



ANNUAL REPORT

2023/2024



Cover image by Moretiola Atinuke Fagborun

www.wrc.org.uk

admin@wrc.org.uk

020 7697 3450

United House, North Road, London, N7 9DP

Charity no: 1070606

Company no: 2462336

CONTENTS

WRC's Vision & Mission	4
Strategic Aims	5
WRC Stucture	6
Trustee & Staff Induction	8
Chair's Report	9
Anti- Racism Work	10
Future Plans	11
WRC Shop	12
Funders	13
Projects this year	14
Trustees' Report	27
Independent Auditor's Report	31
Statement of Financial Activities	36
Balance Sheet	37
Cash Flow	38
Note to Financial Statements	39

VISION & MISSION

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

OUR VISION

All women are empowered and have substantive equality.

OUR MISSION

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

OUR APPROACH

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

OUR VALUES

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

STRATEGIC AIMS



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

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

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

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

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

OUR TEAM

STAFF TEAM

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

FREELANCERS

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

TRUSTEES

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

BANK

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

SOLICITORS

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

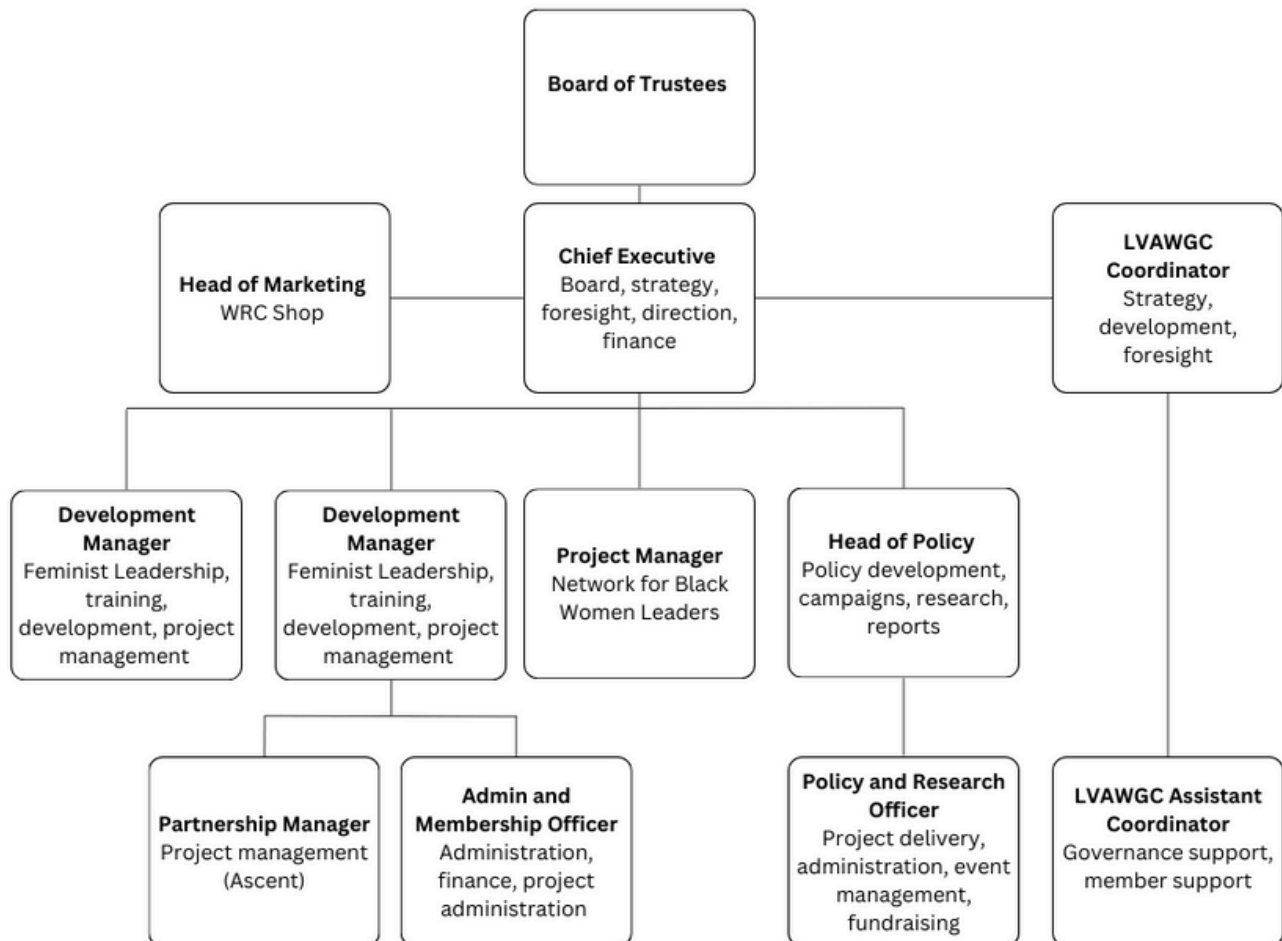
AUDITORS

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

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

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

WRC's ORGANISATIONAL CHART



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

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

STAFF AND TRUSTEE INDUCTION

STAFF

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

TRUSTEES

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

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

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

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

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

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

CHAIR'S REPORT



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

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

We now face an existential struggle that necessitates urgent action.

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

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

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

Sharon Facey
WRC Acting Chair of The Board

ANTI-RACISM WORK

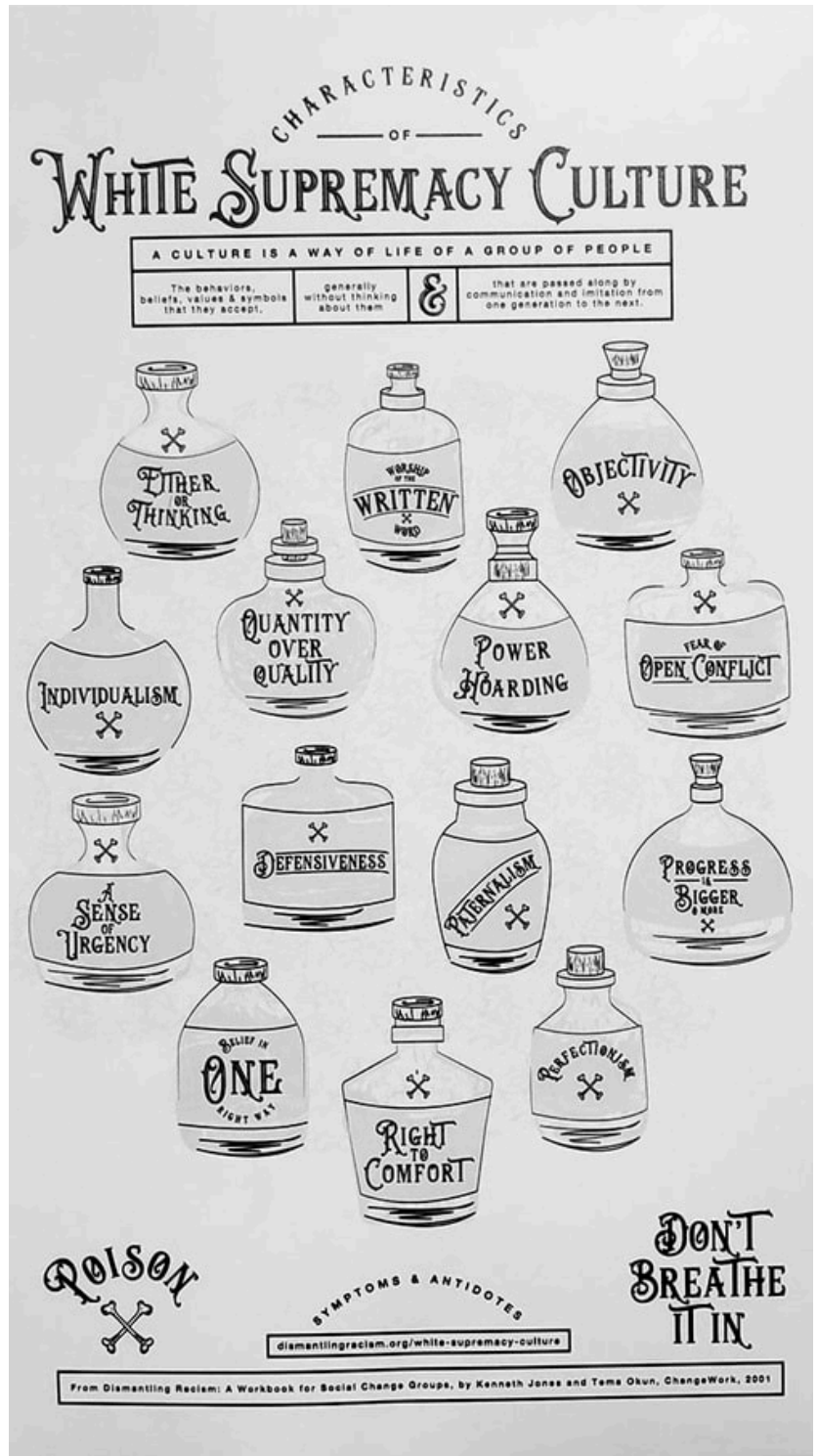
Our internal Anti Racism work has continued with regular workshops for all staff to reflect on progress on our Action Plan.

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

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

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

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



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

FUTURE PLANS



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

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

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

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

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

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

THE WRC SHOP

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

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

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

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

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

OUR FUNDERS

With thanks to all our funders, past and present:



ASCENT

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

The six themes are:

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

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

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

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

ASCENT

Ascent Figures 2023-2024

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

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

THE BELL PROJECT

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

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

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

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

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

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

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

THE BELL PROJECT

Successes and Highlights

Selected highlights from the BELL project's second year:

Strengthening the collective voice of the women's sector

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

Making grassroots the leaders of change

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

Sustaining the sector

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

Women's Leadership Conference

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

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

The survey respondents either agreed or strongly agreed that:

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

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

-

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

-

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

”

FEMINIST LEADERSHIP TRAINING

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

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

The programme consists of the following topics/themes:

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

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

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

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

”

NETWORK FOR BLACK WOMEN LEADERS (NBWL)

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

What is the Coaching and Mentoring Programme?

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

The Programme consists of:

- Individual and Group Coaching
- Mentoring
- Networking Events

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

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

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

ALTERNATIVE WOMEN'S ECONOMY

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

Project planning and fundraising meetings: 36

Organisational support/Development meetings: 6

Partnership meetings: 4

Strategic Meetings: 6



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

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

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

LONDON VAWG CONSORTIUM

Introduction

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

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

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

13 Years

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

Strategic Objectives

The Consortium has two strategic objectives:

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

LONDON VAWG CONSORTIUM



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

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

Commissioning

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

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

Ending Structural Racism

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

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

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

LONDON VAWG CONSORTIUM

MOPAC VAWG Expert Reference Group

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

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

AVA Closure

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

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

Ascent Prevention

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

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

CEDAW



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

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

POLICY AND CAMPAIGNS

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

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

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

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

TRUSTEES' REPORT

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

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

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

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

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

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

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

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

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

TRUSTEES' REPORT

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

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

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

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

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

Fundraising

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

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

TRUSTEES' REPORT

Trustees' Responsibilities

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

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

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

TRUSTEES' REPORT

In so far as the trustees are aware:

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

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

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

AUDITOR

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

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

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

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

Sharon Facey
Acting Chair
Women's Resource Centre

INDEPENDENT AUDITOR'S REPORT

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

Opinion

We have audited the financial statements of Women's Resource Centre (the 'charitable company') for the year ended 31 March 2024 which comprise the statement of financial activities, balance sheet, statement of cash flows, and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 The Financial Reporting Standard applicable in the UK and the Republic of Ireland (the United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements;

- Give a true and fair view of the state of the charitable company's affairs as of 31 March 2024 and of its incoming resources and application of resources, including its income and expenditure for the year then ended
- Have been properly prepared in accordance with the United Kingdom Generally Accepted Accounting Practice
- Have been prepared in accordance with the requirements of the Companies Act 2006

Basis for opinion

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

Conclusions relating to going concern

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

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

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

INDEPENDENT AUDITOR'S REPORT 2024

Other Information

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

Opinions on other matters prescribed by the Companies Act 2006

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

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

Matters on which we are required to report by exception

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

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

INDEPENDENT AUDITOR'S REPORT



Responsibilities of trustees

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

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

Auditor's responsibilities for the audit of the financial statements

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

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

INDEPENDENT AUDITOR'S REPORT

Capability of the audit in detecting irregularities

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

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

INDEPENDENT AUDITOR'S REPORT

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

Use of our report

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

Noelia Serrano (Senior statutory auditor)

Date: 16 December 2024

For and on behalf of Sayer Vincent LLP, Statutory Auditor

110 Golden Lane, LONDON, EC1Y 0TG

Women's Resource Centre

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

For the year ended 31 March 2024

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

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

Women's Resource Centre

Balance sheet

Company no. 2462336

As at 31 March 2024

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

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

Sharon Facey
Acting Chair

Women's Resource Centre

Statement of cash flows

For the year ended 31 March 2024

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

Analysis of cash and cash equivalents

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

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

3a Income from charitable activities

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

3b Section 37 Statement

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

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

3b Section 37 Statement

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

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

4 Income from other trading activities

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

5 Income from investments

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

Women's Resource Centre

Notes to the financial statements

For the year ended 31 March 2024

6a Analysis of expenditure (current year)

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

Women's Resource Centre

Notes to the financial statements

For the year ended 31 March 2024

6b Analysis of expenditure (prior year)

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

7 Net expenditure for the year

This is stated after charging / (crediting):

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

8 Grant making

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

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

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

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

Staff costs were as follows:

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

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

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

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

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

10 Staff numbers

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

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

11 Related party transactions

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

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

12 Taxation

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

13 Tangible fixed assets

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

All of the above assets are used for charitable purposes.

14 Debtors

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

15 Creditors: amounts falling due within one year

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

16 Pension scheme

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

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

Women's Resource Centre

Notes to the financial statements

For the year ended 31 March 2024

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

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

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

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

18a Movements in funds (current year)

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

18b Movements in funds (prior year)

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

Purposes of restricted funds

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

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

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

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

MOPAC: secretariat role for the MOPAC VAWG Reference Group

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

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

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

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

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

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

19 Operating lease commitments

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

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

20 Legal status of the charity

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

21 Deferred income

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

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

Women's Resource Centre

Notes to the financial statements

For the year ended 31 March 2024

22 Funds held on behalf of others

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

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

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

	2024	2023
	£	£
Cash at bank	34,425	-

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

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

	2024	2023
	£	£
Cash at bank	-	-

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