

Annual Report

2024/25

Reporting Period
1st April 2024 - 31 March 2025

Prepared by
Women's Resource Centre





Esuantsiwa (Esua) Goldsmith - WRC Ambassador

2024-2025 - Another exciting roller-coaster year for WRC.

Where does the Feminist time fly?

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

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

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

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

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

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

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

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

Esua Goldsmith, WRC Ambassador



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Esuantsiwa (Esua) Goldsmith - WEC Ambassador

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Vision & Mission

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

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

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

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

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

OUR VISION

All women are empowered and have substantive equality.

OUR MISSION

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

OUR APPROACH

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

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

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

OUR VALUES

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

STRATEGIC AIMS

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

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

LEAD ON TRANSFORMATIONAL STRUCTURAL CHANGE FOR WOMEN

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

STRENGTHEN THE COLLECTIVE VOICE OF THE WOMEN'S SECTOR

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

GROW AND NURTURE WOMEN'S RIGHTS-BASED LEADERSHIP

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




OUR TEAM

STAFF TEAM

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

FREELANCERS

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

TRUSTEES

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



BANK

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

SOLICITORS

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

AUDITORS

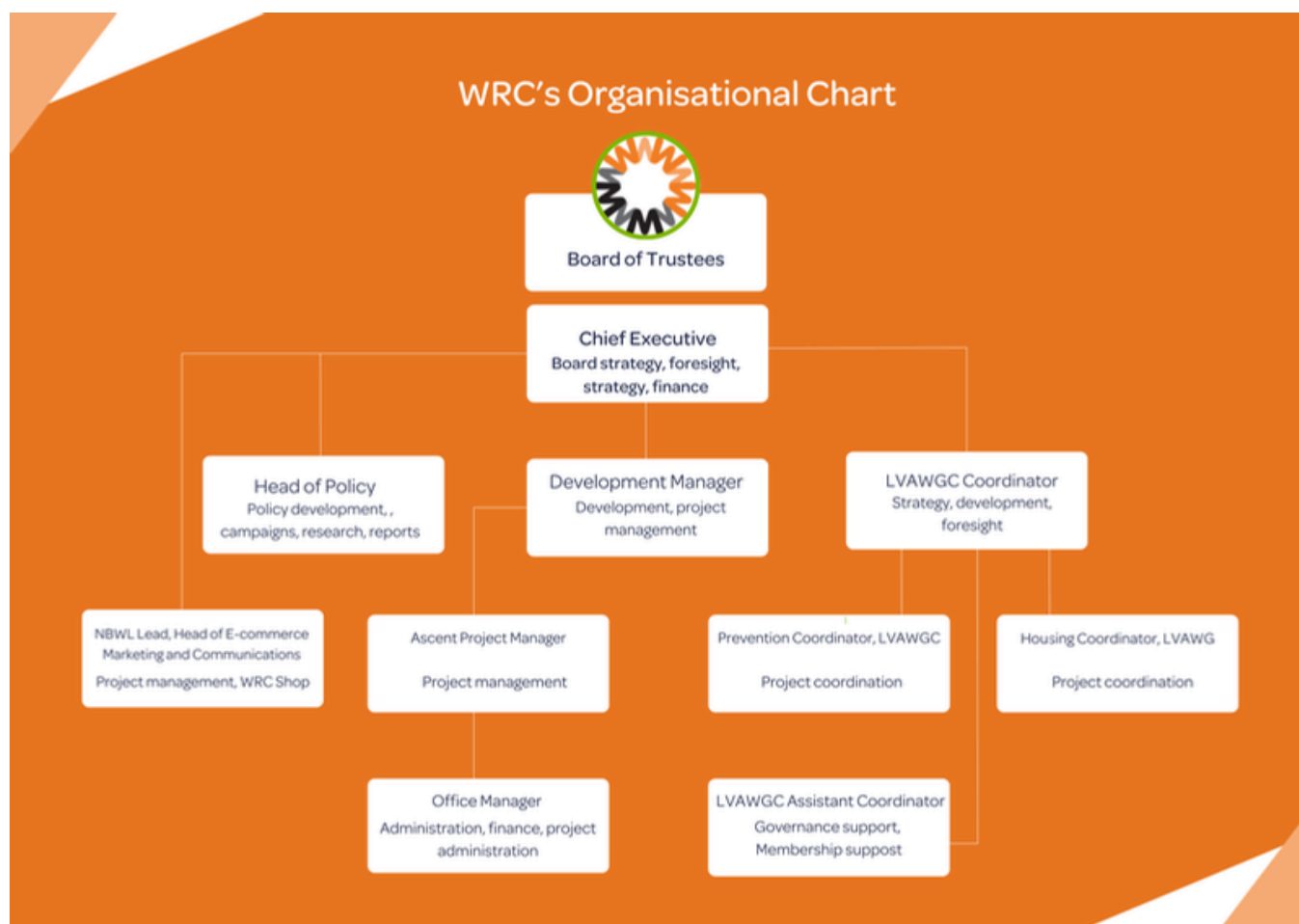
Sayer Vincent LLP,
110 Golden Lane,
London,
EC1Y 0TG

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

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

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

ORGANISATIONAL CHART



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

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

STAFF AND TRUSTEE INDUCTION

STAFF

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

TRUSTEES

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

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

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

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

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

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

CHAIR'S REPORT

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

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

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

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

Sharon Facey
WRC Acting Chair of The Board

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

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

WHITE SUPREMACY CULTURE

15



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

CHARITY SO WHITE

ANTI-RACISM WORK

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

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

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

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

FUTURE PLANS

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

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

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

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

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

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

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

OUR FUNDERS

With thanks to all our funders, past and present



OXFAM



THE UK FUND FOR
WOMEN AND GIRLS



LLOYDS BANK



CITY BRIDGE
FOUNDATION



HM Government

MAYOR OF LONDON
OFFICE FOR POLICING AND CRIME



Cabinet Office

Critical
Social
Policy



Department
of Health





The WRC Shop

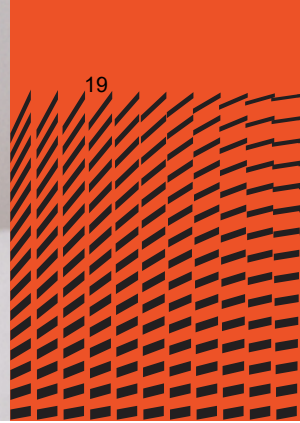
Our Google Ad Grant activity has played an important role in reaching new audiences. Between April 2024 and March 2025, the campaign generated 10,511 clicks from 113,868 impressions, at an average click-through rate of 9.23%. These campaigns drove 4,756 tracked conversions, including 4,603 first-time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

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



GOOGLE AD GRANT

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



The BELL Project

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

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

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

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

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

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

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

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

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

FEEDBACK AND EVALUATIONS

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

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

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

Feminist Leadership Training 2024-2025

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

THE PROGRAMME CONSISTS OF THE FOLLOWING TOPICS/THEMES

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

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

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

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

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

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



NETWORK FOR BLACK WOMEN LEADERS (NBWL)

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

MENTORING AND COACHING

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

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

TRAINING AND DEVELOPMENT

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

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

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

COMMUNITY AND CONNECTION

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

REACH AND IMPACT

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

PARTICIPANT VOICES

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

– Event Attendee, Nov 2024

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

– Mentee, 2024–25 Cohort

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

– Mentee, 2024–25 Cohort



Alternative Women's Economy (AWE)

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

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

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

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

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

PROGRESS

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

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

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



LONDON VAWG CONSORTIUM

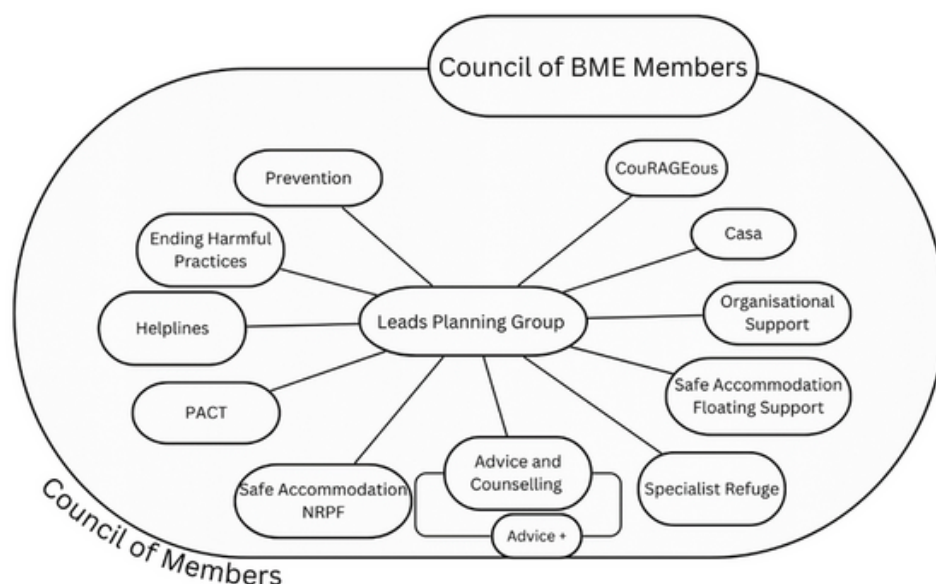
GOVERNANCE AND FUNDING

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

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

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

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



Infographic showing the Consortium's governance structure and funded strands

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

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

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

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

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

ANTI-RACISM PRACTICE

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

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

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

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

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

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

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

STRATEGIC AIMS AND ORGANISATION

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

MOPAC VAWG Expert Reference Group

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

CONSORTIUM PROJECTS

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



LVAWG Consortium Ascent Prevention Strand

THE PARTNERSHIP

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

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

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

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

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

2024-2025 PROJECT OUTCOMES

3,456 participants

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

DISABILITIES

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

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

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

“Very informative and relaxed session”

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

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

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

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

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

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

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

(Hillingdon Professional Q3)

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

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

(DSL from HSAEL on embedding the work Q4)

PROJECT HIGHLIGHTS

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

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

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

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

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

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

(MPS officer Q1 training)

FUTURE PLANS

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

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

Survivors Access to Safe Accommodation (SASA) Collaboration

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

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

PARTNERS

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

AIMS

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

PROJECT OUTCOMES 2024 – 2025

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

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

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

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



ASCENT

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

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

THE ASCENT SUPPORT SERVICES TO ORGANISATIONS STRAND THIS YEAR DELIVERED:

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

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

ORGANISATIONS REPORTED THE BELOW OUTCOMES AS A RESULT OF THE PROJECT

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

CEDAW

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

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

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

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

POLICY AND CAMPAIGNS

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

RESEARCH

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

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

POLICY ENGAGEMENT

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

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

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

CAPACITY-BUILDING FOR THE SECTOR

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

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

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

MOVEMENT BUILDING

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

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

POLICY ENGAGEMENT

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

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

TRUSTEES' REPORT

WRC trustees have completed a detailed review of our risk register given the current external environment and the ever-increasing competition for available resources. The mission and work of WRC continue to be in great demand. WRC receives funds to be used for specific purposes as agreed with our funders that support the key objectives of the charity in the following ways:

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

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

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

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

Fondation CHANEL: This 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.

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

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

FINANCIAL REVIEW

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

RESERVE POLICY

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

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

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

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

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

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

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

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

FUNDRAISING ACTIVITIES

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

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

REMUNERATION POLICY

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

ENGAGEMENT

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

TRUSTEES' RESPONSIBILITIES

The trustees (who are also directors of the Women's Resource Centre for the purposes of company law) are responsible for preparing the Trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the trustees are required to;

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

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

In so far as the trustees are aware:

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

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

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

AUDITOR

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

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

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

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

Sharon Facey
Acting Chair
Women's Resource Centre

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

Opinion

We have audited the financial statements of Women's Resource Centre (the 'charitable company') for the year ended 31 March 2025 which comprise the statement of financial activities, balance sheet, statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- Give a true and fair view of the state of the charitable company's affairs as at 31 March 2025 and of its incoming resources and application of resources, including its income and expenditure for the year then ended
- Have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice
- Have been prepared in accordance with the requirements of the Companies Act 2006

Basis for Opinion

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

Conclusions relating to going concern

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

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

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

Other Information

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

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

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

Matters on which we are required to report by exception

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

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

Responsibilities of trustees

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

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

Auditor's responsibilities for the audit of the financial statements

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

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

Capability of the audit in detecting irregularities

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

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

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

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

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

Use of our report

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

Farrah Kitabi (Senior statutory auditor)

Date: 17 December 2025

for and on behalf of Sayer Vincent LLP, Statutory Auditor

110 Golden Lane, LONDON, EC1Y 0TG

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

For the year ended 31 March 2025

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

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

Balance sheet

Company no. 02462336

As at 31 March 2025

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

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

Sharon Facey
Acting Chair

Statement of cash flows

For the year ended 31 March 2025

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

Notes to the financial statements

For the year ended 31 March 2025

1 Accounting policies**a) Statutory information**

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

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

b) Basis of preparation

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

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

c) Public benefit entity

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

d) Going concern

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

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

e) Income

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

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

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

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

f) Interest receivable

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

g) Fund accounting

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

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

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

h) Expenditure and irrecoverable VAT

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

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

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

Notes to the financial statements

For the year ended 31 March 2025

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

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

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

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

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

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

j) Operating leases

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

k) Tangible fixed assets

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

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

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

● Office equipment	3 years
● Computer equipment	3 years

l) Debtors

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

m) Cash at bank and in hand

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

n) Financial Instruments

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

Notes to the financial statements

For the year ended 31 March 2025

1 Accounting policies (continued)

o) Creditors and provisions

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

p) Pensions

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

2 Income from donations and legacies

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

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

3a Income from charitable activities

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

3b Section 37 Statement

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

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

3b Section 37 Statement

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

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

Notes to the financial statements

For the year ended 31 March 2025

4 Income from other trading activities

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

5 Income from investments

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

Women's Resource Centre

Notes to the financial statements

For the year ended 31 March 2025

6a Analysis of expenditure (current year)

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

Notes to the financial statements

For the year ended 31 March 2025

6b Analysis of expenditure (prior year)

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

7 Net expenditure for the year

This is stated after charging / (crediting):

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

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

Staff costs were as follows:

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

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

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

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

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

9 Staff numbers

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

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

10 Related party transactions

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

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

11 Taxation

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

12 Tangible fixed assets

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

All of the above assets are used for charitable purposes.

13 Debtors

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

14 Creditors: amounts falling due within one year

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

14a Deferred income

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

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

15 Pension scheme

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

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

Women's Resource Centre

Notes to the financial statements

For the year ended 31 March 2025

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

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

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

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

17a Movements in funds (current year)

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

17b Movements in funds (prior year)	At 1 April 2023 £	Income & gains £	Expenditure & losses £	Transfer between funds £	At 31 March 2024 £
Restricted funds:					
London Councils Ascent partnership	–	187,597	(187,597)	–	–
London Councils Ascent partnership– Smallwood Trust Manchester Media Hub	–	41,494	(41,494)	–	–
	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

Purposes of restricted funds

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

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

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

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

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

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

MOPAC: secretariat role for the MOPAC VAWG Reference Group

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

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

Purpose of designated funds

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

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

18 Operating lease commitments

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

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

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

19 Legal status of the charity

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

20 Funds held on behalf of others

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

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

Thank you!

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



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