



WOMEN'S RESOURCE CENTRE

2022 - 2023

ANNUAL REPORT

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Cover image by Moretiola Atinuke Fagborun

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VISION & MISSION

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

OUR VISION

All women are empowered and have substantive equality.

OUR MISSION

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

OUR APPROACH

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

OUR VALUES

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

STRATEGIC AIMS

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

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

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

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

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

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

OUR TEAM

STAFF TEAM

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

FREELANCERS

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

TRUSTEES

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

BANK

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

SOLICITORS

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

AUDITORS

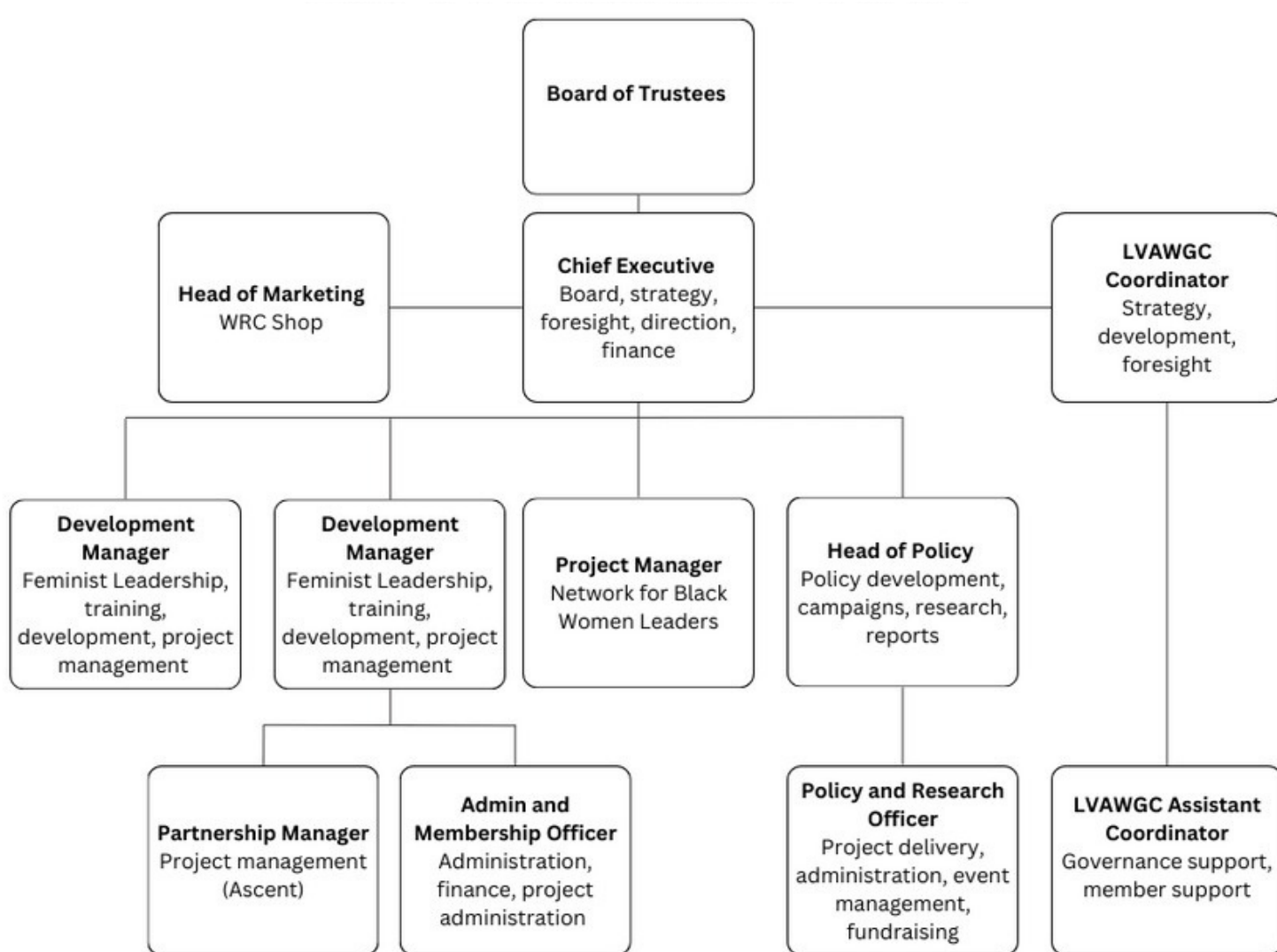
Sayer Vincent LLP, InvictaHouse
108-114 Golden Lane, London,
EC1Y 0TL

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

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

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

WRC's ORGANISATIONAL CHART



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

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

STAFF AND TRUSTEE INDUCTION

STAFF

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

TRUSTEES

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

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

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

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

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

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

CHAIR'S REPORT

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

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

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

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

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

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

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

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

Sharon Facey

28th November 2023

**Sharon Facey,
Acting Chair WRC**

TRIBUTE TO RUPA SARKAR



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

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

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

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

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

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

May she rest in eternal peace and power.

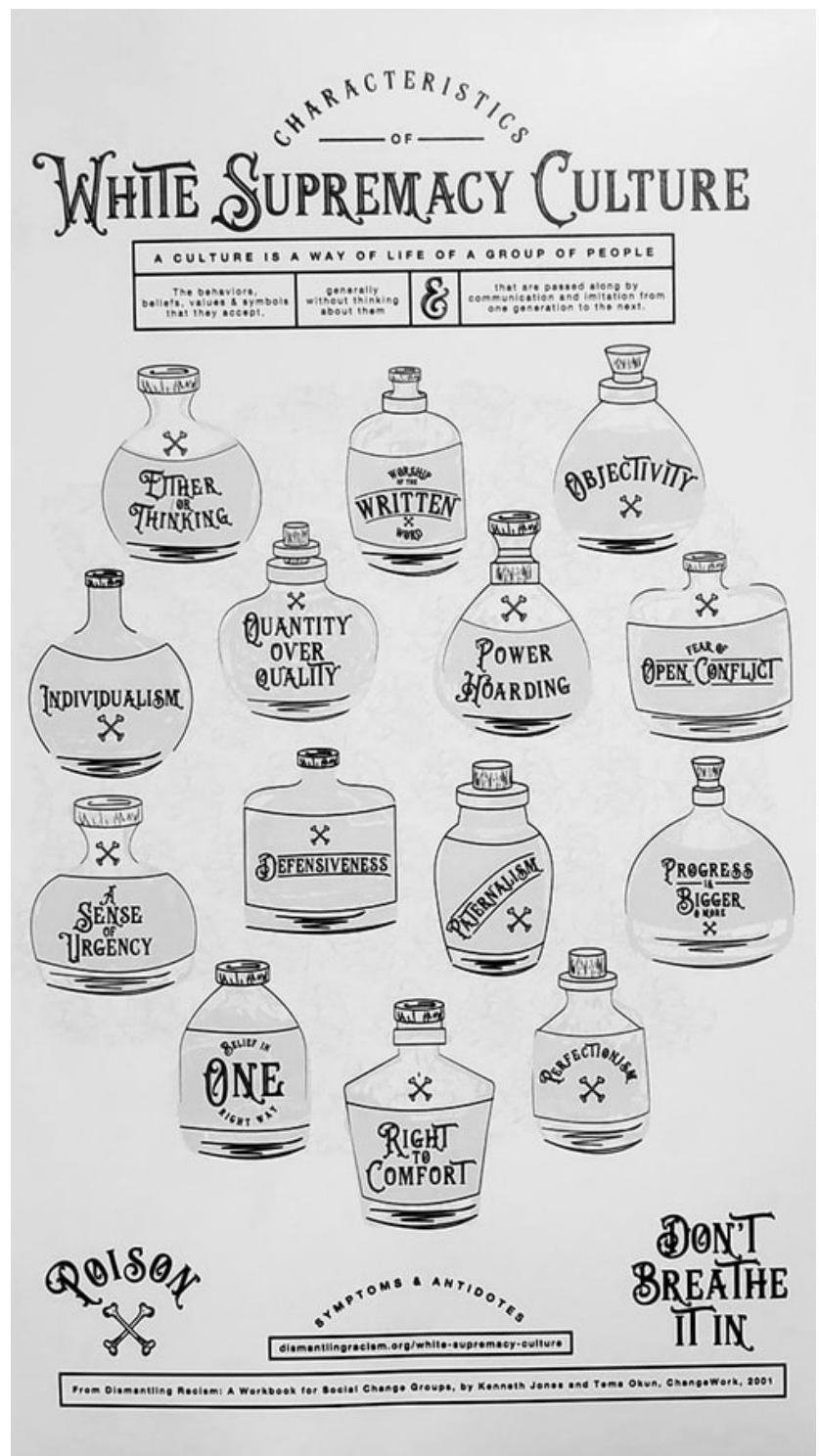
ANTI-RACISM WORK

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

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

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

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



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

UPDATE ON COVID ADAPATIONS

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

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

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

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

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

FUTURE PLANS

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

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

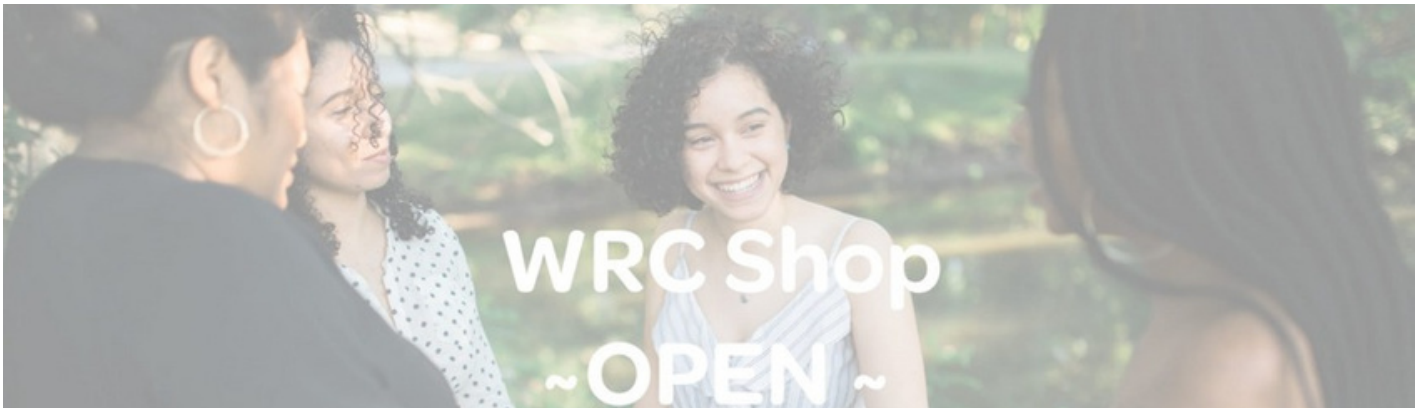
Our values and principles guide all our work as does our analysis of women's structural inequality. It is clear that women's rights are being rolled back and without a clear analysis of this our sector will continue to struggle to bring about the changes we so desperately need.

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

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

- Audre Lorde

THE WRC SHOP



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

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

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

PROJECTS THAT FINISHED IN 2022-2023

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

OUR FUNDERS

With thanks to all our funders, past and present:



ASCENT

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

The six themes are:

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

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

This year the project directly supported **181 organisations** across all London boroughs. Organisations report the below outcomes as a result of the project:

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

ASCENT

Ascent Figures 2022 – 2023

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

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

THE BELL PROJECT

Duration of project: 1 August 2022 – 31 July 2025

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

Funder: Fondation CHANEL

About the project

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

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

WRC has delivered the following:

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

THE BELL PROJECT

Successes and Highlights

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

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

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

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

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

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

THE BELL PROJECT

Successes and Highlights | Continued

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

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

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

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

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

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

THE BELL PROJECT

Testimonials and feedback

Feminist Leadership Training Programme

“

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

”

“

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

”

THE BELL PROJECT

Testimonials and feedback

Network for Black Women Leaders (NBWL)

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

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

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

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

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

THE BELL PROJECT

Testimonials and feedback

Collaborative Change Women's Sector Leadership Conference

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

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

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

FEMINIST LEADERSHIP TRAINING

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

The training covers the following modules:

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

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

~ Taken from Evaluation survey

”

**30 days of
training to
10 groups**

**100% online
training**

**100
participants**

NETWORK FOR BLACK WOMEN LEADERS (NBWL)

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

What is the Coaching and Mentoring Programme?

The NBWL Coaching and Mentoring Programme seeks to address the underemployment

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

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

The Programme consists of:

- Individual and Group Coaching
- Mentoring
- Networking Events

In Year 1, WRC delivered the following:

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

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

ALTERNATIVE WOMEN'S ECONOMY

Duration of project: January 2023 - December 2025

Funder: Smallwood Trust

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

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

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

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

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

The founding members of the partnership are:



LONDON VAWG CONSORTIUM

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

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

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



**London
VAWG
Consortium**

LONDON VAWG CONSORTIUM

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

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

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



**London
VAWG
Consortium**

CEDAW

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

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

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

POLICY AND CAMPAIGNS

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

Consultations

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

Reports

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

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

TRUSTEES' REPORT

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

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

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

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

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

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

TRUSTEES' REPORT

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

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

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

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

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

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

TRUSTEES' REPORT

Fundraising

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

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

Trustee's Responsibilities

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

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

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

TRUSTEES' REPORT

In so far as the trustees are aware:

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

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

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

AUDITOR

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

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

The trustees have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the charity's aims and objectives and in planning its future activities. In particular, the trustees consider how planned activities will contribute to the aims and objectives that have been set. The report of the Board of Trustees has been prepared in accordance with the special provisions applicable to companies subject to the small companies' regime.

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

Sharon Facey
Acting Chair
Women's Resource Centre

INDEPENDENT AUDITOR'S REPORT

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

Opinion

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

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

In our opinion, the financial statements;

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

- Its incoming resources and application of resources, including its income and expenditure for the year then ended
- Have been properly prepared in accordance with the United Kingdom Generally Accepted Accounting Practice
- Have been prepared in accordance with the requirements of the Companies Act 2006

Basis for opinion

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

Conclusions relating to going concern

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

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

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

INDEPENDENT AUDITOR'S REPORT 2023

Other Information

The other information comprises the information included in the trustees' annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

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

Matters on which we are required to report by exception

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

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

INDEPENDENT AUDITOR'S REPORT

Responsibilities of trustees

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

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

Auditor's responsibilities for the audit of the financial statements

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

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

INDEPENDENT AUDITOR'S REPORT

Capability of the audit in detecting irregularities:

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

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

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

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

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

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

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

INDEPENDENT AUDITOR'S REPORT

Use of our report

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

Noelia Serrano (Senior statutory auditor)

Date: 11 December 2023

For and on behalf of Sayer Vincent LLP, Statutory Auditor

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

Women's Resource Centre

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

For the year ended 31 March 2023

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

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

Women's Resource Centre

Balance sheet

Company no. 2462336

As at 31 March 2023

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

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

Sharon Facey
Acting Chair of Trustees

Statement of cash flows

For the year ended 31 March 2023

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

Analysis of cash and cash equivalents

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

1 Accounting policies

a) Statutory information

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

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

b) Basis of preparation

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

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

c) Public benefit entity

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

d) Going concern

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

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

e) Income

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

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

f) Interest receivable

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

g) Fund accounting

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

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

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

h) Expenditure and irrecoverable VAT

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

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

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

1 Accounting policies (continued)

i) Allocation of support costs

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

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

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

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

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

j) Operating leases

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

k) Tangible fixed assets

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

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

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

● Office equipment	3 years
● Computer equipment	3 years

l) Debtors

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

m) Cash at bank and in hand

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

n) Financial Instruments

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

1 Accounting policies (continued)

o) Creditors and provisions

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

p) Pensions

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

2 Income from donations and legacies

	Unrestricted £	Restricted £	2023 Total £	Unrestricted £	Restricted £	2022 Total £
Gifts	4,380	–	4,380	17,565	–	17,565
	4,380	–	4,380	17,565	–	17,565

3a Income from charitable activities

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

Notes to the financial statements

For the year ended 31 March 2023

3b Section 37 Statement

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

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

4 Income from other trading activities

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

5 Income from investments

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

6a Analysis of expenditure (current year)

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

Women's Resource Centre

Notes to the financial statements

For the year ended 31 March 2023

6b Analysis of expenditure (prior year)

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

7 Net expenditure for the year

This is stated after charging / (crediting):

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

8 Grant making

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

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

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

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

Staff costs were as follows:

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

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

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

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

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

10 Staff numbers

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

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

11 Related party transactions

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

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

12 Taxation

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

13 Tangible fixed assets

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

All of the above assets are used for charitable purposes.

14 Debtors

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

15 Creditors: amounts falling due within one year

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

16 Pension scheme

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

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

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

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

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

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

18a Movements in funds (current year)

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

18b Movements in funds (prior year)

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

Purposes of restricted funds

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

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

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

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

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

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

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

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

London Community Fund Covid repsonse: Wave funding for emergency support to London Women's orgs as a result of COVID.

MOPAC: secretariat role for the MOPAC VAWG Reference Group

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

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

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

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

Paul Hamlyn Foundation: Exhale residential retreat development grant.

Comic Relief – Covid-19 Emergency Funding – Communities Experiencing Racial Inequality. This was a 2 year programme with the main part of the funding being paid out in grants to recipient organisations. The programme received the funding in the last months of the year 2021/22 with the main work starting in April 2021. Comic Relief kindly granted a further £15,000 to support WRC Core, programme related costs, WRC have spent £7,500 in the year 2022/23 carrying forward the remaining £7,500 to support costs next year.

19 Operating lease commitments

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

	Property		Equipment	
	2023	2022	2023	2022
	£	£	£	£
Less than one year	1,408	1,408	–	24,236
One to five years	–	–	–	–
	1,408	1,408	–	24,236

20 Legal status of the charity

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

21 Funds held on behalf of others

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

	Not buying it 2023 £	2022 £
Funds at the start of the year	270	270
Income received	–	–
Expenditure incurred	(270)	–
Funds at the end of the year	–	270
Funds held on behalf of these funds at 31 March 2023 are as follows:	2023 £	2022 £
Cash at bank	–	270

	Holloway Women's Stories 2023 £	2022 £
Funds at the start of the year	2,055	2,055
Income received	–	–
Expenditure incurred	(2,055)	–
Funds at the end of the year	–	2,055
Funds held on behalf of these funds at 31 March 2023 are as follows:	2023 £	2022 £
Cash at bank	–	2,055
Funds at the end of the year	–	2,055