect	43,497	43,497	43,497	43,497
Delivery partner Rights of Women	23,563	23,563	23,563	23,563
Delivery partner Women and Girls Network	38,013	38,013	38,013	38,013
	240,783	240,784	240,783	240,783
Project expenditure				
Staff costs	161,654	167,813	161,654	161,654
Beneficiary costs	44,392	40,122	44,392	38,938
Database to support delivery	–	–	–	5,454
Other costs – inc overheads	34,737	32,849	34,737	34,737
	240,783	240,784	240,783	240,783

In March 2021 WRC advised London Councils that it had an underspend of £5,454.67 which had resulted from changes in project delivery methods following Covid-19. It was approved by London Councils that the £5,454.67 underspend be repurposed for a new database system to support delivery, managing the project's data and partners as well as supporting M&E and reporting.

4 Income from other trading activities

	Unrestricted £	Restricted £	2022 Total £	Unrestricted £	Restricted £	2021 Total £
Membership subscriptions	511	–	511	375	–	375
Online shop	105	–	105	225	–	225
Training and other events	22,350	–	22,350	25,818	–	25,818
	22,966	–	22,966	26,418	–	26,418

5 Income from investments

	Unrestricted £	Restricted £	2022 Total £	Unrestricted £	Restricted £	2021 Total £
Interest on current account	–	–	–	7	–	7
Interest on Scottish Widows savings account	110	–	110	–	–	–
	110	–	110	7	–	7

6a Analysis of expenditure (current year)

	Charitable activities							
	Cost of raising funds £	Policy £	Development £	Other £	Governance costs £	Support costs £	2022 Total £	2021 Total £
Staff costs (Note 9)	24,188	-	233,533	10,000	5,700	25,461	298,882	283,508
Training for beneficiaries	-	-	12,785	-	-	-	12,785	5,874
Accommodation and related costs	-	-	35,765	-	-	2,192	37,957	41,294
Temporary staff and professional fees	3,705	-	31,914	1,103	-	10,460	47,182	53,371
Conference and events	-	-	2,000	-	-	-	2,000	228
Partner costs	-	-	171,078	-	-	-	171,078	171,078
Project costs	-	27,498	29,016	445	-	-	56,959	17,475
Grants paid out	-	-	169,000	-	-	-	169,000	9,614
Evaluation and legacy	-	-	-	-	-	-	-	9,700
Audit costs	-	-	-	-	9,600	-	9,600	9,180
IT/office costs	-	-	6,232	-	-	13,278	19,510	36,770
Publicity, membership, communications	-	-	-	-	-	1,274	1,274	2,296
Staff training	-	-	-	-	-	149	149	77
Travel and subsistence	-	-	177	-	-	145	322	58
Depreciation	-	-	269	-	-	478	747	1,733
	27,893	27,498	691,769	11,548	15,300	53,437	827,445	642,256
Support costs	1,997	-	49,519	827	1,095	(53,437)	-	-
Governance costs	625	-	15,511	259	(16,395)	-	-	-
Total expenditure 2022	30,515	27,498	756,798	12,634	-	-	827,445	642,256
Total expenditure 2021	41,143	-	588,361	12,753	-	-	642,257	-

6b Analysis of expenditure (current year)

	Charitable activities					
	Cost of raising funds £	Development £	Other £	Governance costs £	Support costs £	2021 Total £
Staff costs (Note 9)	31,397	222,410	12,000	5,100	12,601	283,508
Training for beneficiaries	-	5,802	-	-	72	5,874
Accommodation and related costs	-	40,963	-	-	331	41,294
Temporary staff and professional fees	7,318	41,687	-	-	4,366	53,371
Conference and events	-	-	-	-	228	228
Partner costs	-	171,078	-	-	-	171,078
Project costs	-	17,475	-	-	-	17,475
Grants paid out	-	9,614	-	-	-	9,614
Evaluation and legacy	-	8,900	-	-	800	9,700
Audit costs	-	-	-	9,180	-	9,180
IT/office costs	-	34,445	-	-	2,325	36,770
Publicity, membership, communications	-	1,131	-	-	1,165	2,296
Staff training	-	77	-	-	-	77
Travel and subsistence	-	58	-	-	-	58
Depreciation	-	-	-	-	1,733	1,733
	38,715	553,640	12,000	14,280	23,621	642,256
Support costs	1,478	21,139	458	545	(23,621)	-
Governance costs	950	13,581	294	(14,825)	-	-
Total expenditure 2021	41,143	588,361	12,753	-		642,256

7 Net expenditure for the year

This is stated after charging / (crediting):

	2022 £	2021 £
Operating lease rentals:		
Property	29,187	25,469
Other	7,399	11,800
Depreciation	747	1,733
Auditor's remuneration (excluding VAT):		
Audit	8,000	7,650
	<u>8,000</u>	<u>7,650</u>

8 Grant making

	Grants to institutions £	Grants to individuals £	2022 £	2021 £
Cost				
Imkaan grant for MHaPP administered by WRC to SAWN	-	-	-	7,500
Tampon Tax MHaPP funds raised by WRC and paid to SAWN	-	-	-	2,114
Comic Relief: Covid-19 Emergency Funding – Communities Experiencing Racial Inequality	169,000	-	169,000	-
At the end of the year	<u>169,000</u>	<u>-</u>	<u>169,000</u>	<u>9,614</u>

Imkaan MHaPP: emergency payments to black and minoritised women in Manchester at risk of destitution. Grants were paid to Support And Action for Women's Network – SAWN, who then distributed funds.

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

	Grants to institutions £	Grants to individuals £	2,021 £
Cost			
Imkaan grant for MHaPP administered by WRC to SAWN	7,500	-	7,500
Tampon Tax MHaPP funds raised by WRC and paid to SAWN	2,114	-	2,114
At the end of the year	<u>9,614</u>	<u>-</u>	<u>9,614</u>

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

Staff costs were as follows:

	2022 £	2021 £
Salaries and wages	265,134	251,850
Social security costs	22,305	21,114
Employer's contribution to defined contribution pension schemes	11,443	10,544
	<u>298,882</u>	<u>283,508</u>

No employee earned more than £60,000 during the year (2021: nil).

The total employee benefits including employer's NIC and pension contributions of the key management personnel were £105,706 (2021: £105,818).

The charity trustees were not paid or received any other benefits from employment with the charity in the year (2021: £nil). No charity trustee received payment for professional or other services supplied to the charity (2021: £nil).

Trustees' expenses represents the payment or reimbursement of travel and subsistence costs totalling £nil (2021: £nil) incurred by members (2021: 0) relating to attendance at meetings of the trustees.

10 Staff numbers

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

	2022 No.	2021 No.
Raising funds	0.8	0.1
Policy	–	–
Development	6.0	6.0
Other	0.8	0.7
Support	0.9	0.3
Governance	0.1	0.1
	8.6	7.2

11 Related party transactions

There are no related party transactions to disclose for 2022 (2021: none).

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

12 Taxation

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

13 Tangible fixed assets

	Office equipment £	Computer equipment £	Total £
Cost or valuation			
At the start of the year	2,731	14,648	17,379
At the end of the year	2,731	14,648	17,379
Depreciation			
At the start of the year	2,253	13,745	15,998
Depreciation charge for the year	478	269	747
At the end of the year	2,731	14,014	16,745
Net book value	–	634	634
At the start and end of the year	478	903	1,381

All of the above assets are used for charitable purposes.

14 Debtors

	2022 £	2021 £
Trade debtors	83,857	91,282
Other debtors	4,223	42,684
Prepayments	1,089	2,503
	89,169	136,469

15 Creditors: amounts falling due within one year

	2022 £	2021 £
Trade creditors	80,108	39,522
Taxation and social security	5,662	4,675
Deferred income	–	31,000
Accruals	28,700	45,136
	114,470	120,333

16 Pension scheme

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

At 31 March 2022, £173 was owed for March contributions (2021: £1,529).

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

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

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

	General unrestricted £	Designated £	Restricted £	Total funds £
Fixed assets	1,381	–	–	1,381
Net current assets	108,096	–	320,035	428,131
Net assets at 31 March 2021	109,477	–	320,035	429,512

18a Movements in funds (current year)

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

18b Movements in funds (prior year)

	At 1 April 2020 £	Income & gains £	Expenditure & losses £	At 31 March 2021 £
Restricted funds:				
London Councils Ascent partnership	–	240,783	(240,783)	–
HLF – Sisters doing it for themselves	12,582	40,300	(47,620)	5,262
Feminist Leadership	20,115	35,981	(44,040)	12,056
Smallwood Trust Financial Inclusion	2,288	36,327	(34,772)	3,843
Smallwood Trust Women's Sector				
Resilience	–	29,746	(29,746)	–
Tampon Tax Campaign	372	2,008	(2,380)	–
Big Lottery –Covid	–	79,180	(46,900)	32,280
Civil Society Roots Fund	–	46,820	(40,329)	6,491
Imkaan MHaPP	–	7,500	(7,500)	–
London Community Fund Covid	–	90,419	(89,316)	1,103
London Funders	–	10,000	(10,000)	–
MOPAC	–	5,000	(5,000)	–
Equally Ours – Equality & Diversity	–	26,000	(12,000)	14,000
Comic Relief	–	245,000	–	245,000
Total restricted funds	35,357	895,064	(610,386)	320,035
Unrestricted funds:				
General funds	33,480	107,867	(31,870)	109,477
Total funds	68,837	1,002,931	(642,256)	429,512

Purposes of restricted funds

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

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

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

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

Smallwood Trust: Women's Sector Resilience.

Tampon Tax Campaign: After launching our petition in March 2019, calling on the Government to pay back the Tampon Tax, we were awarded a grant from Rosa to develop and strengthen the campaign.

Big Lottery –Covid: emergency support to Women's organisations and WRC to meet the challenges as a result of Covid 19.

Civil Society Roots Fund: developing infrastructure structure support for London Women's organisations

Imkaan MHaPP: emergency payments to black and minoritised women in Manchester at risk of destitution.

London Community Fund Covid 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.

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

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

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

Paul Hamlyn Foundation: Exhale residential retreat development grant.

Comic Relief – Covid-19 Emergency Funding – Communities Experiencing Racial Inequality. This is a 2 year programme with the main part of the funding being paid out in grants to recipient organisations. The programme received the funding in the last months of the financial year with the main work starting April 2021.

Notes to the financial statements

For the year ended 31 March 2022

19 Operating lease commitments

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

	Property		Equipment	
	2022	2021	2022	2021
	£	£	£	£
Less than one year	1,408	2,830	24,236	11,800
One to five years	–	–	–	33,994
	1,408	2,830	24,236	45,794

20 Legal status of the charity

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

21 Funds held on behalf of others

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

	Not buying it	
	2022	2021
	£	£
Funds at the start of the year	270	270
Income received	–	–
Expenditure incurred	–	–
Funds at the end of the year	270	270

Funds held on behalf of these funds at 31 March 2022 are as follows:

	2022	2021
	£	£
Cash at bank	270	270

	Holloway Women's Stories	
	2022	2021
	£	£
Funds at the start of the year	2,055	2,055
Income received	–	–
Expenditure incurred	–	–
Funds at the end of the year	2,055	2,055

Funds held on behalf of these funds at 31 March 2022 are as follows:

	2022	2021
	£	£
Cash at bank	2,055	2,055
Funds at the end of the year	2,055	2,055