LATIN AMERICAN WOMEN'S RIGHTS SERVICE

England & Wales · Charity number 1075163

Details

Status	Registered
Legal form	Charitable company
Company number	03480722
Registered	1999-04-19
Register	View on the Charity Commission register

Contact

Address	Lawrs 52-54 Featherstone Street London EC1Y 8RT
Phone	02073360888
Email	lawrs@lawrs.org.uk
Website	www.lawrs.org.uk

Activities

Objects: TO PROMOTE ANY CHARITABLE PURPOSES FOR THE BENEFIT OF LATIN AMERICAN WOMEN AND THEIR CHILDREN LIVING IN THE UNITED KINGDOM BY PROVIDING ADVICE, INFORMATION AND SUPPORT IN AREAS OF WELFARE BENEFITS ,HEALTH, HOUSING, EDUCATION AND TRAINING, IMMIGRATION, FAMILY AND THE RELIEF OF POVERTY AND DISTRESS.

Activities: LAWRS is a human rights organisation providing tools & information for Latin American women in the UK to achieve personal & social change. We aim to alleviate poverty, prevent violence and achieve recognition. Activities (free & mother tongue) include advice & casework; counselling; employment orientation; classes, workshops & activities to promote integration & leadership and policy & campaigning

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Classification

- **How:** Provides Services, Provides Advocacy/advice/information, Sponsors Or Undertakes Research, Other Charitable Activities
- **What:** General Charitable Purposes, Education/training, The Prevention Or Relief Of Poverty, Accommodation/housing, Economic/community Development/employment, Human Rights/religious Or Racial Harmony/equality Or Diversity
- **Who:** Children/young People, Elderly/old People, People With Disabilities, People Of A Particular Ethnic Or Racial Origin, Other Defined Groups

Geography

- **Area of benefit:** UNITED KINGDOM
- Northern Ireland
- Scotland
- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£1,077,867	£947,705	£543,933	33
2024-03-31	£844,814	£967,457	£413,771	35
2023-03-31	£867,018	£953,919	£536,414	32
2022-03-31	£1,048,199	£1,021,003	£623,315	32
2021-03-31	£1,148,142	£933,699	£596,119	26

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Trustees

Name	Role	Appointed
Mariana Brandeburgo	Chair	2024-07-15
Fernanda Munhoz		2023-09-18
Isabel Graefin von Medem		2023-09-18
Maria Rosa Torres Sejin		2023-09-18
Patricia Elena Cazenave		2025-11-08
Sandra Hayne		2021-04-26
Sara Cristina Zavala Gutierrez		2024-11-30
Sofia Condes Diez-Martinez		2023-09-18

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LATIN AMERICAN WOMEN'S RIGHTS SERVICE

England & Wales - Charity number 1075163

Accounts



COMPANY REGISTRATION NO. 3480722

REGISTERED CHARITY NO. 1075163

LATIN AMERICAN WOMEN'S RIGHTS SERVICE

(a company limited by guarantee)

REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2025

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COMPANY INFORMATION

Trustees	Vanessa Gabriel-Robinson (resigned 30 November 2024) Renata Neuwirth Peppl Sandra Hayne Andrea Bustamante Vivas (resigned 26 February 2025) Fernanda Munhoz Isabel Graefin Von Medem Maria Rosa Torres Sejin Silvana Grossi Sofia Condes Diaz-Martinez Mariana Brandenburgo (appointed 15 July 2024) Sara Cristina Zavala Gutierrez (appointed 30 November 2024)
Secretary	Gisela Valle
Chief Executive Officer (known as Director)	Gisela Valle
Registered office	Tindlemanor 52 - 54 Featherstone Street London EC1Y 8RT
Bankers	Unity Trust Bank four Brindleyplace Birmingham B1 2JB
Auditors	Knox Cropper 65/68 Leadenhall Street London EC3A 2AD
Company registration number	3480722
Registered charity number	1075163

REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2025

The trustees, who are directors of the company for Companies Act purposes, present their report and the audited financial statements for the year ended 31 March 2025. This is a directors' report required by S417 of the Companies Act 2006.

The trustees confirm that the financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and 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) (effective 1 January 2015).

STRUCTURE AND GOVERNANCE

Governing instrument

The Latin American Women's Rights Service (LAWRS) is a charitable company incorporated on 15 December 1997 and registered as a charity on 19 April 1999. 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. In the event of the company being wound up members are required to contribute an amount not exceeding £10.

Recruitment and appointment of directors

The directors of the company are also charity trustees for the purposes of charity law. Under the company's Articles they are known as company directors.

LAWRS is a membership organisation. Members (98 as of 31 March 2025), are entitled to vote and to stand for election to the Board of Directors at the AGM. Directors are elected to serve for one year at a time. Under the requirements of the Articles of Association, one third of the Board members, specifically those who have been longest in office since the last election, shall retire from office. A retiring officer shall be eligible for re-election. Directors are entitled to appoint new directors for vacancies on the Board to ensure it has a range of skills and competences.

Organisational structure

The Board of Directors is responsible for strategic direction, policy-making and overall control of the charity. Members bring a variety of backgrounds and skills relevant to their governance roles and LAWRS' work. The Company Secretary attends Board meetings but has no voting rights. In addition to office holding posts (chair, vice chair and treasurer), individual trustees support specific areas of the work as lead trustees for specific projects, and are accountable to the full committee.

The Board meets every one to two months. The Board of Directors makes decisions on strategy, compliance, accountability and monitors risk, budget, and operations. As part of its work, the Board approves the charity's business plan, annual work programmes, annual budget and receives quarterly financial reports to control the charity's performance against budgets. Day-to-day operations, staff management and operational decisions are delegated to the Director who receives supervision from the Chair.

Directors' induction and training

Following election/appointment each new director receives a Trustee Information Pack detailing roles and responsibilities, legal and financial information of the company, its business plan and its operational policies. A trustee induction is delivered following election of new members, which may include spending some time at the offices of the charity to acquaint themselves with everyday operations, staff and services. The company secretary shares opportunities of external training with Board members.

Risk mitigation

The trustees reviewed their risk assessment on 28th April 2025. The trustees at various meeting during the year have examined likely risks of constitutional, financial, governance, management, operations, fundraising, external influences, human resources and health and safety and agreed measures to reduce and mitigate risks. Agreed actions, systems and procedures to mitigate risks have been implemented or are in the process of being implemented.

Policies and legislation affecting migrant women, cuts in the welfare system, reduced avenues to access justice, the increase in cost of living crisis, and the demonisation of migration coupled with increased demand for services, against a reduction in funding continue to present risks to the financial sustainability of the organisation. Despite good results this year, the Trustees continue to consider measures to mitigate risks associated with dependency on grant funding and continue attempting to diversify funding streams and secure financial sustainability.

OBJECTIVES AND ACTIVITIES

Summary of Charitable Objects

The purposes of the charity as set out in the Memorandum of Association are: "To promote any charitable purpose for the benefit of Latin American women and their children living in the UK by providing advice, information and support in the areas of welfare benefits, health, housing, education, employment and training, immigration, family and the relief of poverty and distress".

LAWRS' mission is "to pursue equal rights and social justice for all Latin American women and migrant women in the UK". The work of LAWRS is guided by three strategic drivers which are: combating poverty; tackling gender-based violence; and nurturing full participation in our new communities. These drivers are underpinned by a common thread which is to contribute to creating an environment that protects migrant women's physical integrity and security and provides us full and equitable economic, social and political rights.

Public benefit

The trustees have received briefing and training to ensure that the work of LAWRS adheres to the Charity Commission's guidance on "Charities and Public Benefit" and strictly furthers LAWRS' charitable purposes for public benefit. In implementing their duties under Section 4 of the Charities Act 2011, the trustees considered the restrictions to benefit a section of the public, based on ethnic/national origin, and gender, to strictly fall within our charitable objects. No other restrictions apply in terms of access to facilities, degree of need or any other factors, and our services are free.

Who used and benefited from our services?

Latin Americans are the second fastest growing Non-EU migrant groups in the UK (Towards Visibility, 2016), and approximately a quarter of a million in the UK.

Most Latin American migrant women (LAMW) are in employment but are seriously affected by "in-work poverty" surviving on incomes below the official poverty line. Despite being highly skilled, most of our service users (SUs) work in low-paid/low skilled jobs as domestics, cleaners, in catering, hospitality as well as in outsourced sectors that are gender segregated, over-exploitative, and unregulated. Most experience housing problems and "hidden homelessness" living in insecure and overcrowded, sub-standard private rented accommodation. Access to public services is low; and fewer than 20% access welfare support. Affected by intersectional discrimination on the basis of race, gender and migration status, most of our service users are also subjected to gender-based abuse.

Despite heightened vulnerability to abuse, factors such as - but not limited to - legal status, age, class, race, disability, lack of English skills and of system knowledge, make it harder for Latin American women to assert their rights. By offering specialist services with a holistic and women centred approach, LAWRS offers a much-needed response to women's complex and multiple needs; while continuing to uphold, promote and extend Latin American migrant women's rights.

Equality, Diversity, and Inclusion

When engaging with our services our clients must complete an equal opportunities form. This helps us keep track of the composition of the women we support. Over the last year we supported a total of 1258 Latin American women, with the majority of women being from Colombia (26%), Brazil (21%), and Ecuador (17%). Most of them were aged between 25 - 54 years old (77%). The women we supported identified with the varied ethnic identities that make up Latin America in the following ways - mixed Latin American (46%), white Latin American (27%), indigenous Latin American (19%) and black Latin American (5%).

We are a trans-inclusive, women-only organisation. Only 0.80% of the women we supported identified as trans. Most women we supported identified as heterosexual (94%), with 2.46% identifying as part of the LGBTQ+ community.

Additionally 31% of our beneficiaries experience disabilities including mental health conditions, physical impairment, sensory impairments and learning difficulties.

The majority of the women we supported were single (38%), followed by 34% married or in a civil partnership, and 25% divorced or separated, with 52% as the primary carer of a child/children under 18.

Language is one of the biggest barriers for our community and 72% of the women we supported indicated they needed an interpreter.

ACHIEVEMENTS AND PERFORMANCE

Introduction

This year, our work has taken place against a backdrop of growing uncertainty and hostility for migrant communities in the UK. We have seen an increase in the number of undocumented and asylum-seeking women in need of our support, in the midst of a political climate that continues to marginalise and endanger those without secure status.

Although a change in government marked the end of 14 years of Conservative rule, the legacy of harmful immigration policies remains firmly in place. Instead of a shift toward inclusion, we have witnessed the

continued use of divisive and dangerous narratives that push the national discourse further to the right—fuelling fear, deepening social divides, and undermining the rights of migrants. For example the changes introduced by the Nationality and Borders Act, the Illegal Migration Act and the Migrant Victims Domestic Abuse Concession (MVDAC) have been maintained regardless of their negative effects on the access to safety and justice for survivors of human trafficking and domestic abuse.

At the same time, the cost-of-living crisis has persisted, hitting precarious communities hardest—particularly those with No Recourse to Public Funds (NRPF), who face daily challenges in accessing housing, healthcare, food, and basic dignity.

In this climate, LAWRS' role remains as vital as ever. We continue to stand alongside Latin American migrant women and girls, advocating for their rights, amplifying their voices, and offering essential support in the face of structural exclusion, institutional violence, and deepening social inequality.

1. Specialist services for Latin American migrant women in the UK

LAWRS has continued to successfully deliver its frontline services—including general advice, VAWG prevention and support, and counselling—through a holistic and intersectional approach. Our work integrates multidisciplinary casework, crèche services, peer-to-peer support, and access to empowerment and social change programmes, all while recognising the diverse identities and social positions of the women and girls we support.

We remain committed to a hybrid model of support, offering both in-person and remote services to ensure flexibility and accessibility. For many women, remote support offers convenience and reduces travel costs; for others, the office creates a safe space to engage with our services—particularly those with young children who benefit from our on-site crèche.

Our approach empowers women and girls with critical information about their rights, provides safety and support after experiences of violence, and offers a community of peers and counsellors to help them heal from trauma in all its forms.

In the reporting period April 2024 - March 2025, **LAWRS supported 1258 Latin American women, 243 of whom had no access to public funds (NRPF)**. The following key figures illustrate the many ways in which we provided support:

Helpline

Our helpline, running from Tuesday to Friday 11 am - 1 pm, remains a vital gateway to our services, with agents delivering exceptional support rooted in their dedication to the community and their drive to grow professionally. Many of our volunteer agents have transitioned into employment, reflecting the program's mutual value—LAWRS' investment in their development is matched by the high standard of service they provide. However, rising demand—spurred by word of mouth and LAWRS' strong reputation—continues to provide challenges. As expectations grow, agents increasingly face frustration from service users when service capacity falls short.

Helpline	
Women supported	**588 women**
Sessions	**1,030 sessions**

Generalist advice

Over this reporting period there has been a considerable rise in immigration and housing cases. Many users are facing challenges related to the cost of living, with some being forced to leave their homes as they can no longer afford rent, which has had a serious impact on their stability. In immigration, we saw a spike in inquiries from September onwards regarding e-visas, citizenship and passport applications (particularly for children), and the transition to Settled Status with the EU Settlement Scheme (EUSS).

Operationally, the team has faced significant challenges as applications for funding have become more competitive, making it more challenging to increase capacity to support our beneficiaries. For most of the year, the service was maintained by a reduced team of 2 caseworkers, amid high demand. Additionally, caseworkers have also been supporting the VAWG (Violence Against Women and Girls) team, with each caseworker taking on one appointment per week in that area. They also assist with complex processes such as applying for Indefinite Leave to Remain, which must be done within three months of an initial application and requires securing a solicitor each time.

Attendance to workshops was surprisingly low this year in comparison with previous years, with only 6 participants attending the first 3 workshops on welfare benefits and housing. The team decided to cancel all remaining workshops as service users were showing a preference for face to face individual sessions. In response to this development, we will continue monitoring workshop attendance and collect more detailed data to understand the situation better in order to inform future planning.

Generalist advice	
Total number of women who accessed GA services	**442 women**
Total # of GA sessions	**1,001 sessions**
Welfare Benefits	**201 women**
	394 sessions
Employment Rights	**54 women**
	113 sessions
Housing	**183 women**
	259 sessions
Other sessions	**19 women**
	30 sessions
Immigration	**91 women**

LATIN AMERICAN WOMEN'S RIGHTS SERVICE

Generalist advice	
	205 sessions

Legal surgeries	
Access to legal surgeries	**308 women**
Immigration law support	**132 women**
Family and children rights support	**172 women**

Mental Health

Due to difficulties in finding sustainable funding for mental health support, the Counselling and Psychotherapy team faced major staffing challenges throughout the year, operating with reduced capacity from May 2024 to March 2025, significantly affecting service delivery—resulting in an estimated loss of 50 therapy sessions per month. To mitigate this, the team increased staff caseloads and engaged volunteer counsellors, though volunteers were limited to low-risk cases. This led to increased pressure on permanent staff, a growing waiting list for Spanish-speaking clients, and the temporary closure of Emotional Support Sessions (ESS) in November 2024.

In response to the emotional needs of mothers in the community, such as isolation resulting from language barriers and limited support networks, a Mother's Group was launched, offering monthly sessions in Spanish and Portuguese. Despite low attendance (averaging fewer than five participants per session), feedback was highly positive. The group moved online in October 2024, and the team plans to develop a dedicated therapeutic group for Latin American women in the coming year.

By early 2025, the team grew with new volunteers, including administrative support, improving operations. Referrals for Spanish-speaking clients reopened in April 2025, and future goals include reopening the external waiting list and resuming ESS, marking a strong step toward restoring full mental health service provision.

Counselling	
Access to all services from Counselling team	**165 women**
Sessions attended	**928 therapy sessions**
Initial assessments	**122 initial assessments**
One to one therapy	**111 women**

Emotional support sessions	**68 emotional support sessions**
Mother's group sessions	**6 sessions in Spanish (2) and Portuguese (4)** **10 women attended**

Violence Against Women and Girls (VAWG)

This year brought major changes to the VAWG team, with a new manager and several new caseworkers joining. These transitions led to periods of reduced capacity, but the team remained dedicated to delivering trauma-informed, high-quality support to Latin American women and girls.

A key strength of the team continues to be its culturally tailored approach. Our training to professionals on harmful practices, for example, has evolved to reflect the lived experiences of Latin American women—covering issues such as marital rape and coercive control—supported by improved data collection and case studies from our frontline work.

The ongoing immigration crisis has significantly affected survivors this past year. The closure of our partner's referral pathway left many without legal representation, forcing caseworkers to spend more time seeking support, delaying access to safety and increasing survivors' risk.

Most women supported by LAWRS arrive without documentation and are subject to NRPF. Their cases are becoming increasingly complex, compounded by growing institutional violence and discrimination, particularly from statutory services. Other survivors are navigating complex routes such as the Spouse Visa Domestic Abuse Concession (MVDAC). This process places a heavy burden of proof on survivors, often deterring them from applying and pushing some to return to abusive situations.

Institutional barriers also persist. Survivors face increasing discrimination from statutory services, with unreasonable evidence demands and delays in support. In one case, a survivor and her three children faced losing all support despite a pending immigration application—highlighting the instability survivors face even after fleeing abuse. Such cases are increasingly common, with survivors' support at constant risk of being withdrawn. Our team is often forced to reopen cases simply to re-establish basic protections.

VAWG	
Access to VAWG advice	**238 women**
New cases opened	**260 new cases**
VAWG sessions attended	**851 sessions**
Unsuccessful attempts of contact & non-attended sessions	**125 unsuccessful attempts of contact & non-attended sessions**
Peer support sessions	**Accessed by 14 Spanish-speaking women, with total of 42 attendances across all sessions**

	9 sessions (Spanish only)
Survivors on NRPF	**81 (34%)**
Survivors who are seeking asylum	**11**
Peer support group	**8 women**
Workshops - How to help a friend experiencing domestic abuse	**4 workshops** **26 women**
Training to professionals on Harmful Practices	**88 participants**

Trafficking and modern slavery support

LAWRS has been providing specialised support to survivors of trafficking and modern slavery since 2020, steadily strengthening our expertise and expanding the scope of our support. Over the years, our approach has become increasingly holistic, trauma-informed, and culturally responsive. In this reporting period, we supported five survivors—four of whom were trafficked for domestic servitude and one for sexual exploitation. These cases highlight the ongoing need for tailored, long-term support for Latin American women facing extreme forms of exploitation, particularly in contexts where immigration status and language barriers increase vulnerability.

Case Study: Mariela's story

Mariela, an EU national with Pre-settlement Status, first contacted LAWRS through our Helpline in August 2024. A single mother to a four-year-old child, she had recently separated from her partner—the child's father—due to ongoing physical, emotional, and financial abuse. Mariela was referred to our VAWG team, who assessed her case and provided tailored support to ensure her immediate safety. The case was closed in May 2025 when it was determined she was no longer at risk.*

Alongside this, Mariela was assessed by our Counselling Team in September 2024 and began therapy in March 2025. She continues to receive emotional support, helping her process trauma and begin her recovery journey.

Mariela's situation has been made more difficult by ongoing financial instability. Although she had previously established a small business in 2019, she has had no income since January 2025 due to low profits. As the primary caregiver of her child, she was supported by our Generalist Advice Team to apply for Child Benefit, which remains under consideration. Her attempts to access Universal Credit were rejected on the basis that she does not have a "right to reside" under welfare rules. LAWRS is currently supporting her through the process of requesting a mandatory reconsideration of this decision.

To improve her long-term stability, we have also assisted Mariela in applying for Settled Status, as she has now completed five years of continuous residence in the UK. She was advised not to wait until her Pre-settled Status expires in April 2026 to make the application. The Home Office has requested additional residence evidence, and her application is still under consideration.

Mariela's case illustrates the intersectional barriers migrant women face after escaping abuse—navigating complex immigration systems, inaccessible welfare support, and financial hardship—all while rebuilding their lives and caring for their children. Through holistic and sustained support, LAWRS continues to stand alongside women like Mariela, ensuring they are not left behind.

**Name has been changed to protect the woman's identity*

2. Speaking up: Working for Social Justice

WHY DO WE RESIST?

We resist for a fairer life
We resist for the most oppressed and the less privileged
We resist to fight against the status quo, and against all that we have been taught
as the truth when it's in fact not the reality
We resist so other Latin American girls have the chance to grow up in a better world
We resist for our mothers and their mothers, for our children and for yours
We resist for a world where our identity doesn't affect our safety
We resist because resistance is in our blood,
because our ancestors fought for freedom in the colonies,
because our ancestors weren't passive,
because our ancestors knew that the master's tools would not, and never will,
dismantle the master's house.
We exist because we resist.

LAWRS' Young Women's Advisory Board (YWAB) members.

This reporting period has brought significant political change, but unfortunately falling short of the shift in direction we had hoped for. The new Labour government, which many in the sector had looked to for a break from the policies of the past, has instead proven equally committed to maintaining the hostile environment that threatens the lives of migrant people.

Where once there were sympathetic voices within Labour who provided space for engagement and accountability, we are now seeing those avenues close. The party's pivot toward an anti-immigration discourse—mirroring the divisive narratives of the previous government—has made it increasingly difficult to influence policy or advocate meaningfully for the rights of migrant communities.

This tightening political space has meant fewer opportunities to challenge harmful legislation or propose progressive alternatives. Despite these setbacks, LAWRS continues to raise the voices of migrant women and girls, defending their rights and pushing back against narratives and policies that criminalise and dehumanise them. Our commitment to advocacy for migrants' rights remains unwavering—even as the landscape becomes more hostile.

Step Up Migrant Women campaign

The Step Up Migrant Women campaign continues to be at the heart of LAWRS' policy and advocacy work, with a central focus on establishing safe reporting mechanisms for migrant women victims of crime. We remain committed to ensuring that survivors can seek protection and support without fear of immigration enforcement. Throughout this reporting period, we have worked closely with partner organisations,

survivors, and allies to push for legislative and policy changes that separate access to safety and justice from immigration control.

Victims and Prisoners Bill

The Victims and Prisoners Bill became law in May 2024. While the long-anticipated Bill aimed to improve access to justice and support for all victims of crime, it notably excluded migrants in general and migrant women specifically. We worked closely with the Domestic Abuse Commissioner to introduce a firewall amendment and leveraged her influence to put the needs of migrant victims of VAWG and modern slavery on the agenda. Although the firewall amendment was not, in the end, enshrined in legislation, it was an opportunity to further our message on the specific needs for protection for migrant women. Additionally, it helped us strengthen our presence in Parliament and our relationship with key Parliamentarians in both Houses.

In the final debate of the Bill in the House of Lords, backbencher Baroness Meacher supported us by tabling the firewall amendment and stating the following when addressing the Lords: "*we have a wealth of evidence that, for victims with insecure immigration status, the fear of data sharing between the police and immigration services constitutes one of the most severe barriers to accessing the criminal justice system. Research by the Latin American Women's Rights Service and the Step Up Migrant Women campaign found that fully 62% of migrant women had specifically been threatened about their immigration status if they reported abuse*."

Crucially the firewall amendment received support from the Labour frontbench during its Report Stage debate in the House of Lords. So when it was put to a vote, peers voted 214 - 208 in favour of its inclusion in the Bill.. This is a huge win for our firewall campaign and its evolution to include victims/survivors of modern slavery.

Even though the amendment was finally not included, our work with the Victims and Prisoners Bill was key to strengthening our presence in Parliament, influencing the agenda for this issue's discussion and continuing to enhance our relationship with key Parliamentarians in both houses.

Employment Rights Bill

In continuation of our work on the Victims and Prisoners Bill, LAWRS partnered with ILPA and FLEX to table an amendment to ensure that migrant survivors or witnesses of labour abuse are able to report the crime to the Fair Work Agency without risk of having their information shared for immigration enforcement purposes. The bill is currently going through Parliament.

Home Office's policy on safe reporting

Shortly after the change in government, LAWRS was contacted by the Home Office to support the development of a firewall model that would increase migrant survivors' trust and increase reporting of VAWG-related crimes. Along with Southall Black Sisters, we have been engaging extensively with this process and advocating for the implementation of a full external firewall.

While at the end of this reporting period we are still awaiting the decision from the Home Office on which model is to be developed, we are concerned about the possibility that Immigration Enforcement will still play a role in crime-reporting. We believe that in order to truly dismantle the barriers migrant women face when reporting abuse to the police, the proposal needs to go much further. We have sent a letter to ministers about our concerns and alternative proposals, supported by 75 organisations from the ending violence against women and girls sector.

Secure Reporting[1] for Migrant Londoners

LAWRS, as chair of LEAG, is part of a collaborative project aimed at answering the question: *What is needed to ensure a successful secure reporting model for victims and survivors of all crimes, regardless of immigration status, in London?* The project seeks to develop a blueprint for a holistic secure reporting pilot for survivors of modern slavery. As part of our contribution, LAWRS conducted interviews with two survivors of domestic servitude to help shape the recommendations.

Case study: Catalina's story

Catalina was brought to the UK from Latin America in early 2023 to work as a live-in housekeeper and look after two children. She was paid £850 a month. Catalina would wake up at 5 am to start work and never had an end to her working day, often going without food. The house had camera surveillance in most of the rooms, so Catalina was watched all day. She was not allowed to leave the house. The bathroom was the only room with no cameras, and this is where she would go to take a break, but even her time there was controlled. Her employer also took her passport away.*

Catalina was unaware of her rights in the UK or where to find help. When she said she wanted to leave, her employer said that Catalina could not leave until the employer could go to her home country and bring someone back to replace her. When Catalina threatened to call the police, her employer told her that because she did not speak English, no one would believe her. She was told to remember that she was at the bottom of the pile in the UK.

Catalina is undocumented, and these threats made her terrified of the police. Catalina got in touch with LAWRS after a former victim of the employer gave her our number. Catalina did not want us to report her trafficking and exploitation to the police as she was undocumented and just wanted help to get back home. LAWRS eventually supported her to make a report to the police so she could escape and be taken to a refuge.

**Name has been changed to protect the woman's identity*

UK Covid-19 Inquiry

This year, LAWRS was selected as a core participant in Module 10 of the UK COVID-19 Inquiry, which focuses on the Impacts of the Pandemic on Society. Our inclusion as a core participant reflects our role as a key frontline organisation representing migrant and minoritised women, and our sustained efforts to highlight how public health emergencies exacerbate existing inequalities.

LAWRS is part of the Domestic Abuse Group, alongside Southall Black Sisters and Solace Women's Aid. Through this group, we are contributing evidence and insights on the specific impact of the pandemic on women experiencing gender-based violence, with a focus on those from marginalised communities, including migrant women and survivors with insecure immigration status.

Our participation ensures that the lived experiences of the women we support — particularly those who were excluded from mainstream support due to language, immigration status, or institutional discrimination — are acknowledged in the national conversation on the pandemic response.

[1] Organisations working in the immigration, women and labour rights sectors use both *safe reporting* and *secure reporting* to describe a mechanism to ensure that victims and workers with insecure immigration status can report crime without facing negative consequences in regards to their legal status. This is relevant for all parties involved in the protection of vulnerable victims and workers, such as police and labour market enforcement agencies.

Strategic litigation

This year, LAWRS partnered with Public Interest Law Centre and Southall Black Sisters to launch a legal challenge against the UK government, arguing that current protections for migrant survivors of domestic abuse — particularly those excluded from the Migrant Victims Domestic Abuse Concession (MVDAC) — are insufficient. LAWRS played a key role in preparing the case, drafting a literature review, supporting legal strategy, and helping coordinate a crowdfunding campaign to cover legal costs. Due to delays in the Home Office's response, a judicial review was filed protectively. However, following a change of legal counsel and a reassessment of the case's strength in light of the change in government, the organisations ultimately decided to discontinue the legal proceedings and pursue other forms of influencing.

Despite not proceeding with the case, the experience marked LAWRS' first engagement in strategic litigation and offered valuable lessons. The collaboration helped strengthen relationships with Southall Black Sisters and the Public Interest Law Centre, leading to new opportunities such as LAWRS' participation in the COVID-19 Inquiry and securing legal advice funding. While litigation may remain a future tool, LAWRS will continue to prioritise other avenues to influence policy and ensure migrant women's experiences are represented in key legal and political spaces.

New policy project: Health and VAWG

In partnership with SafeLives, we launched a new project which aims to secure long-term positive change in access to healthcare for migrant women in London experiencing domestic abuse. By improving London's healthcare settings response to these survivors, we can greatly improve the support and protection available to them.

LAWRS leads on engaging migrant survivors in the project: establishing a panel of experts and co-developing resources, such as policy briefs and recommendations, to influence decision makers and inform new training and guidance for healthcare professionals.

3. Migrant Women as Agents of Structural and Systemic Change

In this strand of our work, we also continue strengthening the opportunities for women from the Latin American community to organise and act as agents of social change through the Sin Fronteras and the Volunteer programme.

Sin Fronteras

"The project has made a genuine positive contribution to so many areas of my life. I've enjoyed learning, making friends and feeling like we're making a collective difference."
Participant of Sin Fronteras - LAWRS.

Sin Fronteras, the LAWRS project for girls and young women, is designed to empower participants to create the change they wish to see in their lives, communities, and society at large. This project has been collaboratively shaped by and for them, earning high praise from participants for its relevance and impact.

Over the past two years, the Sin Fronteras project has evolved, with a growing emphasis on policy and advocacy work. We are now hosting two groups: the Sin Fronteras group, which operates the critical thinking, well-being, and educational advice components, and the Young Women's Advisory Board, which

is a new co-production body for our organisation and a space for policy and campaigning participation for young Latin American migrant women.

Throughout the year, the project facilitated a total of 27 activities, engaging 21 Latin American girls and young women. These activities included 5 activism events, 1 university access session, 7 Sin Fronteras group sessions, and 15 YWAB sessions. The group sessions focused on a range of areas including mental well-being, critical thinking through arts and campaigning, support for higher education journeys, and the development of peer support networks. Some of these sessions were delivered in partnership with other organisations. In addition, the project offered 24 one-on-one appointments, 5 internal and 3 external referrals, and 6 youth therapy processes, among other services.

Activities were delivered both virtually and in person, enhancing accessibility and engagement. A key highlight of the year was the publication of the peer-research report 'Voices of Young Latinas: Peer Research into Sexual Harassment at London Universities.'

Sin Fronteras	
Total sessions	**18 sessions, 111 attendances**
Total participants	**36 participants in total (26 young people + 10 family members in educational advice session)**
One-to-one appointments	**9 sessions**
Educational advice sessions	**1 session, 10 participants**
YWAB Board meeting sessions	**7 sessions, 55 attendances**
YWAB Leadership & advocacy training	**4 sessions, 31 attendances**
Wellbeing sessions	**2 sessions, 3 attendances**
Critical thinking sessions	**4 sessions, 12 attendances**
Activism actions	**1 activism event, 1 participant - South London Latin American Community Forum**

4. Supporting Latin American Migrant Women's Integration

Southwark Outreach Project

The Southwark Outreach Project, delivered in partnership with the Indoamerican Refugee and Migrant Organisation (IRMO), aims to improve Latin American migrant women's access to local services, wellbeing resources, and volunteering opportunities within the borough. IRMO leads on volunteering support, while LAWRS focuses on direct engagement and tailored service delivery.

LATIN AMERICAN WOMEN'S RIGHTS SERVICE

This year, the project engaged 1,208 Latin American women through various channels, including 240 referrals, 108 events and workshops, 462 wellbeing sessions, 25 healthy weight programme sessions, 30 yoga classes, 7 energy advice sessions, and 481 one-to-one appointments and inquiries via phone, text, and email. Regular outreach and information sharing via social media and WhatsApp keep the community informed and connected.

Service users accessed individual support through appointments with the Outreach Coordinator or specialist advisors in VAWG, Welfare Benefits, Housing and Debt (WBHD), and mental health. In total, 32 workshops were delivered in collaboration with internal teams and external partners such as Citizens Advice Southwark, IRMO, NHS South East London, Cancer Research UK, and others. Topics included mental and physical wellbeing, employment and tenants' rights, VAWG and healthy relationships, access to the NHS, digital inclusion, and the cost-of-living crisis.

In addition to direct service delivery, the project actively engages in local advocacy to raise awareness of community needs and LAWRS' role in addressing them.

The Language Café—our weekly informal English conversation class—remained the most attended activity, with 97 women participating, highlighting the persistent demand for accessible English learning. Espacio Mamá, our support group for Latin American mothers, covered topics such as mental health, energy advice, motherhood, employment rights, and managing stress.

This year also saw the successful implementation of two NHS pilot programmes aimed at addressing health inequalities. These included a 25-session Healthy Weight Programme and 4 vaccination and NHS access sessions, all delivered in Spanish to overcome language barriers and ensure better access to healthcare information.

Outreach in Southwark	
Total number of women supported by Southwark Outreach	**1208 women**
One-to-one advice through email, messages and phone calls	**481 women**
Women referred for further support casework	**240 women**
Workshops & events	**79 women**
Wellbeing sessions	**462 women**
Women who accessed information through whatsapp	**1,690 women**
Professionals in Southwark who received info about LAWRS services	**31 professionals**

Women who accessed information through social media	**6,740 women**
Women receiving debt & energy advice through surgeries	**50 women**
Espacio Mamá	**4 sessions - 1 vaccination workshop, 3 healthy mother, healthy baby workshops.**
	14 women, total of 38 attendances
Language Café	**46 sessions**
	97 women
Yoga sessions	**28 sessions**
	45 women with total of 151 attendances

Volunteers Programme for Latin American Woman

Our Volunteers Programme continues to play a vital role in supporting the delivery of our services, particularly in areas such as Generalist Advice, VAWG, Counselling and interpreting. As of April 2024, we have welcomed 66 volunteers, many of whom stayed with us for an average of 6 to 8 months. The majority are highly engaged, and we consistently receive positive feedback. Volunteers often move on to paid employment within their areas of interest, return to their home countries, or pursue higher education—many of them, especially students, initially join us to strengthen their CVs. A notable example is our helpline, where 9 volunteers have made a crucial contribution to maintaining this essential support service.

We are proud to see that much of our recruitment now comes through word of mouth—a testament to LAWRS' reputation as a trusted and well-structured charity. The commitment shown by both supervisors and volunteers reflects the programme's professionalism and strong foundation. We continue to invest in training, both in-house and external, to address evolving needs such as safeguarding, confidentiality and cybersecurity, and continue to improve our tools to monitor volunteer hours and provide quality supervision. There is a growing interest in more in-person volunteering opportunities, which we plan to develop further. To meet this increasing demand and maintain the programme's quality, we have added an additional day to the Volunteers Programme Manager's role.

Volunteers Programme	
Number of volunteers	**65 volunteers**
Hours of counselling	**837 hours**

Hours of case and admin support	**2,908 hours**
Hours of helpline volunteers	**2,989 hours**
Hours of interpretation	**2,976 hours**
Volunteers who secured employment at the end of their volunteering opportunity	**15 volunteers**
Volunteers who pursued further education	**6 volunteers**

5. Training in the Community

Ascent Prevention Project, a London Violence Against Women and Girls (VAWG) Consortium Delivery

This project aims to prevent domestic and sexual abuse by supporting school settings to discuss healthy relationships, signs of abuse and where to find help when a person is in an abusive relationship. The project takes a whole school approach by delivering workshops, seminars, webinars, assemblies, and training on healthy relationships to children, teachers, school staff, parents, and safeguarding professionals, looking at issues such as types of abuse, consent, and sexual harassment.

This reporting period we had to overcome some important changes. During the first two quarters, we were allocated two new boroughs to deliver our workshops - Bromley and Kingston -, as well as our previous ones - Lambeth, Southwark, Croydon, and Lewisham. LAWRS delivered workshops to 149 students up to 18 years old.

Women and girls continue to be more aware of the effects of sexism, racism, other discrimination, and VAWG, in contrast with men and boys, from whom we see a demand for more education on healthy relationships. With school teachers and staff reporting concern on the rise of misogyny among male students, this project is more important than ever.

Prevention	
Students trained in Healthy Relationships workshops	**149 students**
Professionals trained	**65 professionals**
Adults/professionals engaged through community outreach activities	**110**

PLANS FOR 2025-2026

Our plans for the new year are the following:

- Continue helping Latin American women through the aftermath of the Covid-19 pandemic and its combined effects with the increase of cost-of-living crisis.
- Increase our capacity to provide specialist immigration advice services by achieving OISC Level 2 accreditation.
- Continue our work with the Latin American Young Migrant Women's advisory board to advocate for the needs of young migrant women and girls.
- Scale up our policy work to advocate for the rights of young migrant women and girls through a dedicated policy role.
- Scale up our policy, advocacy and campaigning capacity to better respond to the challenges facing black and minoritised migrant women in a context of increased hostility towards migrants in discourse and in policy.
- Increase our capacity to respond to emerging threats to human rights protections and increased normalisation of far-right anti-migrant public rhetoric.
- Open new services aimed at older Latin American women to increase their access to specialist services and counter the effects of isolation for this age group.
- Increase our capacity to continue deepening our understanding of the barriers that migrant survivors of domestic abuse face when attempting to access healthcare services.
- Continue our policy and campaigning work to advocate for safety and access to justice of migrant women in Parliament, Government and with Local Authorities and police forces.
- Continue our work to bring to the attention of the Covid-19 Inquiry the multiple intersecting inequalities that affected migrant women during the pandemic and in its aftermath.
- Continue our work to increase our donor base to enhance the long-term sustainability of the organisation.
- Continue the implementation our collective care strategy to promote a preventative approach to wellbeing.

AND A BIG THANK YOU:

- To our committed team of staff and volunteers for their enthusiasm and resilience in the face of multiple challenges to deliver our work for the safety of women and girls.
- To the women who attend our services and to the Latin American community for their trust in our work.
- To the trust placed in us by our wonderful funders, donors and supporters who enable our work and our pursuit of more equitable and just systems for all.
- To our partners and supporters for helping amplify our message, for opening doors and for their contributions to the organisation.
- To the policy and decision makers who have opened their doors to us and who have listened to our concerns and our proposals to help bring about change.

FINANCIAL REVIEW

Review of fundraising activities

We derived income from various funding sources to which we are very grateful for their contributions that made our work possible and effective during this year. In recent years LAWRS has been partly dependent on short term funding, and during the year substantial progress has been made in transitioning to more multi-year grants of 3 to 5 years, and in diversifying our sources of funding.

Financial results

Income in 2024/25 totalled £1,077,867 and expenditure was £947,705, resulting in a surplus of £130,162. This compares to a deficit of £122,643 in 2023/24. Restricted funds increased by £10,723, and unrestricted funds increased by £119,439. This demonstrates the impact of our fundraising during the year.

Income was £233,053 higher than in 2023/24. Expenditure was £19,752 lower than in 2023/24. Expenditure continues to be substantially higher than prior to Covid-19 – the increase in the needs of services users for advice and counselling has continued and the ongoing cost of living crisis has further impacted needs. The deficit in 2023/24 demonstrated this but recent fundraising has now enabled us to meet these needs from current income.

Strategy for 2025/26

In recent years LAWRS has been very successful in securing funds to support its work during and after Covid-19, and this has allowed LAWRS to increase its capacity to meet the increased demands from service users during this difficult period. Much of this funding has been short-term, typically one-year grants.

Since 2023/24 the strategy has been to apply for significant multi-year grants and at the same time endeavour to diversify our sources of funding. While much success has been achieved in 2024/25, further multi-year applications and new sources of funding are planned for 2025/26. In particular, LAWRS now has recognition of impact in our Policy and advocacy work that is unusually high for an organisation of its size, and we hope use this recognition to secure further funding for this work to consolidate on our successes in this area.

Reserves policy

The trustees are committed to maintaining an adequate, justified and reasonable level of reserves in line with guidance from the Charity Commission. It is the Trustees' aim to ensure that reserves are available equivalent to three months' running costs. The target amount at the balance sheet date is £238,000.

In addition, the trustees have identified the need to designate funds to cover potential staff sickness (£5,000); a deferral fund (£70,614); a contingency fund (£80,000) and a growth fund (£52,000). Further information is set out in note 11 on page 34.

Overall, the target unrestricted funds above amount to £445,614. Unrestricted funds at 31 March 2025 are £460,572. So the level of reserves is regarded as adequate but not excessive. The trustees will continue to monitor reserves closely to ensure that LAWRS holds adequate funds to cover its future needs.

STATEMENT OF TRUSTEES' RESPONSIBILITIES

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

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

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;

- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to assume that the company will continue on that basis.

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time of 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.

So far as each of the trustees is aware at the time the report is approved:

- there is no relevant audit information of which the charitable company's auditors are unaware; and
- 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.

This report has been prepared in accordance with the special provisions relating to companies subject to the small companies regime within Part 15 of the Companies Act 2006.

Approved by the trustees on 8th November 2025 and signed on its behalf by:

Mariana Brandeburgo

Mariana Brandeburgo (Nov 10, 2025 14:08:29 GMT)

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Mariana Brandenburgo - Co-Chair

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF LATIN AMERICAN WOMEN'S RIGHTS SERVICE

Opinion

We have audited the financial statements of Latin American Women's Rights Service (the 'charitable company') for the year ended 31 March 2025 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'.

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, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland'; and
- 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 Auditors responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company'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 trustees are responsible for the other information. The other information comprises the information included in the annual report, other than the financial statements and our Report of the Independent Auditors thereon.

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.

In connection with our audit of the financial statements, 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 audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. 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 Report of the Trustees for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Report of the Trustees 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 Report of the Trustees.

We have nothing to report in respect of the following matters where 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 trustees were not entitled to take advantage of the small companies exemption from the requirement to prepare a Strategic Report or in preparing the Report of the Trustees.

Responsibilities of trustees

As explained more fully in the Statement of Trustees Responsibilities, 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 a Report of the Independent Auditors that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee

that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

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

- The charitable company is required to comply with both company law and charity law as applicable in England and Wales and, based on our knowledge of its activities, we identified that the legal requirement to accurately account for restricted funds was of key significance.
- We gained an understanding of how the charitable company complied with its legal and regulatory framework, including the requirement to properly account for restricted funds, through discussions with management and a review of the documented policies, procedures and controls.
- The audit team, which is experienced in the audit of charities, considered the charitable company's susceptibility to material misstatement and how fraud may occur. Our considerations included the risk of management override.
- Our approach was to check that the income from donations, grants, advice service and accommodation were properly identified and restricted income was separately accounted for and to ensure that only valid and appropriate expenditure was charged to restricted funds. We also examined that expenditure complied with the control procedures and was appropriately charged. This included reviewing journal adjustments and unusual transactions.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our Report of the Independent Auditors.

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 auditors' 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.



Shoaib Arshad ACA, FCCA
Senior Statutory Auditors
for and on behalf of Knox Cropper LLP
65 Leadenhall Street
London
EC3A 2AD

Date: 8th November 2025

STATEMENT OF FINANCIAL ACTIVITIES (INCLUDING INCOME AND EXPENDITURE ACCOUNT)

FOR THE YEAR ENDED 31 MARCH 2025

	Note	Unrestricted funds 2025 £	Restricted funds 2025 £	Total funds 2025 £	Unrestricted funds 2024 £	Restricted funds 2024 £	Total funds 2024 £
Income:							
Grants, donations and legacies	2	312,089	359,970	672,059	215,932	251,943	467,875
Charitable activities	3	10,068	387,214	397,282	8,384	364,096	372,480
Investments - Bank Interest		8,526	-	8,526	4,459	-	4,459
Total income		330,683	747,184	1,077,867	228,775	616,039	844,814
Expenditure:							
Cost of raising funds	4	21,478	-	21,478	21,971	-	21,971
Expenditure on charitable activities	4	189,766	736,461	926,227	336,392	609,094	945,486
Total expenditure		211,244	736,461	947,705	358,363	609,094	967,457
Net income / (expenditure) and net movement in funds for the year		119,439	10,723	130,162	(129,588)	6,945	(122,643)
Reconciliation of funds							
Total funds brought forward		341,133	72,638	413,771	470,721	65,693	536,414
Total funds carried forward		460,572	83,361	543,933	341,133	72,638	413,771

The statement of financial activities includes all gains and losses recognised in the year.

BALANCE SHEET AS AT 31 MARCH 2025

	Notes	2025 £	2024 £
FIXED ASSETS			
Tangible assets	8	4,298	6,483
Total Fixed Assets		**4,298**	**6,483**
CURRENT ASSETS			
Debtors	9	151,658	142,284
Cash at bank and in hand		563,865	442,601
Total Current Assets		**715,523**	**584,885**
LIABILITIES			
CREDITORS: Amount falling due within one year	10	(175,888)	(177,597)
NET CURRENT ASSETS		**539,635**	**407,288**
TOTAL ASSETS LESS CURRENT LIABILITIES/NET ASSETS		**543,933**	**413,771**
FUNDS			
Unrestricted funds - General		252,958	280,133
Unrestricted funds - Designated	11	207,614	61,000
Restricted funds	12	83,361	72,638
TOTAL CHARITY FUNDS		**543,933**	**413,771**

The financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime and with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015).

They were approved by the Board on 8th November 2025 and signed on its behalf by:

Mariana Brandeburgo

Mariana Brandeburgo (Nov 10, 2025 14:08:29 GMT)

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Mariana Brandenburgo - Co-Chair

Sandra Hayne

Sandra Hayne (Nov 10, 2025 14:26:46 GMT+1)

.....

Sandra Hayne - Treasurer

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 MARCH 2025

	Notes	2025 £	2024 £
Cash flows from operating activities:			
Net cash provided by (used in) operating activities	18	113,842	(26,472)
Cash flows from investing activities:			
Interest income		8,526	4,459
Purchase of tangible fixed assets		(1,104)	(922)
Net cash provided by (used in) investing activities		7,422	3,537.00
Cash flows from financing activities			
Change in cash and cash equivalents in the reporting period		121,264	(22,935)
Cash and cash equivalents at the beginning of the reporting period		442,601	465,536
Cash and cash equivalents at the end of the reporting period		563,865	442,601

NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2025

1 ACCOUNTING POLICIES

1.1 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) (effective 1 January 2015) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006. The date of transition to FRS102 was 1 April 2015.

1.2 Preparation of the accounts on a going concern basis

The expenditure budget for 2025/26 is almost fully funded. Significant funds have been raised for 2026/27 and beyond, with a busy fundraising programme continuing. A number of grants end in March 2026 but funds have been designated to provide a safety-net in the event that one or more are not renewed (see note 11 for further details). This should ensure viability beyond 2025/26 and demonstrate that LAWRS is a going concern.

1.3 Incoming resources

Donations, grants and other forms of voluntary income are recognised as incoming resources when receivable, except insofar as they are incapable of financial measurement. Income is shown net of VAT where applicable. Latin American Women's Rights Service is not registered for VAT.

1.4 Investment in associated undertakings

Unlisted investments are included at the best estimate of their market value where it is practicable to obtain this. Where no reliable valuation can be obtained or it is considered that the cost of obtaining one outweighs the benefit to the users of the financial statements, the investments are included at cost and reviewed for impairment at each year end.

1.5 Tangible fixed assets and depreciation

Tangible fixed assets are depreciated in accordance with the charity's accounting policy. Depreciation is provided at rates calculated to write off the cost of the asset less any estimated residual value over its expected useful life, as follows:

Fixtures, fittings and equipment	25% straight line

Items of equipment are capitalised where the purchase price exceeds £300.

1.6 Fundraising costs

Fundraising expenses relate to costs incurred in inducing people and organisations to contribute towards the charity's work.

1.7 Resources expended

Resources expended are included in the statement of financial activities of an accruals basis, inclusive of VAT.

Certain expenditure is directly attributable to specific activities and has been included in those cost categories.

Certain other costs, which are attributable to more than one activity, are apportioned across categories on the of staffing on each project.

NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2025

1 ACCOUNTING POLICIES (continued)

1.8 Funds

Unrestricted funds are donations and other incoming resources receivable or generated for the objects of the charity without further specified purposes and are available as general funds.

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are wide and varied in pursuance of the charity's main objectives.

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

1.9 Leases

Rentals paid under operating leases are charged to the statement of financial activities on a straight line basis over the lease term.

1.10 Corporation Taxation

The charity is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2025

2. INCOME FROM GRANTS AND DONATIONS

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total funds 2025 £	Unrestricted funds 2024 £	Restricted funds 2024 £	Total funds 2024 £
Oak Foundation / Global Dialogue	129,342	-	129,342	83,114	-	83,114
Access to Justice Foundation	-	100,000	100,000	-	-	-
Esmée Fairbairn Foundation	82,500	5,000	87,500	41,250	-	41,250
Paul Hamlyn Foundation	-	86,000	86,000	-	87,000	87,000
Trust for London	-	56,250	56,250	-	47,500	47,500
Unbound Philanthropy	40,000	-	40,000	40,000	-	40,000
London Borough of Southwark	-	33,215	33,215	-	19,610	19,610
Firebird Foundation	-	30,000	30,000	-	-	-
A B Charitable Trust	22,000	4,000	26,000	22,000	-	22,000
London Legal Support Trust and City Bridge Trust via IRMO	-	25,645	25,645	-	18,538	18,538
The Disrupt Foundation	10,000	-	10,000	-	-	-
S-H-E-D	10,000	-	10,000	-	-	-
A&O Shearman Foundation	-	5,000	5,000	-	-	-
NHS South East London Integrated Care Board	-	4,610	4,610	-	-	-
Lloyds Bank Foundation	2,500	-	2,500	-	37,329	37,329
Comic Relief	-	34	34	-	29,061	29,061
Small grants for service users	-	10,102	10,102	-	-	-
Capital Group	-	-	-	14,000	-	14,000
The Joseph Rowntree Charitable Trust	-	-	-	-	11,064	11,064
Anonymous	-	-	-	10,000	-	10,000
Davis Peace Prize	-	-	-	-	1,232	1,232
John Ellerman Foundation	-	-	-	-	609	609
Donations	15,747	114	15,861	5,568	-	5,568
	312,089	359,970	672,059	215,932	251,943	467,875

3. INCOME FROM CHARITABLE ACTIVITIES

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total funds 2025 £	Unrestricted funds 2024 £	Restricted funds 2024 £	Total funds 2024 £
Mayor Office for Policing and Crime (MOPAC)	-	217,003	217,003	-	188,073	188,073
London Councils	-	153,730	153,730	-	143,149	143,149
Greater London Authority / Refugee Action	-	16,481	16,481	-	32,874	32,874
Healthwatch Islington	6,450	-	6,450	-	-	-
Other	3,618	-	3,618	8,384	-	8,384
	10,068	387,214	397,282	8,384	364,096	372,480

LAWRS benefits greatly from the involvement and enthusiastic support of its many volunteers, details of which are given in our annual report. In accordance with FRS 102 and the Charities SORP (FRS 102), the economic contribution of general volunteers is not recognised in the accounts.

NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2025

4. TOTAL RESOURCES EXPENDED

	Cost of Raising Funds 2025 £	Charitable Activities 2025 £	Total 2025 £	Cost of Raising Funds 2024 £	Charitable Activities 2024 £	Total 2024 £
Salaries	5,541	775,719	781,260	15,215	802,511	817,726
Consultancy / Supervision	15,400	18,202	33,602	5,250	20,402	25,652
Event costs and room hire	-	15,277	15,277	-	16,204	16,204
Grants to partners	-	6,577	6,577	-	6,330	6,330
"Sin Fronteras" project activities	-	8,624	8,624	-	7,856	7,856
Publications and videos	-	-	-	-	1,295	1,295
Quality Assurance	-	2,297	2,297	-	1,350	1,350
Training staff and volunteers	-	9,497	9,497	-	4,956	4,956
Crisis payments to service users	-	12,391	12,391	-	1,550	1,550
Volunteers expenses	-	2,585	2,585	-	3,206	3,206
Support costs (see below)	537	75,058	75,595	1,506	79,826	81,332
	21,478	926,227	947,705	21,971	945,486	967,457

5. SUPPORT COSTS

	Cost of Raising Funds 2025 £	Charitable Activities 2025 £	Total 2025 £	Cost of Raising Funds 2024 £	Charitable Activities 2024 £	Total 2024 £
Rent, rates and services	276	38,538	38,814	658	34,899	35,557
Audit and accounting	48	6,672	6,720	120	6,360	6,480
Bank charges	2	339	341	7	381	388
Cleaning	15	2,145	2,160	41	2,164	2,205
Currency losses	-	-	-	108	5,727	5,835
Depreciation	23	3,266	3,289	63	3,342	3,405
Equipment	10	1,462	1,472	25	1,306	1,331
Insurance	18	2,522	2,540	55	2,920	2,975
Membership fees	26	3,609	3,635	32	1,702	1,734
Printing, postage and stationery	17	2,309	2,326	30	1,589	1,619
Publicity and promotion	13	1,825	1,838	38	2,017	2,055
Recruitment	12	1,740	1,752	10	541	551
Telecommunications & IT	31	4,318	4,349	222	11,747	11,969
Website	9	1,203	1,212	6	324	330
Sundries	37	5,110	5,147	91	4,807	4,898
	537	75,058	75,595	1,506	79,826	81,332

NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2025

6. NET EXPENDITURE

	2025 £	2024 £
Net expenditure is stated after charging or crediting:		
Depreciation	3,289	3,406
Auditors remuneration	6,720	6,480

7. STAFF COSTS

	2025 £	2024 £
Salaries	712,219	744,644
Social security costs	53,732	57,086
Pension costs	15,309	15,996
	781,260	817,726

The average monthly head count was 33 staff (2024: 35 staff)

The average monthly number of full time equivalent employees during the year was as follows:

	2025 Number	2024 Number
Support and advice services	20.3	22.7

No employees earned over £60,000 in the year (2024 - nil).

No trustee received any remuneration during the year (2024: nil). No trustee received expenses during the year (2024: no trustees; £nil). No trustee or any other person related to the charity had any personal interest in any contract or transaction entered into by the charity during the year (2024: none).

The total employee benefits of the key management personnel of the charity were £105,485 (2024: £105,132).

NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2025

8. TANGIBLE FIXED ASSETS

	Fixtures, fittings and computers £
COST	
As at 1st April 2024	20,328
Additions	1,104
Disposals	(3,017)
As at 31st March 2025	18,415
DEPRECIATION	
As at 1st April 2024	13,845
Charge for the year	3,289
Disposals	(3,017)
As at 31st March 2025	14,117
NET BOOK VALUE	
As at 31st March 2025	4,298
As at 31st March 2024	6,483

9. DEBTORS

	2025 £	2024 £
Grants receivable	137,023	138,131
Prepayments and other debtors	14,635	4,153
	151,658	142,284

10. CREDITORS - AMOUNTS FALLING DUE WITHIN ONE YEAR

	2025 £	2024 £
Accruals	30,615	35,552
Sundry creditors	8,069	6,215
Tax and social security	16,731	13,216
Deferred income	120,473	122,614
	175,888	177,597

Deferred income of £122,614 was released during the year. Income of £120,473 was deferred during the year.

NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2025

11. ANALYSIS OF MOVEMENTS IN UNRESTRICTED FUNDS

	Balance as at 1.4.2024 £	Incoming resources £	Outgoing resources £	Transfers £	Funds as at 31.3.2025 £
General Fund	280,133	260,069	(211,244)	(76,000)	252,958
Designated Sickness fund	5,000	-	-	-	5,000
Designated Transition fund	56,000	-	-	(56,000)	-
Designated Deferral fund	-	70,614	-	-	70,614
Designated Contingency fund	-	-	-	80,000	80,000
Designated Growth fund	-	-	-	52,000	52,000
	341,133	330,683	(211,244)	-	460,572

The Sickness fund provides some cover for longer-term staff sick leave; previously it also included some cover for maternity leave but this is now regarded as a routine cost.

The Transition Fund earmarked some funds to allow LAWRS to budget some planned work in 2024/25, notably supporting the needs of service users, while LAWRS secured more longer term funding. Fundraising over the last year has resulted in this fund no longer being required.

The Deferral Fund has been created to put earmark unrestricted funds receivable 2024/25 and recognised as income in 2024/25 but which are intended to cover expenditure between April and September 2025 and so should not be regarded as part of the general unrestricted funds.

The Contingency Fund has been created to recognise that six grants come to an end In March 26. While all the funders have renewed funding at least twice in the past, it has been considered prudent to put aside some funds to cover the risk that one or more of these grants are not renewed.

The Growth Fund recognises that LAWRS expenditure will increase in 2025/26 and so at March 2026 the need for unrestricted general reserves will also increase in accordance with the LAWRS Reserves Policy. Funds have therefore been earmarked for this purpose.

ANALYSIS OF MOVEMENTS IN UNRESTRICTED FUNDS - PRIOR YEAR

	Balance as at 1.4.2023 £	Incoming resources £	Outgoing resources £	Transfers £	Funds as at 31.3.2024 £
General Fund	234,721	228,775	(358,363)	175,000	280,133
Designated Sickness and maternity fund	5,000	-	-	-	5,000
Designated Premises fund	15,000	-	-	(15,000)	-
Designated Transition fund	216,000	-	-	(160,000)	56,000
	470,721	228,775	(358,363)	-	341,133

NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2025

12. ANALYSIS OF MOVEMENTS IN RESTRICTED FUNDS

	Balance As at 1.4.2024 £	Incoming resources £	Outgoing resources £	Transfers	Funds As at 31.3.2025 £
Mayor's Office on Policing and Crime (MOPAC) Prevention and Action Through Community Engagement and Training	-	39,935	(39,935)	-	-
Mayor's Office on Policing and Crime (MOPAC) Delivery of London-wide Advice and Support for Survivors of VAWG	-	50,226	(50,226)	-	-
Comic Relief No Recourse No Safety	10,128	34	(10,162)	-	-
Lloyds Bank Foundation evidence-based policy and campaigns work	30,015	-	(30,015)	-	-
London Councils Advice & Counselling	-	83,922	(83,922)	-	-
London Councils Ending Harmful Practices	-	35,372	(35,372)	-	-
Mayor's Office on Policing and Crime (MOPAC) Ascent NRPF Project	968	70,243	(71,211)	-	-
Trust For London (2022/25 grant)	- 763	56,250	(50,677)	-	4,810
Paul Hamlyn Foundation (2023/26 grant)	8,174	86,000	(75,621)	-	18,553
Greater London Authority / Refugee Action (2023/24 grant)	14,578	1,500	(16,078)	-	-
London Legal Support Trust and City Bridge Trust via IRMO	9,538	25,645	(15,082)	-	20,101
London Borough of Southwark Latin American Weight Management Grant	-	12,840	(12,840)	-	-
London Borough of Southwark Community Capacity Programme (2024/25 grant)	-	20,375	(20,375)	-	-
Access to Justice Foundation Improving Lives Through Advice	-	100,000	(88,261)	-	11,739
Mayor's Office on Policing and Crime (MOPAC) LWSHP Project	-	56,599	(56,599)	-	-
Esmee Fairbairn Foundation wellbeing support	-	5,000	(2,561)	-	2,439
NHS South East London Integrated Care Board	-	4,610	(4,610)	-	-
Istanbul Convention campaign	-	114	(114)	-	-
Whole Health London Project	-	-	(7,896)	-	(7,896)
Survivor Flee Fund	-	1,850	(1,850)	-	-
Survivor Future Fund	-	6,500	(6,500)	-	-
Greater London Authority / Refugee Action (2024/25 grant)	-	14,981	(8,855)	-	6,126
Survivor NRPF funding	-	1,752	(1,752)	-	-
A&O Shearman Foundation Access to Justice grant	-	5,000	(5,000)	-	-
Firebird Foundation Step up migrant campaign	-	30,000	(6,511)	-	23,489
AB Charitable Trust Solidarity Fund	-	4,000	-	-	4,000
London Councils Prevention (2024/25 grant)	-	34,436	(34,436)	-	-
	72,638	747,184	(736,461)	-	83,361

The deficit on the Whole Health London project will be covered by a grant receivable in 2025/26.

Section 37 Statement
As can be seen from the above analysis of movements, the grants from The London Councils were expended for the purpose for what they were awarded.

NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2025

13. ANALYSIS OF MOVEMENTS IN RESTRICTED FUNDS - PRIOR YEAR

	Balance As at 1.4.2023 £	Incoming resources £	Outgoing resources £	Transfers	Funds As at 31.3.2024 £
Comic Relief comprehensive programme of support	15,000	-	(15,000)	-	-
Mayor's Office on Policing and Crime (MOPAC) Prevention and Action Through Community	-	39,935	(39,935)	-	-
Mayor's Office on Policing and Crime (MOPAC)	-	47,834	(47,834)	-	-
Comic Relief No Recourse No Safety	8,498	29,061	(27,431)	-	10,128
The Joseph Rowntree Charitable Trust	- 3,120	11,064	(7,944)	-	-
Lloyds Bank Foundation evidence-based policy	34,357	37,329	(41,671)	-	30,015
London Councils Advice & Counselling	-	82,277	(82,277)	-	-
London Councils Ending Harmful Practices	-	35,372	(35,372)	-	-
London Councils Prevention	-	25,500	(25,500)	-	-
Mayor's Office on Policing and Crime (MOPAC)	510	48,604	(48,146)	-	968
Mayor's Office on Policing and Crime (MOPAC) LWSHP Project	1,000	51,700	(52,700)	-	-
Trust For London (2022/25 grant)	4,314	47,500	(52,577)	-	(763)
John Ellerman Foundation	354	609	(963)	-	-
Paul Hamlyn Foundation (2023/26 grant)	-	87,000	(78,826)	-	8,174
London Borough of Southwark Community	-	19,610	(19,610)	-	-
Greater London Authority / Refugee Action	-	32,874	(18,296)	-	14,578
London Legal Support Trust and City Bridge Trust	-	18,538	(9,000)	-	9,538
King's College London	4,780	-	(4,780)	-	-
Davis Peace Prize	-	1,232	(1,232)	-	-
	65,693	616,039	(609,094)	-	72,638

NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2025

14. Purposes of restricted funds

Mayor's Office on Policing and Crime (MOPAC): Prevention and Action Through Community Engagement and Training.

Mayor's Office on Policing and Crime (MOPAC): Delivery of London-wide Advice and Support for Survivors of VAWG.

Comic Relief No Recourse No Safety: Changing Narrative & Evidencing Impact of No recourse to public funds ('NRPF') on Violence against women and girls.

Lloyds Bank Foundation evidence-based policy and campaigns work: - on migrant women's exclusion from services and justice focused on support for the establishment of safe reporting mechanisms.

London Councils Advice & Counselling: provision of specialist advice and counselling to survivors of violence against women and girls in key London boroughs as part of the London VAWG Consortium.

London Councils Ending Harmful Practices: provision of specialist advice and counselling on harmful practices to women survivors in key London boroughs as part of the London VAWG Consortium.

Mayor's Office on Policing and Crime (MOPAC) Ascent NRPF Project: provision of floating support for Latin American women in refuge accommodation.

Trust For London 2022/25: policy project bringing visibility to the poor working conditions experienced by Latin American migrant women workers, calling for increased enforcement of employment rights and appropriate responses to victims of modern slavery.

Paul Hamlyn Foundation 2023/26 grant: Supporting Young Migrant Women and Girls in fighting for a fairer society.

Greater London Authority / Refugee Action 2023/24 grant: Migrant Justice Greater London partnership increasing the capabilities of community-led organisations to provide immigration advice.

London Legal Support Trust and City Bridge Trust via IRMO: Project name: Propel - Workforce Development Programme. The purpose of this Project is to deliver a workforce development programme to attract and train advisors from underrepresented communities, and develop capacity within community-based organisations, in order to address the skills and labour shortage in the advice sector.

London Borough of Southwark Latin American Weight Management Grant: Engagement with the underrepresented Latin American community on strategies to lead healthier lives

LB Southwark Community Capacity Programme 2024/25: supports community development work to ensure that local services address the needs of Latin American women and their families and that they are in turn informed of available local services. Delivered in partnership with IRMO that supports the volunteering project.

Access to Justice Foundation Improving Lives Through Advice: Better access to legal advice for marginalised communities

Mayor's Office on Policing and Crime (MOPAC) LWHSP Project: provision of floating support for Latin American women in supported accommodation.

Esmee Fairbairn Foundation wellbeing support: Grant to support wellbeing activities for the benefit of LAWRS' team

NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2025

14. Purposes of restricted funds (continued)

NHS South East London Integrated Care Board: Support to reach underrepresented communities requiring information on healthcare services and how to access them

Istanbul Convention campaign: Advocacy for the effective implementation of the Istanbul Convention for the benefit of migrant women

Whole Health London Project: Research on the barriers experienced by migrant survivors of domestic abuse to access healthcare services and support

Survivor Flee Fund: Funding to assist survivors of domestic abuse to cover essential expenses as they seek safety

Survivor Future Fund: Funding to assist survivors of domestic abuse in establishing a stable, independent future

Greater London Authority / Refugee Action (2024/25 grant): Migrant Justice Greater London partnership increasing the capabilities of community-led organisations to provide immigration advice

Survivor NRPF Funding: To enable victims without access to public funds to access a refuge or safe accommodation in order to escape gender-based abuse

A&O Shearman Foundation Access to Justice grant: Support for Latin American women to access legal advice

Firebird Foundation Step up migrant campaign: Evidence-based policy and campaigns work on migrant women's exclusion from services and justice focused on support for the establishment of safe reporting mechanisms

AB Charitable Trust Solidarity Fund: Grant to respond to the harms and threats related to the violence experienced by migrant and refugee communities in the UK

London Councils Prevention (2024/25 grant): providing specialist training on violence against women and girls and healthy relationships to young people and children in primary and secondary schools across London as part of the London VAWG Consortium.

15. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	General fund £	Designated funds £	Restricted funds £	Total £
Tangible fixed assets	4,298	-	-	4,298
Current assets	424,548	207,614	83,361	715,523
Creditors falling due within one year	(175,888)	-	-	(175,888)
	252,958	207,614	83,361	543,933

NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2025

16. ANALYSIS OF NET ASSETS BETWEEN FUNDS - PREVIOUS YEAR

	General fund £	Designated funds £	Restricted funds £	Total £
Tangible fixed assets	6,483	-	-	6,483
Current assets	451,247	61,000	72,638	584,885
Creditors falling due within one year	(177,597)	-	-	(177,597)
	280,133	61,000	72,638	413,771

17. OPERATING LEASES

Total commitments under operating leases were as follows:

	2025 £	2024 £
For leases expiring:		
Within one year	39,692	39,123
Two to five years	-	2,244
Over five years	-	-
	39,692	41,367

18. RECONCILIATION OF NET INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2025 £	2024 £
Net income for the reporting period (as per the Statement of Financial Activities)	130,162	(122,643)
Adjustments for:		
Depreciation charges	3,289	3,406
Interest from investments	(8,526)	(4,459)
(Increase) / Decrease in debtors	(9,374)	42,581
Increase / (Decrease) in creditors	(1,709)	54,643
Net cash provided by (used in) operating activities	113,842	(26,472)

NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2025

19. RELATED PARTY TRANSACTIONS

The charity leases its main office premises from Tindlemanor Ltd, a company in which LAWRS holds a share as part of its leaseholder arrangement in the building. The Chief Executive Officer ("Director") of LAWRS is also a director and shareholder of Tindlemanor, solely to meet the leaseholder requirements. The Director receives no personal benefit from this position.

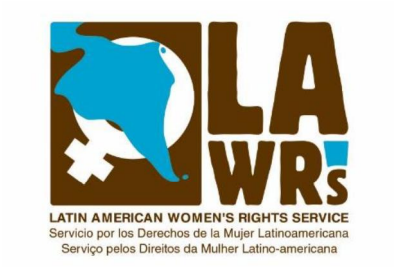
20. CONTINGENT LIABILITY

Subsequent to the year end, legal proceedings were initiated against a staff member in relation to work undertaken on behalf of the charity. LAWRS is not a named party to the proceedings. The trustees are advised that any potential liability would be covered by the charity's professional indemnity insurance. No provision has been made in these accounts.

LATIN AMERICAN WOMEN'S RIGHTS SERVICE

England & Wales - Charity number 1075163

Accounts



COMPANY REGISTRATION NO. 3480722

REGISTERED CHARITY NO. 1075163

LATIN AMERICAN WOMEN'S RIGHTS SERVICE

(a company limited by guarantee)

REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2024

LATIN AMERICAN WOMEN'S RIGHTS SERVICE

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COMPANY INFORMATION

Trustees	Laura Somoggi (resigned 18 November 2023) Vanessa Gabriel-Robinson Daniella Dávila Aquije (resigned 18 November 2023) Renata Neuwirth Peppl Sandra Hayne Andrea Bustamante Vivas (appointed 18 September 2023) Fernanda Munhoz (appointed 18 September 2023) Isabel Graeffin Von Medem (appointed 18 September 2023) Maria Rosa Torres Sejin (appointed 18 September 2023) Silvana Grossi (appointed 18 September 2023) Sofia Condes Diaz-Martinez (appointed 18 September 2023) Mariana Brandenburgo (appointed 15 July 2024)
Secretary	Gisela Valle
Chief Executive Officer (known as Director)	Gisela Valle
Registered office	Tindlemanor 52 - 54 Featherstone Street London EC1Y 8RT
Bankers	Unity Trust Bank four Brindleyplace Birmingham B1 2JB
Auditors	Knox Cropper 65/68 Leadenhall Street London EC3A 2AD
Company registration number	3480722
Registered charity number	1075163

REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2024

The trustees, who are directors of the company for Companies Act purposes, present their report and the audited financial statements for the year ended 31 March 2024. This is a directors' report required by S417 of the Companies Act 2006.

The trustees confirm that the financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and 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) (effective 1 January 2015).

STRUCTURE AND GOVERNANCE

Governing instrument

The Latin American Women's Rights Service (LAWRS) is a charitable company incorporated on 15 December 1997 and registered as a charity on 19 April 1999. 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. In the event of the company being wound up members are required to contribute an amount not exceeding £10.

Recruitment and appointment of directors

The directors of the company are also charity trustees for the purposes of charity law. Under the company's Articles they are known as company directors.

LAWRS is a membership organisation. Members (91 as of 31 March 2024), are entitled to vote and to stand for election to the Board of Directors at the AGM. Directors are elected to serve for one year at a time. Under the requirements of the Articles of Association, one third of the Board members, specifically those who have been longest in office since the last election, shall retire from office. A retiring officer shall be eligible for re-election. Directors are entitled to appoint new directors for vacancies on the Board to ensure it has a range of skills and competences.

Organisational structure

The Board of Directors is responsible for strategic direction, policy-making and overall control of the charity. Members bring a variety of backgrounds and skills relevant to their governance roles and LAWRS' work. The Company Secretary attends Board meetings but has no voting rights. In addition to office holding posts (chair, vice chair and treasurer), individual trustees support specific areas of the work as lead trustees for specific projects, and are accountable to the full committee.

The Board meets every one to two months. The Board of Directors makes decisions on strategy, compliance, accountability and monitors risk, budget, and operations. As part of its work, the Board approves the charity's business plan, annual work programmes, annual budget and receives quarterly financial reports to control the charity's performance against budgets. Day-to-day operations, staff management and operational decisions are delegated to the Director who receives supervision from the Chair.

Directors' induction and training

Following election/appointment each new director receives a Trustee Information Pack detailing roles and responsibilities, legal and financial information of the company, its business plan and its operational policies. A trustee induction is delivered following election of new members, which may include spending some time offices of the charity to acquaint themselves with everyday operations, staff and services. The company secretary shares opportunities of external training with Board members. During the reporting year, all new trustees attended training on the role and responsibilities of charity trustees, including specialist training on Charity finances (delivered in-house). They also attended any other training as required.

Risk mitigation

The trustees reviewed their risk assessment on 14 October 2024. The trustees at various meeting during the year have examined likely risks of constitutional, financial, governance, management, operations, fundraising, external influences, human resources and health and safety and agreed measures to reduce and mitigate risks. Agreed actions, systems and procedures to mitigate risks have been implemented or are in the process of being implemented.

Policies and legislation affecting migrant women, cuts in the welfare system, reduced avenues to access justice, the increase in cost of living crisis, and the demonisation of migration coupled with increased demand for services, against a reduction in funding continue to present risks to the financial sustainability of the organisation. Despite good results this year, the Trustees continue to consider measures to mitigate risks associated with dependency on grant funding and continue attempting to diversify funding streams and secure financial sustainability.

OBJECTIVES AND ACTIVITIES

Summary of Charitable Objects

The purposes of the charity as set out in the Memorandum of Association are: "To promote any charitable purpose for the benefit of Latin American women and their children living in the UK by providing advice, information and support in the areas of welfare benefits, health, housing, education, employment and training, immigration, family and the relief of poverty and distress".

LAWRS' mission is "to pursue equal rights and social justice for all Latin American women and migrant women in the UK". The work of LAWRS is guided by three strategic drivers which are: combating poverty; tackling gender-based violence; and nurturing full participation in our new communities. These drivers are underpinned by a common thread which is to contribute to creating an environment that protects migrant women's physical integrity and security and provides us full and equitable economic, social and political rights.

Public benefit

The trustees have received briefing and training to ensure that the work of LAWRS adheres to the Charity Commission's guidance on "Charities and Public Benefit" and strictly furthers LAWRS' charitable purposes for public benefit. In implementing their duties under Section 4 of the Charities Act 2011, the trustees considered the restrictions to benefit a section of the public, based on ethnic/national origin, and gender, to strictly fall within our charitable objects. No other restrictions apply in terms of access to facilities, degree of need or any other factors, and our services are free.

Who used and benefited from our services?

Latin Americans are the second fastest growing Non-EU migrant groups in the UK (Towards Visibility, 2016), and approximately a quarter of a million in the UK.

Most Latin American migrant women (LAMW) are in employment but are seriously affected by "in-work poverty" surviving on incomes below the official poverty line. Despite being highly skilled, most of our service users (SUs) work in low-paid/low skilled jobs as domestics, cleaners, in catering, hospitality as well as in outsourced sectors that are gender segregated, over-exploitative, and unregulated. Most experience housing problems and "hidden homelessness" living in insecure and overcrowded, sub-standard private rented accommodation. Access to public services is low; and fewer than 20% access welfare support. Affected by intersectional discrimination on the basis of race, gender and migration status, most of our service users are also subjected to gender-based abuse.

Despite heightened vulnerability to abuse, factors such as - but not limited to - legal status, age, class, race, disability, lack of English skills and of system knowledge, make it harder for Latin American women to assert their rights. By offering specialist services with a holistic and women centred approach, LAWRS offers a much-needed response to women's complex and multiple needs; while continuing to uphold, promote and extend Latin American migrant women's rights.

In 2023 - 24 LAWRS' services enabled 1,473 LAMW women to benefit from our services.

When engaging with our services our clients must complete an equal opportunities form. This helps us keep track of the composition of the women we support. Over the last year, the majority of women we supported were from Colombia (24%), Brazil (21%), and Ecuador (19%). Most of them were aged between 25 - 54 years old (80%). The women we supported identified with the varied ethnic identities that make up Latin America in the following ways - mixed Latin American (49%), white Latin American (22%), indigenous Latin American (20%) and black Latin American (4%).

We are a trans-inclusive, women-only organisation. Only 0.54% of the women we supported identified as trans. Most women we supported identified as heterosexual (95%), with 2.81% identifying as part of the LGBTQ+ community.

Additionally 22.51% of our beneficiaries experience disabilities including mental health conditions, physical impairment, sensory impairments and learning difficulties.

The majority of the women we supported were single (37%), married or in a civil partnership (33%), or divorced or separated (26%), with 48% as the primary carer of a child/children under 18.

English language is one of the biggest barriers for our community and 70% of the women we supported indicated they needed an interpreter.

ACHIEVEMENTS AND PERFORMANCE

Thriving in a challenging context

As a 'by and for' migrant women's service, we are operating in an increasingly difficult environment of erosion of migrants rights, challenges to women's and ethnic minorities rights, crisis in public services and the economic effects of the cost of living and Covid crises of the last few years. This combination of factors had led to increasing the precarious living and working conditions of Latin American women, making them more vulnerable to gender-based violence and exploitation.

This makes our role in supporting our community more critical than ever, as we provide culturally sensitive support, and often the only safe space for our beneficiaries to receive help in their native language. Whilst making our services indispensable, it also means we are facing immense pressure to meet the needs of the women we support. As need continues driving up demand and restrictive and regressive rights measures close avenues for safety and support we continue working holistically and creatively to help Latin American women navigate these challenges, with trauma informed and beneficiary-centred services that address the complexities of their lives.

As before, we continue to reflect our beneficiaries' experiences in policy, advocacy and campaigning spaces to demand changes to the structures and systems that disadvantage migrant women, for the benefit of all. Our policy and campaigning work continues maturing and the recognition of our vital message continues to grow as more spaces are open to us to demand social justice. Our partnerships and collaborations also reflect this maturity as we are able to deepen our intersectional work to support those women who are at the margins of society.

As an organisation we continue to experience increasing challenges that come with supporting minoritised migrant women, including the current housing and immigration advice shortages and the increased competition for the funds that are necessary to support our work. However, we haven't allowed this to deter us, as we continue to change and adapt, demonstrating resilience and finding new ways of providing a vital lifeline for our community. As a result we continue building deep trust within our communities, providing safe spaces where our service users feel heard and supported and providing opportunities for them to raise their voices, make their struggles known and imagine a better future for themselves, their families and communities.

1. Specialist services for Latin American migrant women in the UK

LAWRS successfully continued to deliver its frontline services on general advice, prevention of VAWG and counselling, following a holistic approach. This implies delivering multidisciplinary casework, creche services, peer to peer support, access to empowerment and social change programmes, whilst recognising the intersectional needs of women and girls due to their identities and social position.

We continue to offer a hybrid model of support, providing more flexibility for the women who access our services. For many, remote support continues to be beneficial in terms of convenience and reduction of travel costs. For others, it provides a safe space to access our services, including creche for mothers of young children.

Our approach and methodologies enable women and girls to access information on various issues and concerns that directly impact their rights, find safety after surviving violence and gain support from their peers and counsellors to overcome trauma caused by violence in all its forms.

In the reporting period 2023 - 24, LAWRS supported 1,473 Latin American women. The following key figures illustrate the many ways in which we provided support:

- Case working

Domain of change	Indicator progress[1]
Women accessing general advice and information	576 women accessed 996 advice sessions provided by LAWRS advisors.

[1] Figures should not be read accumulative. A woman may consult LAWRS on a variety of issues. Following our holistic approach, each team will refer cases to another team when a woman requires more information or support once she has given consent to pass forward her case.

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	Advice was given on the following issues: 236 cases on housing (289 sessions) 222 cases welfare benefits (303 sessions) 93 cases on employment and employment rights (151 sessions) 107 women accessed the EU settlement scheme service (213 sessions) 233 women access advice on other services 217 women accessed our legal surgeries with ITN and Duncan Lewis solicitors: 96 received immigration legal advice 121 received family and children's rights legal advice In total, 247 sessions were provided.
Women supported through counselling and overcoming trauma	154 women accessed our counselling services: 90 women received an initial need assessment 94 received 1-2-1 therapy 75 women accessed emotional support sessions In total 799 sessions were provided.
Women survivors of violence supported to find safety	259 women accessed 1,046 sessions of VAWG advice 84 of the women supported have No Recourse to Public Funds 15 women accessed 15 sessions of peer-to-peer support.
Women accessing services through the Helpline[2]	704 women accessed initial advice and referrals to services through the Helpline (1,216 sessions).

The helpline has continued to provide an entry point to our services, with agents delivering outstanding service driven by their commitment to support the community while expanding their knowledge and experience. Many of our volunteer agents have successfully moved on to secure employment, a testament to the mutual benefit of the program, where we invest in their development, and they project excellence in their roles. Unfortunately, growing demand, fuelled by word of mouth and LAWRS' reputation for excellence, poses challenges. As expectations rise, agents often encounter frustration from service users when services are unable to meet the increasing demand.

- Workshops and training

Objective of workshops and training	Indicator progress[3]
Women participate in workshops to strengthen their knowledge, skills, and capacities	Number of workshops per theme 4 on Employability

[2] Running from Monday to Friday between 11 am and 1 pm.

[3] Figures should not be read accumulative. A woman may consult LAWRS on a variety of issues. Following our holistic approach, each team will refer cases to another team when a woman requires more information or support once she has given consent to pass forward her case.

	6 on Financial Awareness, and Employment, Tax, Housing and Welfare Benefits System 5 on EU Settlement Scheme 5 on mental health and wellbeing 2 on school registration in Southwark 200 participants benefited from 22 workshops.
Raising awareness workshops with the Latin American community and professionals	15 presentations of the VAWG service to external stakeholders 4 training sessions for professionals on VAWG Healthy relationship workshops for 224 students Workshop for professionals in school settings supported 116 professionals 123 members of the Latin American community were reached through community outreach activities aimed at supporting young people's healthy relationships
Supporting women to overcome language barriers	194 women participated in the Language Café

Migrant women are facing multiple, intersecting crises that compound their disadvantages, particularly in areas such as immigration, housing, and violence against women and girls (VAWG). These overlapping issues create complex challenges that make it difficult for women to navigate services and access the support they need. The combined impact of these crises often leaves them in precarious situations, vulnerable to further harm, and without adequate protection or resources. Addressing these challenges requires a coordinated, multi-sectoral approach to ensure that migrant women receive comprehensive and effective support.

Below we outline the main issues our teams have been dealing with over the last year:

Housing

The increase in destitution and homelessness, particularly among entire families, has become a growing concern as local authorities reduce their involvement in providing essential services. Citing a lack of resources, authorities have delayed decision-making processes, with cases taking anywhere from 4 to 6 months to resolve. Many families are forced to share inadequate living spaces or, in more extreme cases, share communal accommodations. This prolonged uncertainty has led to a rise in frustration among service users (SU). These delays are also affecting our service, as many cases require ongoing advocacy with multiple instances of contact with local authorities.

Despite these challenges, advocacy efforts have seen some success, with 35% of cases achieving positive outcomes, securing stable housing without the need for shared facilities. These successes have motivated the team to continue, while also encouraging us to refine our strategies for more effective interventions.

Immigration

The service faces significant challenges due to limited capacity and legal restrictions, which only allow us to take on certain cases. This makes it difficult to meet the growing demand from service users, which also has an emotional toll on the team as there is sometimes no other option but to turn people away. Furthermore, there is a general shortage of capacity within the sector, meaning that even signposting to other organisations is challenging when LAWRS lacks the resources or expertise to assist. Despite these hurdles, the immigration casework has grown, thanks to our collaboration with Refugee Action, who have been supporting our work. While the range of services remains limited, the cases we have handled have led to successful outcomes, with clients securing the correct legal status.

Welfare benefits

We have achieved significant success in handling appeals, with favourable outcomes for many service users. Additionally, welfare benefits cases have generally been straightforward to manage, allowing us to provide efficient and effective support to those in need. This success reflects the expertise and dedication of our team, as well as the strong processes we have in place to guide users through complex systems with ease.

Mental health

The immense pressures our beneficiaries face are intensifying an already critical mental health crisis, particularly within the context of overstretched services, including our own. In response, our counselling team has been providing emotional support sessions as one-off resourcing appointments (representing an increase of 33% in relation to the previous year) for women on our waiting list, in addition to offering wellbeing workshops for the wider community.

Many of the women seeking our counselling services are juggling multiple jobs, often in exploitative and unsafe environments such as the higher-paying informal market or the sex industry, which significantly increases their stress levels. Despite their need for mental health support, the financial pressures they face and the constant need to secure income leave them with little mental space. This difficult choice between attending counselling or working additional hours has, in some cases, resulted in disengagement from our services.

For Latin American migrant women, who are often the primary breadwinners supporting both children and extended family members, these stresses are not limited to one generation. Through our young women's project, Sin Fronteras (SF), we have seen how mental health issues are becoming even more urgent for Latin American young women and girls. Their home life, social life, access to healthcare, educational progress, and their families' financial stability and job security have all been impacted since the pandemic, making mental health a critical issue across multiple generations.

VAWG

The increasing precarity faced by many Latin American women continues to heighten their vulnerability to violence. Women seeking to leave abusive relationships are confronted with impossible choices: staying with their abuser for financial security or leaving and being forced into exploitative situations such as so-called "sex for rent" (a form of sexual violence) or other survival mechanisms. These strategies often expose them to further abuse and exploitation. The most vulnerable women, particularly those with No Recourse to Public Funds (NRPF), including undocumented and asylum-seeking women, are frequently denied access to safety and support.

To effectively support these women, our specialist Violence Against Women and Girls (VAWG) team, alongside all LAWRS service teams, operates with a clear understanding of how immigration status intersects with every aspect of their lives. This awareness enables us to advocate effectively within a system that discriminates against and dehumanises migrants, placing their safety at further risk.

2. Speaking up: Working for Social Justice

The UK's political landscape has been challenging, with fewer opportunities to lobby and influence a government that had doubled down on anti-migrant rhetoric and legislation and that was decreasing interest in the evidence presented by the charity sector and in complying with international law.

This year's policy work was also impacted by the General Election. This made engagement with the main political parties difficult as controlling migration and anti-migrant discourses were featured heavily in the narrative of the campaigns.

Despite these challenges, LAWRS has continued its advocacy work in the areas of Violence Against Women and Girls, and Labour Exploitation.

Safe reporting mechanisms for migrant women

Throughout this year, we remained committed to advancing our goal of establishing safe reporting mechanisms for migrant victims of crime by advocating for the implementation of a firewall between the police (and other statutory services) and Immigration Enforcement.

As the Victims and Prisoners Bill, on which we began our work the previous year, continued to progress through Parliament, we deepened our collaboration with key stakeholders. In December 2023, the bill returned to Parliament. While the long-anticipated bill aimed to improve access to justice and support for all victims of crime, it notably excluded migrant women. We worked closely with the Domestic Abuse Commissioner to introduce a firewall amendment that would put the needs of migrant victims of VAWG and modern slavery on the agenda. Although our efforts to amend the Victims and Prisoners Bill were initially affected by the upcoming General Election and Labour's shift in support for migrant victims, particularly as the bill moved to the House of Lords, we successfully tabled and debated the amendment in both Houses, securing cross-party support and ongoing backing from the London Victims' Commissioner.

As part of the advocacy work to influence the Victims and Prisoners Bill, in November 2023 and February 2024, we launched a successful social media video campaign asking people to contact their MPs, which featured key stakeholders that are supportive of the firewall. The campaign also included the testimony of Melanie*, a victim/survivor and of both LAWRS Policy and Communications Managers. It was shared by over 40 organisations from the VAWG and modern slavery sectors.

Our work on the Victims and Prisoners Bill during this reporting period has been a valuable opportunity to strengthen our presence in Parliament, shape the discussion on this critical issue, and further enhance our relationships with key parliamentarians in both Houses.

Recognising the challenges of influencing national policy, we have also expanded our efforts at the local level and seized opportunities to lobby and advocate at the international level.

At the local level, we deepened our collaboration with Surrey Police, supporting their Domestic Abuse lead in drafting a firewall policy, which has been presented to the National Police Chiefs' Council (NPCC). This growing recognition of the need for a firewall is largely due to LAWRS' pivotal role in connecting various police forces at the local level, ensuring equal protection for migrant victims.

At the international level, LAWRS took a leading role in the campaign to evaluate the UK's implementation of the Istanbul Convention. In December 2023, we co-submitted a joint shadow report to GREVIO, the independent monitoring body overseeing the Convention's implementation, supported by a coalition of 58 organisations. We played a key role in coordinating the drafting of Chapter Seven on migration and asylum, alongside Rights of Women, where we reiterated our call for a firewall. The report highlighted systemic failures by the government in addressing violence against women and girls (VAWG).

As part of this process, we engaged with the Equality and Human Rights Commission (EHRC) to influence their evaluation report. In March 2024, the EHRC published their report, urging the government to fully ratify the Convention. Notably, the report included a section on migrant victims and data-sharing practices, recommending an end to sharing personal data for immigration enforcement purposes.
*name has been changed to protect the woman's identity

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In February 2024, we participated in a roundtable discussion during the visit of the UN Special Rapporteur on VAWG to London, where we presented both oral and written evidence. We underscored the harmful effects of data-sharing practices with immigration enforcement and advocated for the implementation of a firewall.

Earlier this year, we also contributed to a joint submission with Advocates for Human Rights and Hibiscus Initiatives to the Human Rights Committee, addressing the UK's compliance with the International Covenant on Civil and Political Rights. The report emphasised the detrimental impacts of hostile environment policies on the rights of Black, minoritised, and migrant women, including the need for a firewall, and recognised LAWRS' leadership in advocating for these essential changes.

New areas of work

Introducing a firewall has been and will continue to be our policy key priority. Through our frontline work, LAWRS has access to very powerful qualitative evidence of the harms to migrants of data sharing, but we also recognise the power of quantitative data in creating leverage for change. Our successful recruitment for our new Research and Engagement Officer role is facilitating work with our frontline teams to improve our data collection to capture the extent of the number of women we support who fear reporting to the police. To complement this frontline data we will also be looking to increase the use of Freedom of Information (FOI) requests in our policy work and we are looking to collaborate with organisations that have experience of submitting successful FOI requests.

Work to highlight the particular experiences of migrant women in the Family Court is recent for LAWRS; our frontline colleagues share evidence and trends. This year, we continued progressing our presence by joining a working group focused on VAWG and the Family Courts, which are coordinated by Women's Aid and Rights of Women.

Partnership work

In April 2023, as lead members of the Communication Barriers Working Group, we published the 'Listen To Us!' report. This report highlights how statutory bodies are failing black, minoritised, migrant, Deaf and disabled women and girls victims-survivors of VAWG.

This year, alongside Southall Black Sisters, Safety4Sisters, The Angelou Centre and Ubuntu, we've continued to work on bringing attention to the endemic harm of VAWG and the effects of migrant victim-survivors with NRPF. As part of our project we worked on gathering evidence which will be published in a report later in the year.

We continue to participate in the Victims' Reference Group coordinated by London's Victims Commissioner, Claire Waxman. The group was very active in coordinating the response to the Victims and Prisoners Bill and advocating for safe reporting mechanisms.

We continue to chair the Labour Exploitation Advisory Group (LEAG) coordinated by FLEX. This has allowed us to better coordinate influencing for party manifestos, making the case for safe reporting and protecting migrant workers' rights. The group also published a joint research project, "So I decided to carry on…": The Continuum of Exploitation in Practice, which unpacks the factors that produce the risks of labour exploitation and submitted a joint response to the House of Lords Select Committee's call for evidence on the impact and effectiveness of the 2015 Modern Slavery Act which included a LAWRS case study.

Survivors engaging in policy work

This year, we completed our research on the experiences of Latin American domestic workers in the UK, 2023 in a report titled Behind Closed Doors: Experiences of Latin American Domestic Workers in the UK.

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We have been able to include the testimonies and experiences of Latin American migrant women facing the cumulative impacts of the cost of living crisis, ever more hostile immigration legislation and the crumbling of statutory services provision as evidence in response to the consultations the government has published during this reporting period, such as their proposals to increase employment tribunal fees, to introduce fees for OISC advisors providing free immigration advice, and British Home for British People etc. If these proposals go through, they will serve to make migrant women even more vulnerable. Partnership work has been crucial to submitting evidence of the harm they would bring.

Communications

Since Covid, LAWRS has transitioned to hybrid working conditions. To address the challenges of maintaining and improving communication and LAWRS's holistic approach we introduced an internal monthly newsletter. Our newsletter has permitted each team to share their work and achievements. This has had a positive impact on our external work, considering that all the evidence we base our campaigns on comes directly from the trends we identify.

During this year, LAWRS completed 40 years of existence. A video was created highlighting the importance of why LAWRS first began and how this is still relevant today. It shares the experience of current and past colleagues and service users and the impact LAWRS has had for the community. LAWRS remains committed to increasing the visibility of the issues we work on.

Our Communications Officer has also started to develop a media engagement strategy and plan.

Expanding our scope/focus

In the last year, our service has seen an increase in the need for support from Latin American women coming from Central America who are seeking asylum. Many of them have been placed in unsuitable accommodation such as hotels. The policy team is currently undertaking research to understand the particular experiences of these women in order to influence policy-making.

As migrant communities have been made more vulnerable by the dismantling of support services and their exclusion from them, we have seen a rise in cases of exploitation, especially in complex cases where VAWG and exploitation intersect, yet specialist support services for migrant victims of labour exploitation and modern slavery are few and far between. LAWRS has the expertise of working across and at the intersection of these issues - VAWG, modern slavery and immigration - but we are lacking the capacity to meet the demand. Investment in this area of frontline work would help us provide unique evidence for our policy work on the needs of the most vulnerable migrant workers.

Survivor's story

Teresa* arrived in the UK on a tourist visa with her child. They were fleeing persecution in their home country and arrived in the UK with very limited funds. In trying to seek help, Teresa was introduced to a family that offered them a room in exchange for taking care of the family's children, cooking and cleaning the house. With no other options available to her, Teresa accepted the offer.

Teresa worked 18 hours a day, from 7 am to 1 am. She was not able to take breaks and had to cook and clean even on weekends. Teresa was not allowed to leave the house, apart from when taking the kids to school. She was threatened with being arrested whenever she tried to leave. Teresa and her child became overstayers during her exploitation and Teresa was repeatedly told that she would not be able to find a job or receive any help because of her immigration status. She was told that if she did not follow orders, she would be deported and have her child taken away from her. Teresa was also told she was not allowed to register with GP because she was undocumented despite needing medication for a thyroid condition.

Only when Teresa met another woman who invited her to come and live with her were they able to finally leave. They moved in with this woman, and both slept on sofas in her living room. Teresa was given LAWRS' number by someone at a food bank who explained to her that she had been a victim of modern slavery. LAWRS helped Teresa get a referral into the National Referral Mechanism (NRM), but faced a huge backlog from First Responders.

Whilst LAWRS was trying to secure support for Teresa, a tenant at the host's house tried to rape Teresa in front of her child. Teresa was told by her host not to report the assault to the police as she was undocumented and they would deport her. For this reason, Teresa was afraid of any engagement with the police, including for a referral to the NRM. The host then asked Teresa and her child to leave as she did not want any trouble.

With Teresa and her daughter at risk of destitution, LAWRS referred them to Children Social Services (CSS) under section 17 of the Children's Act, but CSS did not respond to the referral. CSS were notified that Teresa was a victim of modern slavery, but they did not make a referral to the NRM. NRM referral requests sent to the local authority also went unanswered. During this time, the person that had introduced Teresa to the family that exploited her got in touch to say he knew someone else that could help her. Teresa knew she could not trust this person, but was also facing limited options. An NRM referral was finally submitted two months after LAWRS began searching for a first responder to support Teresa. Teresa received a positive reasonable grounds decision and was finally able to access safety. Three weeks later, Teresa was rushed to hospital with symptoms of cardiac arrest, having still not been supported to register with a GP.

The difficulties and delays Teresa faced in accessing the support she is entitled to as a victim of modern slavery put her at severe risk of destitution and re-exploitation and exposed her and her young daughter to gender-based violence. It also delayed the support she required to register with a GP which led to health complications which put her life at risk.

*name has been changed to protect the woman's identity

Survivor's story

Carola* was brought to the UK under a lie, having been told that she did not need a visa to work here as a domestic worker for 6 months. She worked 6 days a week, 16 hours a day, and received £1.92 an hour. She was isolated, did not speak English and did not know what the National Minimum Wage was in the UK. She was paid twice: once after the first 3 months, and again after the second 3 months, and deductions were made for the flight that the employer had paid. After sending money back home she was left with no financial safety net to leave this exploitative situation. After the first 6 months were up, Carola was not allowed to leave the house and her passport was taken from her without her knowledge. Carola only managed to escape when her employer went out and forgot to lock a door. She was owed 3 months wages when she escaped.

After a while Carola found LAWRS via a friend. LAWRS explained that she had been a victim of exploitation and that she could be referred to the National Referral Mechanism (NRM). Her case was referred to a first responder and Carola initially received a negative reasonable grounds decision. LAWRS made a reconsideration request to the Single Competent Authority and Carola finally received a positive decision and is receiving support.

Carola had a baby in the UK and as a result of being undocumented she had accumulated a debt with the NHS of over £9000. The hospital refused to recognise her as an exempt patient as per NHS guidance, despite her receiving a positive reasonable grounds decision. She was referred to Maternity Action and after four months of advocacy her debt was cancelled, but only after her case was escalated to Public Health England.

Carola was also offered the opportunity to be referred to the Unpaid Wages Project so she could recover unpaid wages from her exploiter, but chose not to go ahead with making a claim at the employment Tribunal for fear of having to re-engage with her exploiters.

*name has been changed to protect the woman's identity

3. Migrant women as agents of structural and systemic change

In this strand of our work, we also continue strengthening the opportunities for women from the Latin American community to organise and act as agents of social change through the Sin Fronteras and WARMI projects and the Volunteer programme.

Sin Fronteras

The Sin Fronteras project focuses on empowering Latin American girls and young women (LAGYMW) aged 14-24 in London. Over the first year of our new three-year project (April 2023 - March 2024), the initiative provided 22 activities, including group sessions, one-to-one support, and educational advice, to help participants develop critical thinking, well-being, and peer support networks.

Key activities included 6 group sessions on topics like wellbeing, critical thinking through the use of art, and campaigning work. They were also offered 25 one-to-one appointments, 13 internal and external referrals, 6 university access appointments, 5 youth therapy processes, and 13 policy and advocacy activities. The project also published a peer-research report titled "Voices of young Latinas: Peer research into tackling violence against women and girls (VAWG)" alongside a social media campaign using illustrated images to promote gender equality and social change.

A key part of this project, the Young Women's Advisory Board (YWAB), launched in September 2023, provided 13 young women with leadership and advocacy training, focusing on tackling VAWG and addressing the needs of migrant women. The main objective of the programme is to develop a safe and collaborative space where participants increase their ability to influence decision-making to the benefit of young Latin American migrant women and to co-create LAWRS' advocacy work on young migrant women. The YWAB members engaged in practical learning, producing a policy brief and a social media campaign.

Despite some engagement challenges, particularly due to the post-pandemic effects on young people's social skills, the project has positively impacted participants by boosting their confidence, leadership, and advocacy skills. The project plans to expand its work by introducing more regular sessions, increasing outreach, and advocating for migrant women's rights through policy recommendations and campaigns.

Sin Fronteras in numbers:
29 participants
47 sessions delivered
24 one-to-one appointments
4 individual educational advice sessions
8 YWAB Board Meetings
4 YWAB Leadership & advocacy training
4 wellbeing sessions
2 critical thinking sessions
1 activism event (YWAB Partnership event)

WARMI

WARMI, our community activist group, has been an important space for Latin American women from diverse backgrounds to meet, engage in intersectional feminist discussions and to use their lived experiences as foundation to create campaigns and to inform the wider Latin American community.

The beginning of this financial year found Warmi in the final stages of a project in partnership with Focus on Labour Exploitation (FLEX), aiming to develop more sustainable corporate responses to the inequalities exacerbated by COVID-19 and a corporate human rights due diligence framework for domestic service sector supply chains that is informed by workers' experiences during the pandemic. For this project, Warmi carried out 8 online focus groups on different topics such as working hours and National Minimum Wage, different types of leave, immigration and discrimination, health and safety, freedom of association, grievance mechanisms, sexual harassment and forced labour. The project engaged 13 Latin American cleaners, whose participation was paid.

In 2023, WARMI attended the International Women's Day banner-making workshop and the Million Women Rise March. We have also had two sessions on the sick pay campaign led by the Centre for Progressive Change. These initial activities made clear the impact of the cost of living crisis in our community. For example, in the first sick pay session participants had to cover their transport fare, and 2 participants attended the session. For the second one, refreshments and participation were paid. 25 people subscribed in a couple of days and we selected 8 of them due to budget limitations. They all attended and arrived on time for breakfast. Session was on the sick pay campaign but we had participants sharing heartfelt stories and crying of sadness and in search of comfort.

This is just an example of many others where members of our community come to us sharing despair. Like a 62 years old woman from Ecuador described *'After all I have experienced, my mental and physical health are on the floor but I can only keep going'*.

In collaboration with one of LAWRS' former volunteers, Nickolle Mahaleth Carrasco, WARMI and the outreach team delivered of 6 wellbeing sessions, consisting of 3 on self-defence, 1 on Gong Bath and 2 on healthy relationships to support survivors of VAWG's journey to recovery. In each session, LAWRS offered transport fare for each participant, snacks and lunch. We had over 70 people attending the sessions and 55% attended more than one session.

The numbers and feedback show that our community still appreciates spaces where they can safely share experiences, learn, grow and plan a brighter future together but that more than ever, they need support to be able to do so. *'It helps that we receive £10 every time we come and that we can eat together as transport and food are so expensive at the moment'* said one of the participants. During lunch time, WARMI Coordinator talked about Community Organising and asked participants about their pressing issues and about the changes they would like to see for our community. Most expressed difficulties in accessing services such as the NHS and mentioned discrimination in those spaces.

4. Supporting LAMW's integration

Southwark Outreach

The Southwark Outreach project seeks to improve access to community services, community support, well-being resources, and volunteering opportunities for Latin Americans in the borough. This project is delivered in partnership with Indoamerican Refugee and Migrant Organisation (IRMO), who delivers the support needed for accessing volunteering opportunities.

This year, LAWRS' outreach project in Southwark engaged with 1,638 Latin American women through a range of channels, including 281 referrals, 431 workshops and events, 249 wellbeing sessions, 47 debt

surgery, 53 yoga sessions, and 297 one-to-one appointments, and inquiries via telephone, text and email. The project stays in touch with the community by disseminating information about our services and activities on a weekly basis through social media and WhatsApp.

The outreach project provides another channel for LAMW to access support, such as one-on-one appointments with the Southwark Outreach Coordinator or with our specialist advisors on VAWG, Welfare Benefits, Housing and Debt (WBHD), and mental health.

Additionally, the project provided informative workshops and webinars on the most relevant issues facing LAMW. This year 32 workshops held during the reporting period contributed to increasing women's awareness of numerous topics (e.g., mental and physical well-being, access to Generalist Advice, employability, VAWG and healthy relationships, tenants' rights, voting rights, vaccinations and access to the NHS, employment rights, energy advice, identity and motherhood, the importance of volunteer work, cost-of-living crisis, and managing stress and anxiety and digital assistance). These were delivered in collaboration with other LAWRS teams and with external organisations such as Citizens Advice Southwark, IRMO, Southwark Latin American Network (SLAN), Streatham Primary Care Network, NHS South East London, UK Chagas Hub, Davis Peace Project, Migrapreneur, Aymara, SELCE, Money A+E, Cancer Research UK, Maternity Action, Parent Action, and CLAUK.

Alongside this, the project also engages in advocacy work at the local level in Southwark to bring attention to our community's needs and communicate how our organisation is working to address those needs.

Over this year, 194 women accessed the Language Cafe, our weekly informal English conversation classes. It continues to be the most attended activity reflecting the continued need amongst the community to learn English and to access free classes.

At Espacio Mamá, our Latin American mums group, we ran workshops related to Mental Health; Vaccination and access to NHS; Employment Rights; Energy information; Healthy Relationships; Identity and motherhood; Managing stress & anxiety; and Digital assistance.

LAWRS Volunteer Programme for Latin American women

This year, our volunteer programme recruited and supported 39 Latin American women as volunteers for LAWRS, playing a crucial role in expanding the capacity of our organisation. Volunteers are integral to every area of our work, and during this reporting period, they generously contributed 1,025 hours of counselling, 4,125 hours of casework and administrative support, 3,037 hours of helpline support, and 2,627 hours of interpretation. Without our volunteers, we would not have been able to continue running our helpline, originally set up in response to the Covid-19 pandemic, which has since transformed how we operate.

Volunteering with LAWRS offers Latin American women valuable work experience and professional skill development, helping them transition into better-paid and more secure employment. Our volunteer programme serves as a pathway out of exploitative, low-paid sectors. During this reporting period, 27 volunteers secured employment and 6 pursued further education.

Our Volunteers Coordinator continues to improve our monitoring tool to help supervisors better capture the breadth of volunteer work and the skills they develop. This tool goes beyond simply recording hours, documenting volunteer tasks, training completed, and supervisor feedback, which allows for richer reference letters and demonstrates the effort involved in both volunteering and supporting volunteers. With the increased need for supervision, debriefs, and care for volunteers, this tool will help us showcase the importance of funding for the programme. Despite a high number of volunteers, we have not yet been able to scale up the capacity of our Volunteers Coordinator, making this support even more critical.

Training in the community

Healthy London Healthy Relationships - Schools Prevention Project

Healthy London Healthy Relationships is a project that supports young people to understand and develop healthy relationships from an intersectional perspective. The project aims to take a whole school approach, by including students, staff, and parents, in trainings about healthy relationships looking at issues such as domestic abuse, sexual abuse, consent, and toxic masculinity with information on how to find help.

LAWRS works with schools with high levels of diversity such as Lambeth, Southwark, Croydon, and Lewisham. In this reporting year LAWRS engaged 224 students in workshops about healthy relationships, trained 116 professionals, and reached 123 members of the school setting community through outreach activities.

This project continues to reveal how important it is to work with young people on this topic. Many of the students we engaged had not heard about healthy relationships but knew from experience what was not healthy. Young women and girls have a better understanding about sexism and violence against women and girls, either through their own experience or via their mothers. However, this is not mirrored by an understanding of sexism and toxic masculinity by boys, reinforcing harmful patterns of behaviour. By addressing these issues at younger ages LAWRS supports a preventative approach to eliminating violence against women and girls.

PLANS FOR 2024-2025

Our plans for the new year are the following:

- Launch a new business plan to inform our strategy for the next five years.
- Continue helping Latin American women through the aftermath of the Covid-19 pandemic and its combined effects with the increase of cost-of-living crisis.
- Increase our capacity to provide specialist immigration advice services by achieving OISC Level 2 accreditation.
- Increase our fundraising efforts to promote work with older Latin American women to counteract the effects of the increase in isolation brought about by the pandemic and recent crises.
- Continue our policy and campaigning work to advocate for safe reporting mechanisms in Parliament, Government and with Local Authorities and police forces.
- Continue our work with Sin Fronteras to develop a new policy project for Latin American young women and girls that will be co-produced with a LAYMW advisory board.
- In response to an increase in the need for support from Latin American women coming from Central America who are seeking asylum, undertake research to understand the particular experiences of these women in order to influence policymaking.
- Increase our support for Latin American migrant women to be able to access healthcare services.
- Continue transitioning from short-term emergency funding to long term sustainable funding and increase our donor base.
- Continue the implementation our collective care strategy in order to ensure preventative support to issues of stress and burnout to better ensure the wellbeing of our team and the sustainability of the organisation.

AND A BIG THANK YOU:

- To our staff and volunteers for their passion and commitment and for working so hard to improve the lives of Latin American and migrant women in practical and strategic ways.

- To every survivor who after facing such difficult situations decided to raise her voice and share her story with us and with our stakeholders to demand the change that is needed so other women do not face similar situations.
- To our partners and supporters for helping amplify our message, for opening doors and for their contributions to the organisation.
- To our funders for their tireless support of a small charity with a very specific remit. We would not be able to do our work without your commitment to social justice and to improving the lives of the disenfranchised and marginalised in the United Kingdom.
- To the policy and decision makers who have opened their doors to us and who have listened to our concerns and our proposals and helped to bring about change.

FINANCIAL REVIEW

Review of fundraising activities

We derived income from various funding sources to which we are very grateful for their contributions that made our work possible and effective during this year.

Financial results

Income in 2023/24 totalled £844,814 and expenditure was £967,457, resulting in a deficit of £122,643. Restricted funds increased by £6,945, and unrestricted funds reduced by £129,588.

Income was £22,204 lower than in 2022/23. Expenditure was £13,538 higher than in 2022/23. Expenditure continues to be substantially higher than prior to Covid-19 – the increase in the needs of services users for advice and counselling has continued and the ongoing cost of living crisis has further impacted needs. As a result expenditure in 2023/24 was 42% higher than in 2019/20.

While income was substantially lower than expenditure, this did not cause any major challenges as LAWRS had budgeted to spend some of the LAWRS unrestricted reserves during 2023/24, enabling the continued support for our service users.

Strategy for 2024/25

In recent years LAWRS has been very successful in securing funds to support its work during and after Covid-19, and this has allowed LAWRS to increase its capacity to meet the increased demands from service users during this difficult period. Much of this funding has been short-term, typically one-year grants.

In 2023/24 LAWRS commenced a substantial fundraising programme aimed at securing more multi-year grants for new funders at the same time as renewing some existing multi-year funding contracts that ended in 2023/24. While the fundraising environment is very competitive, during 2023/24 LAWRS secured substantial funding from new multi-year grants.

The strategy for 2024/25 is to continue to apply for significant multi-year grants. LAWRS sims to secure sufficient funds to fund an increase in expenditure in 2024/25 and future years without needing to fund expenditure from reserves as was the case in 2023/24.

Reserves policy

The trustees are committed to maintaining an adequate, justified and reasonable level of reserves in line with guidance from the Charity Commission. It is the Trustees' aim to ensure that reserves are available equivalent to three months' running costs. The target amount at the balance sheet date is £240,000.

In addition, the trustees have identified the need to designate funds to cover potential staff sickness (£5,000); and transition costs in 2023/24 (£56,000). Further information is set out in note 11 on page 32.

Overall, the target unrestricted funds above amount to £301,000. Unrestricted funds at 31 March 2024 are £341,133. So the level of reserves is regarded as adequate but not excessive. The trustees will continue to monitor reserves closely to ensure that LAWRS holds adequate funds to cover its future needs.

STATEMENT OF TRUSTEES' RESPONSIBILITIES

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

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

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

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time of 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.

So far as each of the trustees is aware at the time the report is approved:

- there is no relevant audit information of which the charitable company's auditors are unaware; and
- 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.

This report has been prepared in accordance with the special provisions relating to companies subject to the small companies regime within Part 15 of the Companies Act 2006.

Approved by the trustees on 30rd November 2024 and signed on its behalf by:

renata peppl

renata peppl (Dec 2, 2024 08:19 GMT-3)

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Renata Neuwirth Peppl - Co-Chair

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF LATIN AMERICAN WOMEN'S RIGHTS SERVICE

Opinion

We have audited the financial statements of Latin American Women's Rights Service (the 'charitable company') for the year ended 31 March 2024 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'.

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 2024 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland'; and
- 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 Auditors responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company'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 trustees are responsible for the other information. The other information comprises the information included in the annual report, other than the financial statements and our Report of the Independent Auditors thereon.

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.

In connection with our audit of the financial statements, 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 audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. 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 Report of the Trustees for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Report of the Trustees 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 Report of the Trustees.

We have nothing to report in respect of the following matters where 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 trustees were not entitled to take advantage of the small companies exemption from the requirement to prepare a Strategic Report or in preparing the Report of the Trustees.

Responsibilities of trustees

As explained more fully in the Statement of Trustees Responsibilities, 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 a Report of the Independent Auditors that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee

that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

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

- The charitable company is required to comply with both company law and charity law as applicable in England and Wales and, based on our knowledge of its activities, we identified that the legal requirement to accurately account for restricted funds was of key significance.
- We gained an understanding of how the charitable company complied with its legal and regulatory framework, including the requirement to properly account for restricted funds, through discussions with management and a review of the documented policies, procedures and controls.
- The audit team, which is experienced in the audit of charities, considered the charitable company's susceptibility to material misstatement and how fraud may occur. Our considerations included the risk of management override.
- Our approach was to check that the income from donations, grants, advice service and accommodation were properly identified and restricted income was separately accounted for and to ensure that only valid and appropriate expenditure was charged to restricted funds. We also examined that expenditure complied with the control procedures and was appropriately charged. This included reviewing journal adjustments and unusual transactions.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our Report of the Independent Auditors.

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 auditors' 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.



Shoaib Arshad ACA, FCCA
Senior Statutory Auditors
for and on behalf of Knox Cropper LLP
65 Leadenhall Street
London
EC3A 2AD

Date: 30th November 2024

STATEMENT OF FINANCIAL ACTIVITIES (INCLUDING INCOME AND EXPENDITURE ACCOUNT)

FOR THE YEAR ENDED 31 MARCH 2024

	Note	Unrestricted funds 2024 £	Restricted funds 2024 £	Total funds 2024 £	Unrestricted funds 2023 £	Restricted funds 2023 £	Total funds 2023 £
Income:							
Grants, donations and legacies	2	215,932	251,943	467,875	257,935	250,481	508,416
Charitable activities	3	8,384	364,096	372,480	24,861	331,433	356,294
Other trading activities - Membership Subscriptions		-	-	-	-	-	-
Investments - Bank Interest		4,459	-	4,459	2,308	-	2,308
Total income		228,775	616,039	844,814	285,104	581,914	867,018
Expenditure:							
Cost of raising funds	4	21,971	-	21,971	19,862	-	19,862
Expenditure on charitable activities	4	336,392	609,094	945,486	253,441	680,616	934,057
Total expenditure		358,363	609,094	967,457	273,303	680,616	953,919
Net income / (expenditure) and net movement in funds for the year		(129,588)	6,945	(122,643)	11,801	(98,702)	(86,901)
Reconciliation of funds							
Total funds brought forward		470,721	65,693	536,414	458,920	164,395	623,315
Total funds carried forward		341,133	72,638	413,771	470,721	65,693	536,414

The statement of financial activities includes all gains and losses recognised in the year.

BALANCE SHEET AS AT 31 MARCH 2024

	Notes	2024 £	2023 £
FIXED ASSETS			
Tangible assets	8	6,483	8,967
Total Fixed Assets		**6,483**	**8,967**
CURRENT ASSETS			
Debtors	9	142,284	184,865
Cash at bank and in hand		442,601	465,536
Total Current Assets		**584,885**	**650,401**
LIABILITIES			
CREDITORS: Amount falling due within one year	10	(177,597)	(122,954)
NET CURRENT ASSETS		**407,288**	**527,447**
TOTAL ASSETS LESS CURRENT LIABILITIES/NET ASSETS		**413,771**	**536,414**
FUNDS			
Unrestricted funds - General		280,133	234,721
Unrestricted funds - Designated	11	61,000	236,000
Restricted funds	12	72,638	65,693
TOTAL CHARITY FUNDS		**413,771**	**536,414**

The financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime and with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015).

They were approved by the Board on 30th November 2024 and signed on its behalf by:

renata peppl

renata peppl (Dec 2, 2024 08:19 GMT-3)

Renata Neuwirth Peppl - Co-Chair

Sandra Hayne (Dec 2, 2024 15:20 GMT+1)

Sandra Hayne - Trustee

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 MARCH 2024

	Notes	2024 £	2023 £
Cash flows from operating activities:			
Net cash provided by (used in) operating activities	18	(26,472)	(186,666)
Cash flows from investing activities:			
Interest income		4,459	2,308
Purchase of tangible fixed assets		(922)	(5,478)
Net cash provided by (used in) investing activities		3,537	(3,170)
Cash flows from financing activities			
Change in cash and cash equivalents in the reporting period		(22,935)	(189,836)
Cash and cash equivalents at the beginning of the reporting period		465,536	655,372
Cash and cash equivalents at the end of the reporting period		442,601	465,536

NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2024

1 ACCOUNTING POLICIES

1.1 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) (effective 1 January 2015) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006. The date of transition to FRS102 was 1 April 2015.

1.2 Preparation of the accounts on a going concern basis

The expenditure budget for 2024/25 is almost fully funded, with adequate reserves to cover any gap. In addition, substantial funds have been raised towards the budget for 2025/26 and the following two years. LAWRS has also identified opportunities to apply for further funds to meet LAWRS needs in 2024/25 and beyond. Work will progress throughout 2024/25 to secure these funds. This should ensure viability beyond 2024/25 and demonstrate that LAWRS is a going concern.

1.3 Incoming resources

Donations, grants and other forms of voluntary income are recognised as incoming resources when receivable, except insofar as they are incapable of financial measurement. Income is shown net of VAT where applicable. Latin American Women's Rights Service is not registered for VAT.

1.4 Investment in associated undertakings

Unlisted investments are included at the best estimate of their market value where it is practicable to obtain this. Where no reliable valuation can be obtained or it is considered that the cost of obtaining one outweighs the benefit to the users of the financial statements, the investments are included at cost and reviewed for impairment at each year end.

1.5 Tangible fixed assets and depreciation

Tangible fixed assets are depreciated in accordance with the charity's accounting policy. Depreciation is provided at rates calculated to write off the cost of the asset less any estimated residual value over its expected useful life, as follows:

Fixtures, fittings and equipment	25% straight line

Items of equipment are capitalised where the purchase price exceeds £300.

1.6 Fundraising costs

Fundraising expenses relate to costs incurred in inducing people and organisations to contribute towards the charity's work.

1.7 Resources expended

Resources expended are included in the statement of financial activities of an accruals basis, inclusive of VAT.

Certain expenditure is directly attributable to specific activities and has been included in those cost categories.

Certain other costs, which are attributable to more than one activity, are apportioned across categories on the of staffing on each project.

NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2024

1 ACCOUNTING POLICIES (continued)

1.8 Funds

Unrestricted funds are donations and other incoming resources receivable or generated for the objects of the charity without further specified purposes and are available as general funds.

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are wide and varied in pursuance of the charity's main objectives.

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

1.9 Leases

Rentals paid under operating leases are charged to the statement of financial activities on a straight line basis over the lease term.

1.10 Corporation Taxation

The charity is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2024

2. INCOME FROM GRANTS AND DONATIONS

	Unrestricted funds £	Restricted funds £	2024 £	2023 £
Paul Hamlyn Foundation	-	87,000	87,000	-
Oak Foundation / Global Dialogue	83,114	-	83,114	85,583
Trust for London	-	47,500	47,500	23,500
Esmée Fairbairn Foundation	41,250	-	41,250	53,750
Unbound Philanthropy	40,000	-	40,000	40,000
Lloyds Bank Foundation	-	37,329	37,329	39,578
Comic Relief	-	29,061	29,061	116,394
A B Charitable Trust	22,000	-	22,000	20,000
London Borough of Southwark	-	19,610	19,610	21,367
London Legal Support Trust and City Bridge Trust via IRMO	-	18,538	18,538	-
Capital Group	14,000	-	14,000	18,000
The Joseph Rowntree Charitable Trust	-	11,064	11,064	5,403
Anonymous	10,000	-	10,000	10,000
John Ellerman Foundation	-	609	609	1,826
Davis Peace Prize	-	1,232	1,232	-
Imkaan	-	-	-	39,909
King's College London	-	-	-	9,080
Donations	5,568	-	5,568	24,026
	215,932	251,943	467,875	508,416

3. INCOME FROM CHARITABLE ACTIVITIES

	Unrestricted funds £	Restricted funds £	2024 £	2023 £
Mayor Office for Policing and Crime (MOPAC)	-	188,073	188,073	188,482
London Councils	-	143,149	143,149	142,951
Greater London Authority / Refugee Action	-	32,874	32,874	-
Healthwatch Islington	-	-	-	8,504
Imkaan	-	-	-	5,666
Other	8,384	-	8,384	10,691
	8,384	364,096	372,480	356,294

LAWRS benefits greatly from the involvement and enthusiastic support of its many volunteers, details of which are given in our annual report. In accordance with FRS 102 and the Charities SORP (FRS 102), the economic contribution of general volunteers is not recognised in the accounts.

NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2024

4. TOTAL RESOURCES EXPENDED

	Cost of Raising Funds	Charitable Activities	**2024 £**	**2023 £**
Salaries	15,215	802,511	817,726	803,447
Consultancy / Supervision	5,250	20,402	25,652	19,788
ESOL teachers	-	-	-	-
Evaluation	-	-	-	3,500
Event costs and room hire	-	16,204	16,204	14,266
Grants to partners	-	6,330	6,330	19,559
"Sin Fronteras" project activities	-	7,856	7,856	700
Publications and videos	-	1,295	1,295	150
Quality Assurance	-	1,350	1,350	5,997
Training staff and volunteers	-	4,956	4,956	9,954
Crisis payments to service users	-	1,550	1,550	1,155
Volunteers expenses	-	3,206	3,206	1,990
Support costs (see below)	1,506	79,826	81,332	73,413
	21,971	945,486	967,457	953,919

5. SUPPORT COSTS

	Cost of Raising Funds	Charitable Activities	**2024 £**	**2023 £**
Rent, rates and services	658	34,899	35,557	35,835
Audit and accounting	120	6,360	6,480	6,200
Bank charges	7	381	388	380
Cleaning	41	2,164	2,205	922
Currency losses	108	5,727	5,835	(5,875)
Depreciation	63	3,342	3,405	2,865
Equipment	25	1,306	1,331	1,058
Insurance	55	2,920	2,975	3,025
Membership fees	32	1,702	1,734	1,605
Office refurbishment	-	-	-	262
Printing, postage and stationery	30	1,589	1,619	1,944
Publicity and promotion	38	2,017	2,055	4,258
Recruitment	10	541	551	1,058
Telecommunications & IT	222	11,747	11,969	13,700
Website	6	324	330	239
Sundries	91	4,807	4,898	5,937
	1,506	79,826	81,332	73,413

NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2024

6. NET EXPENDITURE

	2024 £	2023 £
Net expenditure is stated after charging or crediting:		
Depreciation	3,406	2,865
Auditors remuneration	6,480	5,400

7. STAFF COSTS

	2024 £	2023 £
Salaries	744,644	731,020
Social security costs	57,086	57,505
Pension costs	15,996	14,922
	817,726	803,447

The average monthly head count was 35 staff (2023: 32 staff)

The average monthly number of full time equivalent employees during the year was as follows:

	2024 Number	2023 Number
Support and advice services	22.7	23.3

No employees earned over £60,000 in the year (2023 - nil).

No trustees received any remuneration during the year (2023: nil). No trustee received expenses during the year (2023: one trustee; £26). No trustee or any other person related to the charity had any personal interest in any contract or transaction entered into by the charity during the year (2023: none).

NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2024

8. TANGIBLE FIXED ASSETS

	Fixtures, fittings and computers £
COST	
As at 1st April 2023	19,406
Additions	922
Disposals	-
As at 31st March 2024	20,328
DEPRECIATION	
As at 1st April 2023	10,439
Charge for the year	3,406
Disposals	-
As at 31st March 2024	13,845
NET BOOK VALUE	
As at 31st March 2024	6,483
As at 31st March 2023	8,967

9. DEBTORS

	2024 £	2023 £
Grants receivable	138,131	162,254
Prepayments and other debtors	4,153	22,611
	142,284	184,865

10. CREDITORS - AMOUNTS FALLING DUE WITHIN ONE YEAR

	2024 £	2023 £
Accruals	35,552	31,193
Sundry creditors	6,215	10,752
Tax and social security	13,216	13,259
Deferred income	122,614	67,750
	177,597	122,954

Deferred income of £67,750 was released during the year. Income of £122,614 was deferred during the year.

NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2024

11. ANALYSIS OF MOVEMENTS IN UNRESTRICTED FUNDS

	Balance as at 1.4.2023 £	Incoming resources £	Outgoing resources £	Transfers £	Funds as at 31.3.2024 £
General Fund	234,721	228,775	(358,363)	175,000	280,133
Designated Sickness fund	5,000	-	-	-	5,000
Designated Premises fund	15,000	-	-	(15,000)	-
Designated Transition fund	216,000	-	-	(160,000)	56,000
	470,721	228,775	(358,363)	-	341,133

The Sickness fund provides some cover for longer-term staff sick leave; previously it also included some cover for maternity leave but this is now regarded as a routine cost.

The premises fund recognised that LAWRS may incur exceptional expenditure in the next 1 to 2 years and earmarked some funds to meet these exceptional costs. However, the landlord has not proceeded with this, and so the fund has been dropped.

The Transition Fund earmarks some funds to allow LAWRS to budget some planned work in 2024/25, notably supporting the needs of service users, while LAWRS secures more longer term funding. In recent years LAWRS has funded significant work through emergency and short-term funding, and is currently transitioning to a higher proportion of multi-year funding.

ANALYSIS OF MOVEMENTS IN UNRESTRICTED FUNDS - PRIOR YEAR

	Balance as at 1.4.2022 £	Incoming resources £	Outgoing resources £	Transfers £	Funds as at 31.3.2023 £
General Fund	253,920	285,104	(273,303)	(31,000)	234,721
Designated Sickness and maternity fund	5,000	-	-	-	5,000
Designated Premises fund	15,000	-	-	-	15,000
Designated Transition fund	185,000	-	-	31,000	216,000
	458,920	285,104	(273,303)	-	470,721

NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2024

12. ANALYSIS OF MOVEMENTS IN RESTRICTED FUNDS

	Balance As at 1.4.2023 £	Incoming resources £	Outgoing resources £	Transfers	Funds As at 31.3.2024 £
Comic Relief comprehensive programme of support	15,000	-	(15,000)	-	-
Mayor's Office on Policing and Crime (MOPAC) Prevention and Action Through Community Engagement and Training	-	39,935	(39,935)	-	-
Mayor's Office on Policing and Crime (MOPAC) Delivery of London-wide Advice and Support for Survivors of VAWG	-	47,834	(47,834)	-	-
Comic Relief No Recourse No Safety	8,498	29,061	(27,431)	-	10,128
The Joseph Rowntree Charitable Trust	- 3,120	11,064	(7,944)	-	-
Lloyds Bank Foundation evidence-based policy and campaigns work	34,357	37,329	(41,671)	-	30,015
London Councils Advice & Counselling	-	82,277	(82,277)	-	-
London Councils Ending Harmful Practices	-	35,372	(35,372)	-	-
London Councils Prevention	-	25,500	(25,500)	-	-
Mayor's Office on Policing and Crime (MOPAC) Ascent NRPF Project	510	48,604	(48,146)	-	968
Mayor's Office on Policing and Crime (MOPAC) LWSHP	1,000	51,700	(52,700)	-	-
Trust For London (2022/25 grant)	4,314	47,500	(52,577)	-	(763)
John Ellerman Foundation	354	609	(963)	-	-
Paul Hamlyn Foundation (2023/26 grant)	-	87,000	(78,826)	-	8,174
London Borough of Southwark Community Capacity Programme (2023/24 grant)	-	19,610	(19,610)	-	-
Greater London Authority / Refugee Action	-	32,874	(18,296)	-	14,578
London Legal Support Trust and City Bridge Trust via IRMO	-	18,538	(9,000)	-	9,538
King's College London	4,780	-	(4,780)	-	-
Davis Peace Prize	-	1,232	(1,232)	-	-
	65,693	616,039	(609,094)	-	72,638

The deficit on the Trust For London project will be covered by a grant receivable in 2024/25.

Section 37 Statement
As can be seen from the above analysis of movements, the grants from The London Councils were expended for the purpose for what they were awarded.

NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2024

13. ANALYSIS OF MOVEMENTS IN RESTRICTED FUNDS - PRIOR YEAR

	Balance As at 1.4.2022 £	Incoming resources £	Outgoing resources £	Transfers	Funds As at 31.3.2023 £
Paul Hamlyn Foundation	22,860	-	(22,860)	-	-
Comic Relief comprehensive programme of support	-	65,000	(50,000)	-	15,000
Trust For London (2019/22 grant)	31,989	-	(31,989)	-	-
Mayor's Office on Policing and Crime (MOPAC)	-	39,935	(39,935)	-	-
Mayor's Office on Policing and Crime (MOPAC)	-	47,834	(47,834)	-	-
London Borough of Southwark Community	-	18,500	(18,500)	-	-
Comic Relief No Recourse No Safety	12,073	25,446	(29,021)	-	8,498
Comic Relief Migrant Women Unbound project	21,670	6,328	(27,998)	-	-
Comic Relief Pathway to Recovery Project	-	19,620	(19,620)	-	-
The Joseph Rowntree Charitable Trust	3,125	5,403	(11,648)	-	(3,120)
London Borough of Southwark Latin American Health Outreach Project	5,772	2,867	(8,639)	-	-
Lloyds Bank Foundation evidence-based policy and campaigns work	29,773	37,328	(32,744)	-	34,357
Rosa 2021/22 grant	32,133	-	(32,133)	-	-
Baring Foundation	5,000	-	(5,000)	-	-
Imkaan Margin To Centre Fund	-	30,000	(30,000)	-	-
London Councils Advice & Counselling	-	82,579	(82,579)	-	-
London Councils Ending Harmful Practices	-	35,372	(35,372)	-	-
London Councils Prevention	-	25,000	(25,000)	-	-
Mayor's Office on Policing and Crime (MOPAC)	-	49,013	(48,503)	-	510
Mayor's Office on Policing and Crime (MOPAC)	-	51,700	(50,700)	-	1,000
Oak Foundation Issues Affecting Women Care Fund	-	5,583	(5,583)	-	-
Trust For London (2022/25 grant)	-	23,500	(19,186)	-	4,314
John Ellerman Foundation	-	1,826	(1,472)	-	354
King's College London	-	9,080	(4,300)	-	4,780
	164,395	581,914	(680,616)	-	65,693

NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2024

14. Purposes of restricted funds

Comic Relief: A comprehensive programme of support for BME Latin American migrant women (LAMW) through specialist VAWG information, advice and counselling, internal and external referrals and support to build a life post-violence through development and empowerment activities.

Mayor's Office on Policing and Crime (MOPAC): Prevention and Action Through Community Engagement and Training.

Mayor's Office on Policing and Crime (MOPAC): Delivery of London-wide Advice and Support for Survivors of VAWG.

Comic Relief No Recourse No Safety: Changing Narrative & Evidencing Impact of No recourse to public funds ('NRPF') on Violence against women and girls.

The Joseph Rowntree Charitable Trust: Corporate Human rights due-diligence framework for domestic service sector supply chains that is informed by migrant workers' experiences in the outsourced cleaning sector. Project delivered in partnership with Focus on Labour Exploitation (FLEX).

Lloyds Bank Foundation evidence-based policy and campaigns work: - on migrant women's exclusion from services and justice focused on support for the establishment of safe reporting mechanisms.

London Councils Advice & Counselling: provision of specialist advice and counselling to survivors of violence against women and girls in key London boroughs as part of the London VAWG Consortium.

London Councils Ending Harmful Practices: provision of specialist advice and counselling on harmful practices to women survivors in key London boroughs as part of the London VAWG Consortium.

London Councils Prevention: providing specialist training on violence against women and girls and healthy relationships to young people and children in primary and secondary schools across London as part of the London VAWG Consortium.

Mayor's Office on Policing and Crime (MOPAC) Ascent NRPF Project: provision of floating support for Latin American women in refuge accommodation.

Mayor's Office on Policing and Crime (MOPAC) LWHSP Project: provision of floating support for Latin American women in supported accommodation.

Trust For London 2022/25: policy project bringing visibility to the poor working conditions experienced by Latin American migrant women workers, calling for increased enforcement of employment rights and appropriate responses to victims of modern slavery.

NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2024

14. Purposes of restricted funds (continued)

John Ellerman Foundation: partnership project with Focus on Labour Exploitation to produce a research report on the continuum of labour exploitation.

Paul Hamlyn Foundation 2023/26 grant: Supporting Young Migrant Women and Girls in fighting for a fairer society.

LB Southwark Community Capacity Programme 2023/24: supports community development work to ensure that local services address the needs of Latin American women and their families and that they are in turn informed of available local services. Delivered in partnership with IRMO that supports the volunteering project.

Greater London Authority / Refugee Action: Migrant Justice Greater London partnership increasing the capabilities of community-led organisations to provide immigration advice.

London Legal Support Trust and City Bridge Trust via IRMO: Project name: Propel - Workforce Development Programme. The purpose of this Project is to deliver a workforce development programme to attract and train advisors from underrepresented communities, and develop capacity within community-based organisations, in order to address the skills and labour shortage in the advice sector.

King's College London: partnership project to produce research to tackle gendered violence transnationally by exchanging knowledge and impact across Brazilian-British borders.

Davis Peace Prize: Tertulias: a place to grow, share, and transform your challenges into the best story project - Supporting Latin American domestic abuse survivors in their recovery journey.

15. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	General fund £	Designated funds £	Restricted funds £	Total £
Tangible fixed assets	6,483	-	-	6,483
Current assets	451,247	61,000	72,638	584,885
Creditors falling due within one year	(177,597)	-	-	(177,597)
	280,133	61,000	72,638	413,771

NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2024

16. ANALYSIS OF NET ASSETS BETWEEN FUNDS - PREVIOUS YEAR

	General fund £	Designated funds £	Restricted funds £	Total £
Tangible fixed assets	8,967	-	-	8,967
Current assets	348,708	236,000	65,693	650,401
Creditors falling due within one year	(122,954)	-	-	(122,954)
	234,721	236,000	65,693	536,414

17. OPERATING LEASES

Total commitments under operating leases were as follows:

	2024 £	2023 £
For leases expiring:		
Within one year	39,123	38,047
Two to five years	2,244	-
Over five years	-	-
	41,367	38,047

18. RECONCILIATION OF NET INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2024 £	2023 £
Net income for the reporting period (as per the Statement of Financial Activities)	(122,643)	(86,901)
Adjustments for:		
Depreciation charges	3,406	2,865
Interest from investments	(4,459)	(2,308)
(Increase) / Decrease in debtors	42,581	(14,379)
Increase / (Decrease) in creditors	54,643	(85,943)
Net cash provided by (used in) operating activities	(26,472)	(186,666)

LATIN AMERICAN WOMEN'S RIGHTS SERVICE

England & Wales - Charity number 1075163

Accounts

COMPANY REGISTRATION NO. 3480722

REGISTERED CHARITY NO. 1075163

LATIN AMERICAN WOMEN'S RIGHTS SERVICE

(a company limited by guarantee)

REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2023

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COMPANY INFORMATION

Trustees	Laura Somoggi Vanessa Gabriel-Robinson Floralba Hague (resigned 3 December 2022) Sofia Collignon (resigned 3 December 2022) Catherine Boutet (resigned 3 December 2022) Daniella Dávila Aquije Renata Neuwirth Peppl Sandra Hayne Andrea Bustamante Vivas (appointed 18 September 2023) Fernanda Munhoz (appointed 18 September 2023) Isabel Graeffin Von Medem (appointed 18 September 2023) Maria Rosa Torres Sejin (appointed 18 September 2023) Silvana Grossi (appointed 18 September 2023) Sofia Condes Diaz-Martinez (appointed 18 September 2023)
Secretary	Gisela Valle
Chief Executive Officer (known as Director)	Gisela Valle
Registered office	Tindlemanor 52 - 54 Featherstone Street London EC1Y 8RT
Bankers	Unity Trust Bank four Brindleyplace Birmingham B1 2JB and Lloyds Bank plc PO Box 1000 BX1 1LT
Auditors	Knox Cropper 65/68 Leadenhall Street London EC3A 2AD
Company registration number	3480722
Registered charity number	1075163

REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2023

The trustees, who are directors of the company for Companies Act purposes, present their report and the audited financial statements for the year ended 31 March 2023. This is a directors' report required by S417 of the Companies Act 2006.

The trustees confirm that the financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and 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) (effective 1 January 2015).

STRUCTURE AND GOVERNANCE

Governing instrument

The Latin American Women's Rights Service (LAWRS) is a charitable company incorporated on 15 December 1997 and registered as a charity on 19 April 1999. 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. In the event of the company being wound up members are required to contribute an amount not exceeding £10.

Recruitment and appointment of directors

The directors of the company are also charity trustees for the purposes of charity law. Under the company's Articles they are known as company directors.

LAWRS is a membership organisation. Members (105 as of 31 March 2023), are entitled to vote and to stand for election to the Board of Directors at the AGM. Directors are elected to serve for one year at a time. Under the requirements of the Articles of Association, one third of the Board members, specifically those who have been longest in office since the last election, shall retire from office. A retiring officer shall be eligible for re-election. Directors are entitled to appoint new directors for vacancies on the Board to ensure it has a range of skills and competences.

Organisational structure

The Board of Directors is responsible for strategic direction, policy-making and overall control of the charity. Members bring a variety of backgrounds and skills relevant to their governance roles and LAWRS' work. The Company Secretary attends Board meetings but has no voting rights. In addition to office holding posts (chair, vice chair and treasurer), individual trustees support specific areas of the work as lead trustees for specific projects, and are accountable to the full committee.

The Board meets every two months. The Board of Directors makes decisions on strategy, compliance, accountability and monitors risk, budget, and operations. As part of its work, the Board approves the charity's business plan, annual work programmes, annual budget and receives quarterly financial reports to control the charity's performance against budgets. Day-to-day operations, staff management and operational decisions are delegated to the Director who receives supervision from the Chair.

Directors' induction and training

Following election/appointment each new director receives a Trustee Information Pack detailing roles and responsibilities, legal and financial information of the company, its business plan and its operational policies. A trustee induction is delivered following election of new members, which may include spending some time offices of the charity to acquaint themselves with everyday operations, staff and services. The company secretary shares opportunities of external training with Board members. During the reporting year, all new trustees attended training on the role and responsibilities of charity trustees, including specialist training on Charity finances (delivered in-house). They also attended any other training as required.

Risk mitigation

The trustees reviewed their risk assessment on 22 May 2023. The trustees at various meeting during the year have examined likely risks of constitutional, financial, governance, management, operations, fundraising, external influences, human resources and health and safety and agreed measures to reduce and mitigate risks. Agreed actions, systems and procedures to mitigate risks have been implemented or are in the process of being implemented.

Policies and legislation affecting migrant women, cuts in the welfare system, reduced avenues to access justice, the increase in cost of living crisis, and the demonisation of migration coupled with increased demand for services, against a reduction in funding continue to present risks to the financial sustainability of the organisation. Despite good results this year, the Trustees continue to consider measures to mitigate risks associated with dependency on grant funding and continue attempting to diversify funding streams and secure financial sustainability.

OBJECTIVES AND ACTIVITIES

Summary of Charitable Objects

The purposes of the charity as set out in the Memorandum of Association are: "To promote any charitable purpose for the benefit of Latin American women and their children living in the UK by providing advice, information and support in the areas of welfare benefits, health, housing, education, employment and training, immigration, family and the relief of poverty and distress".

LAWRS' mission is "to pursue equal rights and social justice for all Latin American women and migrant women in the UK". The work of LAWRS is guided by three strategic drivers which are: combating poverty; tackling gender-based violence; and nurturing full participation in our new communities. These drivers are underpinned by a common thread which is to contribute to creating an environment that protects migrant women's physical integrity and security and provides us full and equitable economic, social and political rights.

Public benefit

The trustees have received briefing and training to ensure that the work of LAWRS adheres to the Charity Commission's guidance on "Charities and Public Benefit" and strictly furthers LAWRS' charitable purposes for public benefit. In implementing their duties under Section 4 of the Charities Act 2011, the trustees considered the restrictions to benefit a section of the public, based on ethnic/national origin, and gender, to strictly fall within our charitable objects. No other restrictions apply in terms of access to facilities, degree of need or any other factors, and our services are free.

Who used and benefited from our services?

Latin Americans are the second fastest growing Non-EU migrant groups in the UK (Towards Visibility, 2016), and approximately a quarter of a million in the UK.

Most Latin American migrant women (LAMW) are in employment but are seriously affected by "in-work poverty" surviving on incomes below the official poverty line. Despite being highly skilled, most of our service users (SUs) work in low-paid/low skilled jobs as domestics, cleaners, in catering, hospitality as well as in outsourced sectors that are gender segregated, over-exploitative, and unregulated. Most experience housing problems and "hidden homelessness" living in insecure and overcrowded, sub-standard private rented accommodation. Access to public services is low; and fewer than 20% access welfare support. Affected by intersectional discrimination on the basis of race, gender and migration status, most of our service users are also subjected to gender-based abuse.

Despite heightened vulnerability to abuse, factors such as - but not limited to - legal status, age, class, race, disability, lack of English skills and of system knowledge, make it harder for Latin American women to assert their rights. By offering specialist services with a holistic and women centred approach, LAWRS offers a much-needed response to women's complex and multiple needs; while continuing to uphold, promote and extend Latin American migrant women's rights.

In 2022 - 23 LAWRS' services enabled 1,707 LAMW women to benefit from 5,472 support sessions.

When engaging with our services our clients must complete an equal opportunities form. This helps us keep track of the composition of the women we support. Over the last year, the majority of women we supported were from Colombia (25%), Brazil (22%), and Ecuador (18%). Most of them were aged between 25 - 54 years old (78%). The women we supported identified with the varied ethnic identities that make up Latin America in the following ways - mixed Latin American (49%), white Latin American (24%), indigenous Latin American (20%) and black Latin American (5%).

We are a trans-inclusive, women-only organisation. Only 1% of the women we supported identified as trans. Most women we supported identified as heterosexual (95%), with 3% identifying as part of the LGBTQ+ community.

The majority of the women we supported were single (37%), married or in a civil partnership (36%), or divorced or separated (23%), with 50% as the primary carer of a child/children under 18.

Language is one of the biggest barriers for our community and 76% of the women we supported indicated they needed an interpreter.

ACHIEVEMENTS AND PERFORMANCE

The cost-of-living crisis: our work in a context of deepening poverty and inequality

The 2022 Runnymede Trust's *Falling Faster amidst a Cost-of-Living Crisis: Poverty, Inequality and Ethnicity in the UK* report revealed that 'Black and minority ethnic people are disproportionately falling faster and further below the poverty line amidst the cost of living crisis.

Our frontline work during 2022 - 23 corroborated their findings. We are witnessing a deepening of poverty and inequality amongst our community as we deal with the cumulative disproportionate impact on migrants of austerity, the hostile environment, the effects of Brexit, and Covid-19, such that the community has very little resilience to weather the cost-of-living crisis. This is in turn, affected by the overrepresentation of Latin American women in the low regulated and feminised low paid economy

(mainly cleaning, catering, hospitality, and domestic work) disproportionately prone to labour rights breaches and exploitation.

It is clear to us that the scale and reach of the cost-of-living crisis has rapidly exceeded the depth and reach of the Covid pandemic. The sharp increase in demand for services started early in the summer of 2022, leading to higher levels of frustration in the time it takes to access services, higher levels of destitution (to the point of beneficiaries requesting support to pay for transport costs to access services and requests for subsistence support for food), higher risk of developing mental health problems (increase in suicidal ideation and suicide attempts), and higher risks of domestic abuse and other forms of violence against women and girls (VAWG).

As an organisation that is well placed to understand the needs of the Latin American community and to build holistic responses around their actual experience to this crisis, we joined forces with other Latin American organisations to distribute and promote information resources on where Latin Americans were able to access warm spaces and discounted food and essentials for themselves and their children. However well-intentioned this signposting has been, the reality has been a huge rise in referrals to oversubscribed food banks and baby banks that makes them virtually inaccessible. We have received requests for adult clothes banks and the Outreach in-person events that have provided a Latin American breakfast have been oversubscribed with new service users to LAWRS, as they often provided these women with the only opportunity to eat.

In this current context of multiple overlapping crises, **there is a need for specific resources to support the work of community-led organisations** such as LAWRS to ensure that those already teetering on the edge do not end up falling through the cracks. Two years on from the beginning of Covid, the demand for our services is not abating. Instead, Latin American women continue experiencing a rise and complexification of their needs, adding inflationary pressures to the multiple challenges already facing them, without being able to access a correlating increase in support. For our organisation this is tied up with the need for additional funding that would be necessary to support the capacity to increase our services to adequately support Latin American women.

However, despite having to work in this challenging context we have continued to be a lifeline for the most vulnerable Latin American migrant women in the UK by providing specialist, holistic services that recognise their experiences of intersectional discrimination because of their race, gender and migration status. We have continued to deliver our community projects (Outreach, WARMI, and Sin Fronteras) on a hybrid model of online and in-person sessions that are facilitating change and empowering women to overcome the barriers they face and lead lives free from violence. Our small, but powerful policy team have continued pushing for social justice in a context of increasing hostility towards migrant's rights and civil liberties and of serious failings in policing to tackle misogyny and racism.

1. Specialist services for Latin American migrant women in the UK

LAWRS successfully continued to deliver its frontline services on general advice, prevention of VAWG and counselling, following a holistic approach. This implies delivering multidisciplinary casework, restored creche services, peer to peer support, access to empowerment and social change programmes, whilst recognising the intersectional needs of women and girls due to their identities and social position.

We now offer a hybrid model of support that gives more flexibility to the women accessing our services. For many, remote support continues to be beneficial in terms of convenience and reduction of travel costs. For others, it provides a safe space to access our services, including creche for mothers of young children.

Our approach and methodologies enable women and girls to access information on various issues and concerns that directly impact their rights, find safety after surviving violence and gain support from their peers and counsellors to overcome trauma caused by violence in all its forms.

LATIN AMERICAN WOMEN'S RIGHTS SERVICE

In the reporting period 2022 - 23, LAWRS supported 1,707 Latin American women. The following key figures illustrate the many ways in which we provided support:

- Case working

Domain of change	Indicator progress[1]
Women accessing general advice and information	778 women accessed 1,134 advice sessions provided by LAWRS advisors. Advice was given on the following issues: • 250 cases on housing • 333 cases welfare benefits • 71 cases on employment and employment rights • 72 women accessed the EU settlement scheme service • 139 women access advice on other services 203 women accessed our legal surgeries with ITN and Duncan Lewis solicitors: • 103 received immigration legal advice • 116 received family and children's rights legal advice In total, 246 sessions were provided.
Women supported through counselling and overcoming trauma	254 women accessed our counselling services: • 89 women received an initial need assessment • 109 received 1-2-1 therapy • 56 women accessed emotional support sessions In total 1,294 sessions were provided.
Women survivors of violence supported to find safety	341 women accessed 1,806 sessions of VAWG advice • 116 of the women supported have No Recourse to Public Funds 24 women accessed 20 sessions of peer-to-peer support.
Women accessing services through the Helpline[2]	736 women accessed initial advice and referrals to services through the Helpline.

[1] Figures should not be read accumulative. A woman may consult LAWRS on a variety of issues. Following our holistic approach, each team will refer cases to another team when a woman requires more information or support once she has given consent to pass forward her case.

[2] Running from Monday to Friday between 11 am and 1 pm.

LATIN AMERICAN WOMEN'S RIGHTS SERVICE

- Workshops and training

Objective of workshops and training	Indicator progress[3]
Women participate in workshops to strengthen their knowledge, skills, and capacities	Number of workshops per theme • 4 on Employability • 1 on volunteer work and volunteer opportunities as a path to better employment • 1 on Women Entrepreneurs • 12 on Financial Awareness, and Employment, Tax, Housing and Welfare Benefits System • 1 on childcare system • 1 on maternity rights and benefits • 1 on Know your Rights on Private Rent • 1 on how to achieve social change through collective power. Topic: Sick pay. • 1 on the Right to Vote after changes to voting legislation • 2 on Healthy Relationships • 3 on energy advice and Cost of Living Crisis • 3 Cost of living support advice sessions • 2 on HIV and sexual health/ HIV testing • 1 on period poverty and menstrual education • 2 on polio and flu vaccination • 6 on EU Settlement Scheme • 7 workshops on mental health and wellbeing
Raising awareness workshops with the Latin American community and professionals	• 3 on VAWG and Harmful Practices awareness to the community • 5 presentations of the VAWG service to external stakeholders • 8 training sessions for professionals on VAWG and Harmful Practices awareness • 3 healthy relationship workshops for students • 1 workshop for professionals in school settings • 10 train the trainer on Sexual Harassment from a VAWG and trauma informed perspective for union representatives • 5 how to build a peer-to-peer support group for union representatives • 3 workshops on sexual harassment to IWGB women union members.
Supporting women to overcome language barriers	209 women participated in the Language Café

[3] Figures should not be read accumulative. A woman may consult LAWRS on a variety of issues. Following our holistic approach, each team will refer cases to another team when a woman requires more information or support once she has given consent to pass forward her case.

It is important to recognise that we are maintaining these vital services in the face of many challenges. Below we outline the main issues our teams have been dealing with over the last year:

Immigration

Hostile environment policies and harsher immigration restrictions are leading to an increase in immigration cases coming to LAWRS. For example, Latin Americans continue arriving in the UK on secondary migration from Europe with little to no understanding of how immigration conditions for Europeans have changed, including new work visa restrictions and a weakening of pathways to settlement.

We are also seeing an increase in women from Central America seeking asylum due to instability in the region. Due to recent changes to refugee regulatory frameworks, more women end up placed in unsuitable hotels for indeterminate periods of time and experience long waiting times for decisions resulting from increasing backlogs in the UK immigration system. This is compounded by the struggle to find legal representation due to providers limited capacity or legal aid restrictions. LAWRS policy team is currently undertaking research to understand the particular experiences of these women in order to influence policymaking.

As in other areas of our work we are seeing the disproportionate effects of the cost of living on women seeking asylum, as record rises in food costs and other necessities further erode the purchasing power of their low subsistence support. This in turn is leading to a deterioration in the mental health, including an increase in suicidal ideation.

Housing

Landlords are transferring the cost of living to renters by increasing rents. Our community has low levels of access to statutory support, including social housing, which means there is a high concentration in precarious unsuitable housing in the private rented sector. With no rent controls in the private rental sector, some of our service users have seen their monthly rent go up by 50%. As a community that is overly represented in low-paid, precarious employment, many are struggling to pay or finding it difficult to find alternative accommodation, leading to increasing levels of homelessness.

Debt

Debt is also growing dramatically amongst our community. Our beneficiaries, as many others, are having to make the impossible choice between eating or paying their bills. They are in arrears on their rent, electricity, and water payments (in some cases over £4,000) and increasingly accruing credit card debt to make ends meet. This is both delaying and escalating a debt crisis that most likely will have far reaching consequences related to bad credit ratings and risking future rent, employment and access to goods and services.

Mental health

The pressures that our beneficiaries are under are exacerbating a mental health crisis in a context of overstretched services, including our own. In response to this our counselling team have implemented emotional support sessions as one-off resourcing appointments for women on our waiting list as well as running wellbeing workshops for the community.

A significant proportion of the women coming to our counselling services are taking on extra jobs, including exploitative and unsafe jobs in the higher-paying informal market or in the sex industry, and consequently have heightened levels of stress. However, the financial burdens they face, the pressure to continue securing income and the lack of mental space are forcing them to decide between accessing counselling support or working additional hours, leading in cases to a disengagement with the service.

Latin American migrant women are often the heads of households financially supporting children and grandparents, and these stresses are being felt across generations. Through our young women's project, Sin Fronteras (SF), we have witnessed how for Latin American young women and girls (LAYWG) the already pressing issue of mental health has become a critical matter as their home life, social life, access to health, educational progress, parents' job security and families' financial stability continue to be impacted since the pandemic.

Case study - Cost of living crisis and mental health

Mery has a European passport and settled status in the UK. She is 57 years old and lives alone and is very isolated. She came to LAWRS after being referred for counselling support as she was suffering from depression and anxiety and experiencing suicide ideation because of her precarious financial situation. Mery was in a court dispute with her landlord who had raised her rent by £200 per month. Her universal credit payments only covered her rent, which meant she was forgoing buying any food and was going hungry. She was unable to work due to pain in her legs because of an accident at her previous job, for which she had received no compensation.*

Mery was feeding herself through meals at her church and she was using a foodbank. This was severely affecting her mental health. Her physical health was also being impacted as she had no access to fresh fruit or vegetables and the food bank products were affecting her gluten intolerance. Mery even cut off all her hair to save on hair care costs.

A LAWRS counsellor was first able to help her practically by referring her to our emergency subsistence fund, which issued her with £40 Tesco food vouchers and £25 for travel costs and mobile top up. They were then able to work on her hierarchy of needs to answer the question of whether Mery should pay her rent or buy food. This helped Mery see that she was facing an impossible situation and that she needed to meet her most basic need for food. By the end of her 10 sessions with a LAWRS counsellor, Mery made the decision to declare herself homeless as she was unable to pay her rent and had found a housing solicitor at the Mary Ward Legal Centre that was helping her find suitable alternative accommodation, whilst putting her on the waiting list for social housing with her local authority. The LAWRS counsellor provided a letter of support to the solicitor.

The counselling sessions at LAWRS helped Mery see that even in the worst conditions, she could make decisions about what to do, which gave her back a sense of dignity and agency. It also allowed her to recognise her skills and abilities and by the end of her time with LAWRS she had begun making empanadas to sell at her church and to offer clothes alteration services.

** Not her real name*

VAWG

The escalating precarity many Latin American women are living in continues exacerbating their vulnerability to violence. Those trying to leave abusive relationships are being faced with impossible options: staying with the perpetrator for financial security or leaving and being forced into situations such as so-called *sex for rent* (a form of sexual violence) or other basic needs. Women are having to employ survival strategies that expose them to exploitation and abuse. The most vulnerable and often prevented from accessing safety are those with No Recourse to Public Funds (NRPF), including undocumented and asylum-seeking women. To support the most vulnerable, it is crucial for our specialist VAWG team, as well as all LAWRS service teams, to work with an understanding of how immigration status cuts across everything. It allows them to carry out their essential role of advocacy within a system that discriminates against and dehumanises migrants and jeopardises their safety.

Case study - supporting undocumented survivors.

Nina is a Brazilian citizen who arrived in the UK in 2022. She was referred to the LAWRS VAWG team in January 2023 by the hospital she was taken to after the police were called to a domestic abuse incident at her home. Nina was 8 months pregnant, undocumented, and about to be discharged from hospital with nowhere to go, unless she returned to the perpetrator. The perpetrator was a European citizen with settled status and the father of the baby.*

The abuse started when Nina became pregnant and escalated when she had to stop working due to her advanced pregnancy. The perpetrator displayed controlling behaviour and extreme jealousy, isolating her, and threatening to kill and physically hurt her. He took advantage of her insecure immigration status to threaten her with destitution, knowing she could not work and or find her own place to live. As a result, Nina was financially dependent on him.

When Nina was referred to the LAWRS VAWG team, she was at risk of street homelessness. Her VAWG caseworker was able to secure her emergency accommodation for when she left the hospital and crucially submitted a request for a child in need assessment to her local authority under section 17 of the Children Act to provide financial subsistence and accommodation to mother and baby. LAWRS was able to help Nina with safety planning for when she left hospital, but most importantly provided continued advocacy to push Children Social Services to accept their duty of care to Nina's unborn baby and provide interim accommodation and subsistence whilst they conducted their assessment. Without this assistance Nina would not be able to meet their essential needs and would have been forced into street homelessness.

Nina was eventually housed in shared accommodation by her local authority, but she needed further and persistent advocacy from LAWRS as she wasn't being provided with any subsistence to buy food or for transport. At least 6 requests for subsistence were made by Nina's VAWG caseworker, whilst Children Social Services sought payment for subsistence from the perpetrator via a social worker. Once again, advocacy on Nina's behalf was important as we had to make the case that this would put her and the baby at risk of continued abuse by keeping her financially dependent on the perpetrator.

With just £3 in her account, Nina's VAWG caseworker referred her to our emergency subsistence fund, and we were able to issue her with 2 £40 Tesco food vouchers. However, with no statutory subsistence payments Nina was not able to attend an appointment with the police to follow up on the investigation of her case or go to her antenatal appointments as she could not afford the transport. Children Social Services were prioritising her immigration status over the safety and wellbeing of Nina and her baby.

As Nina got closer to birthing her baby, LAWRS also made a referral to Maternity Action for help with Nina's NHS charge for maternity care. Her debt with the NHS was successfully written off in April due to her vulnerable social and economic situation. LAWRS also referred Nina and her unborn child to an immigration solicitor, because as the father had settled status in the UK, the baby would be born British, which meant Nina could apply for leave to remain as the parent of a British child and gain access to more sustainable domestic violence support. LAWRS helped Nina set up a safety plan for when she had to register the birth of the baby with the perpetrator and because of persistent advocacy from LAWRS, the local authority's IASS/NRPF finally took over financial responsibility for Nina and her baby in March. When LAWRS closed the case, Nina was being supported by her local authority's NRPF support and had an immigration solicitor working on her case.

** Not her real name*

A rise in complex cases

All areas of our frontline service are facing a rise in complex cases in a context of overstretched advice services trying to respond to the growing need resulting from the cost-of-living crisis.

Our Generalist Advice (GA) team is part of this trend, supporting complex housing cases which require more time. Housing cases have increased from 1-2 cases fortnightly to 2-3 cases per week. This is compounded by the increase in homeless applications, requiring at least 3-4 support sessions. This has had a significant impact on the stress levels of our caseworkers who feel they are having to choose between their work and their mental health.

Our counselling team are also addressing the complexification of their cases where the counselling services need to be supplemented by additional support such as letters and advocacy that help women continue accessing counselling or help with the issues that are bringing their mental health to a crisis point (as exemplified in Mery's case). Unfortunately, because this work is not funded it does not get reported in donor reports, making it invisible outside of the organisation. This has the additional effect of not fully representing the experiences and needs of migrant women or the added value brought about by 'by and for' services who meet survivors' needs as they are.

The vicarious impact on our staff

Our frontline staff are bearing the brunt of these challenges practically and emotionally. Although highly committed to supporting our beneficiaries, our frontline teams are constrained by policy and normative frameworks that restrict the options available to migrant women, the challenges of overstretched internal and external services that limit referral pathways, and the increase of the needs of the women accessing our services. These limitations add an additional burden to the stress of dealing with complex cases where often solutions fail to fully respond to Latin American women's needs.

> *"Your conscience doesn't allow you to clock off when someone calls to say I'm homeless with 2 kids. How do you clock off at 5pm?"*
>
> *- LAWRS caseworker*

The frontline services, and particularly the VAWG team, also have to deal with the ethical implications of implementing safeguarding protocols, particularly when supporting undocumented women, that do not reflect the realities of women subject to immigration rules either through the lack of support available to them but also due to the implications of bringing in statutory services support. For example, one of the main safeguarding measures in high-risk domestic abuse cases is to get survivors in contact with the police and with Multi-Agency Risk Assessment Conferences (MARACs). However, due to increased data-sharing between statutory services (including the police) and the Home Office for purposes of immigration control, this presents an additional risk to migrant survivors, where accessing statutory support may risk them being subject to immigration enforcement measures, such as reporting, detention, and deportation.

Clinical supervision has proved even more vital under these conditions, and we have been able to achieve our expected outcomes by working holistically across services at LAWRS and with other 'by and for' organisations.

2. Speaking up: Working for Social Justice

Influencing policymaking in the UK has become increasingly complex over the years, with the government doubling down on anti-migrant rhetoric crystallised in harmful legislation and policy to the detriment of migrants' human rights.

A fundamental part of the problem is the government's unevidenced claims of widespread abuse of the system on the part of migrants. This has been presented as the rationale for a raft of measures that are

effectively exposing the most vulnerable to further violations of their fundamental rights, for example measures in the Nationality and Borders Act and the 'Illegal Migration' Act, that have limited the rights of refugees and victims of trafficking. This has made increasingly difficult to present evidence of the harmful effects of immigration policy and legislation as the government refuses to acknowledge it, instead proposing measures to further disenfranchise and marginalise migrants in the UK.

Despite these challenges, LAWRS has continued its advocacy work in the areas of Violence Against Women and Girls and Labour Exploitation.

Firewall

During this year, we continued to pursue our goal of ensuring safe reporting mechanisms for migrant victims of crime through the introduction of a firewall between the police and other statutory services and Immigration Enforcement.

We participated in the process of scrutinising the draft Victims and Prisoners Bill - currently moving through Parliament - by responding to the Justice Select Committee's call for evidence. Twelve other organisations included our call for a firewall in their own responses and, as a result, the Committee's report recommended *'an immediate end to the sharing of victims' and witnesses' data between the police and the Home Office for immigration enforcement purposes and the introduction of a complete firewall for those groups.'* Key stakeholders continue to support our campaign. For example, the firewall was also mentioned in their oral evidence for the Bill by the Domestic Abuse Commissioner and the London Victims Commissioner.

In Parliament, we were invited to give oral evidence before the Home Affairs Select Committee as part of their enquiry on violence against women and girls. We addressed issues around the importance of introducing safe reporting mechanisms and touched on the need to improve responses for victims of gender-based abuse with insecure immigration status.

In the context of the *'Gender-based violence. The needs of migrant women'* enquiry, undertaken by the Equality and Social Justice Committee of the Welsh Parliament, we were also invited to give oral evidence. As a result, the Committee included a recommendation for the introduction of a firewall to protect migrant victims in their final report. Later in the year, the Welsh government accepted the recommendation but clarified that *'as many organisations that hold data are not devolved, the Welsh Government cannot independently set out a data firewall. However (...) we will work with partners to establish opportunities to improve current processes.'*

Aware of the challenges of influencing national policymaking, during this period we have strengthened our work at the local level. We continued working to influence the Greater London Authority (GLA), and in his *Tackling Violence Against Women and Girls 2022- 2025 strategy*, the Mayor committed to lobbying the government for the introduction of a firewall as part of the Victims and Prisoners Bill.

Following the end of the data-sharing super-complaint process, we began working closely with the Domestic Abuse lead from Surrey Police, as they were one of the only local police forces introducing a temporary firewall for domestic abuse victims, as recommended by the independent police watchdogs. Through our local level influencing work, we were also invited to join the London Victims' Commissioner's Victims Reference Group, and the Modern Slavery and Exploitation Operational Group organised by the Hammersmith and Fulham, Kensington and Chelsea, and Westminster boroughs.

Alongside the Joint Council for the Welfare of Immigrants (JCWI), we developed a briefing on the importance of safe reporting mechanisms for victims of modern slavery and exploitation. We also supported the work of other organisations in the sector, for example, the amendment for safe reporting mechanisms proposed by Focus on Labour Exploitation (FLEX) during the debates for the Nationality and Borders Bill (now Act) and raised the importance of safe reporting mechanisms for migrant women to

report exploitation with labour inspectorates during a series of roundtables with the Director of Labour Market Enforcement (DLME).

Aware of the importance of influencing the police around the need for a firewall, during this year, we raised the issue with relevant actors, including the NPCC lead on VAWG, Maggie Blyth, and by responding to the Home Affairs Select Committee call for evidence on policing priorities.

New areas of work

For the first time since starting our policy and campaigning work, we attended the Labour Party conference with the aim of influencing their policies on VAWG in the round-up to the development of their Manifesto for the next general election. We also attended *We Move - A Race Equality & Migrants Rights Summit,* organised by Runnymead, which provided us an opportunity to connect with other organisations working in the immigration sector.

Over this period, we increased our work to highlight the particular experiences and vulnerabilities of migrant survivors in the Family Court system and the challenges they encounter in accessing housing. This work included participating in a housing conference organised by the Disrupt Foundation and in research undertaken by the Public Interest Law Centre.

We were also invited to join the Advisory Board for the Employment Legal Advice Network (ELAN) and for Stay Safe East, a *by and for* charity supporting disabled survivors of abuse and the Steering Group for the Making London a Living Wage City - Hospitality and Service Provision action strand.

Partnership work

Our work with other organisations remains strong and developing further. This year, alongside Southall Black Sisters, Safety4Sisters, The Angelou Centre and Ubuntu, we hosted a Parliamentary event on migrant victims of domestic abuse. The event was attended by a number of MPs, Peers, and the Safeguarding Minister.

Together with the IC Campaign and Southall Black Sisters, we co-organised an event to commemorate the ratification of the Istanbul Convention. At the event, we spoke about the harms that reserving article 59 on *residence status* of the convention will have on vulnerable migrant survivors and called on decision-makers to lift it.

We collaborated with the Anti-trafficking and Labour Exploitation Unit (ATLEU) by providing evidence for a claim for judicial review regarding a discriminatory policy in the financial support rates set out in the Modern Slavery Statutory Guidance for victims of exploitation. As a result, the Home Office agreed to amend the Guidance so that all potential victims would receive the same amount.

We continue to chair the Labour Exploitation Advisory Group (LEAG) coordinated by FLEX. This has allowed us to better collaborate and coordinate our responses to the government's relentless attack on the rights of migrants and their increasing reduction of support of victims through legislation such as the Nationality and Borders Act. We are currently working on a joint research project looking into the continuum of exploitation. We have also responded collaboratively to several public consultations/calls for evidence.

Survivors engaging in policy work

Adriana, a woman who accessed support in LAWRS, has been working with the policy team to talk about her lived experience and shine a light on the systemic nature of the exclusion of migrant women experiencing abuse from safety and justice. As part of this work, Adriana spoke at the launch of the latest report from the Domestic Abuse Commissioner, Safety Before Status: The Solutions.

Several victims/survivors of domestic servitude supported by LAWRS participated in in-depth interviews for a research project currently being developed addressing exploitation of Latin American women in the domestic work sector. One of them has also been interviewed for a documentary on migration journeys focusing on Latin American cleaners and domestic workers in the UK.

Communications

During this year, we have developed a more effective communication strategy and improved our organisation's branding, thanks to the introduction of the role of Communications Officer in LAWRS. With the aim of developing our communications further, we applied to the intensive and highly recognised communications training programme *'Stronger Voices'* facilitated by Media Trust. We were among the fifteen organisations selected to participate.

We developed several communications campaigns, including one on the importance of receiving reliable advice from trusted sources on issues such as welfare benefits, immigration and violence against women and girls (VAWG), and one funded by MOPAC targeting domestic workers in exploitation, both with great results.

LAWRS also remains committed to increasing the visibility of the issues we work on. For this purpose, we continue to engage with media outlets. For example, in December 2022, we were featured in a video piece by The Statesman.

3. Migrant women as agents of structural and systemic change

In this strand of our work, we also continue strengthening the opportunities for women from the Latin American community to organise and act as agents of social change through the Sin Fronteras and WARMI projects and the Volunteer programme.

Sin Fronteras

In the summer of 2022, we closed a three-year cycle of our innovative Sin Fronteras project. The project was developed to focus on supporting Latin American young women and girls (LAYWG) living in London, whose needs were not being met by either migrant youth or migrant women's organisations who, missing the intersections of gender and age respectively, had not developed work to focus on the specific needs of young migrant women (e.g. education, job precarity, sexual harassment, recognition).

During this year, Sin Fronteras supported 76 LAYWG through 51 activities, including feminist activism, wellbeing group sessions, university access appointments and one-to-one sessions, among others. Over this period, we continue to prioritise the mental health of LAYWG by continue providing 1:1 counselling and wellbeing sessions. We also expanded the scope of strategic partnerships with universities and colleges to provide information and 1:1 support on applying to university. The project also built on links with local youth service providers and other community organisations to provide LAYWG access to new experiences and opportunities.

> *"As a result of Sin Fronteras there have been several changes in my life on an emotional, educational, and personal level. It helped me grow as a person, as a friend, sister and much more. In addition, the organisation was a great support in my period of adaptation when I arrived in London. It has made a big difference for me and who I am today. I am grateful to Sin Fronteras for all that has been offered to us: very useful information, knowledge, friendships, and affection."*
>
> *-Participant of Sin Fronteras*

In collaboration with EmpoderArte-Pelikan Pictures LAYWG they discussed how they could make changes within the community by challenging discriminatory practices. Through art pieces, poems and word clouds they developed their activism compiled in two short videos: 'intersected identities' and 'between two worlds'. They also participated in the event *'Beyond Labels: widening participation for ethnic minority young people'*, a youth event run by the Human Rights Focus in London. This online dialogue focused on how young people can work with decision-makers across national and local governments to influence policy change. Additionally, the LAGYW participated in the webinar 'The Latin American Community: An Intergenerational Conversation'. This webinar was part of a Latin American community cross-sector conference, organised by the Southwark Latin American Network, in partnership with Community Southwark, Southwark Council and the School of Advanced Study.

In June 2022, one of our Sin Fronteras members participated in the policy dialogue: *'Social protection for all: minimum income and beyond'*. This was an in-person discussion between Nicolas Schmit, European Commissioner for Jobs and Social Rights, and young people from across Europe. The dialogue took place in the framework of the European Year of Youth 2022.

> *"I was terrified and super excited to participate in something so big. I was able to talk about my own and my parents' experience as undocumented migrants. I talked about how I had to suffer because of it, being a girl and being alone because they had to work a lot. I was the only one talking about undocumented migrants and I did it because what happened to me shouldn't happen to any other girl. There are many children who remain silent and are afraid to say what happens to them and their families because they are undocumented and I am proud to have been there and to have spoken about it. In the end, it was very nice to listen to the other young leaders and feel that I'm giving a voice to my community.*
>
> *I felt very special and proud to participate."*
>
> *-Participant of Sin Fronteras*

Sin Fronteras has now become a safe space for LAYWG to learn new skills, expand their aspirations, gain knowledge about their rights, develop leadership skills, access new experiences, and build a support network with other LAYWG. The impact of this for LAYWG has been improved confidence, expansion of their social networks, access to higher education (resulting in two young women starting at university) and improved mental health and wellbeing.

> *"I'm so happy! My university classes start in September, and I'm going to study what I always wanted. I didn't need to settle for something else or resign to my dream."*
>
> *-Participant of Sin Fronteras*

We are pleased to report that we secured a new grant from the Paul Hamlyn Foundation to continue Sin Fronteras. This new iteration of the project will continue the support and safe spaces that have been the hallmark of our work with LAYWG and expand into a new advocacy project that will be co-produced with a LAYW advisory board.

WARMI

WARMI is LAWRS's grassroots Community Activist group, made up of diverse Latin American migrant womxn organisers and activists in London. This project aims to centre the lived experience of women in our community as a powerful tool in the process of social change. Through diverse activities, spaces and

opportunities of engagement, participants of this project self-organised and created the WARMI feminist collective.

Self-care in community

From May to August 2022, this community space provided a series of online and in-person sessions focused on the wellbeing of the Latin American female community in London. This year's programme uplifted Audre Lorde's insistence that as activists caring for ourselves is 'an act of political warfare'. Recognising that we must tend to ourselves to have the resources to pursue social change, the programme's offerings provided different ways of joining a community of Latin American women on a journey of self-awareness, healing, and connection. This is self-care in community, as solidarity and mutual aid. We offered yoga and mindfulness classes, activism and wellbeing programme, dance and painting workshops as well as sessions on archive and memory of Latin Americans in diaspora. In total there were 38 sessions, with 140 subscriptions and 60% attendance rate. 74% of the 140 subscribers were able to acknowledge experience of violence in their lifetime.

Most participants expressed that activities allowed them to socialise, reduce stress and anxiety as well as to connect, learn and grow with their own community. Less than 10% have attended one or more activities, for example, a Peruvian woman attended online sessions of the Activism and Wellbeing programme, and in person sessions of Archive and Memory.

In person activities happened with support of other organisations such as Ourmala, Gandaia and Latinidad LDN. Gandaia brought Arts Council funding that allowed us to pay facilitators, materials, transport fee for each attendant, offer snacks and creche in the 4 sessions. Latinidad LDN brought their expertise in archiving, and a photographer to document the event. And Ourmala has contributed towards the facilitator's fee.

Sessions were delivered by 13 members of the community who shared their expertise and who described the experience of working with/for their own community as 'extremely rewarding and enriching' at a professional and personal level, 'it has helped me to heal and reconnect with my own latinx essence'.

Labour Exploitation

Between September 2022 and May 2023, WARMI partnered with Focus on Labour Exploitation (FLEX) to run 8 online focus groups with Latin American women working in the cleaning sector who are part of WARMI. Participants were recruited through an online open call, and many of them participated throughout all sessions.

The topics discussed were working hours and National Minimum Wage, different types of leave, immigration and discrimination, health and safety, freedom of association, grievance mechanisms, sexual harassment and forced labour. The focus groups were run online, as it meant a higher level of participation, due to the working hours of the participants.

Most participants have expressed having experienced abuse and exploitation at work at different levels but having little knowledge on their rights and how to seek help, as for example the word 'grievance' was new to them. Barriers such as language and access to information were mentioned often by many. Participants connected their own experiences to each topic, gaining more understanding about them as the focus groups progressed.

Overall, women were very pleased to have joined the focus groups not only as a safe space where they could share their experiences with others, but also as a space where they could learn useful information about labour rights to make more informed decisions at work.

We will be working in the next year to secure additional resources for our community organising work as the cost-of-living crisis is affecting our community's ability to participate in these essential spaces, for example when there is a need to increase working hours to cover food and rent increases. We will also be looking at new ways of collaborating with other community partners for the delivery of joint work, as the richness of this year's programme was enabled by the in-kind support of the programme's Latin American community partners.

4. Supporting LAMW's integration

Southwark Outreach

The Southwark Outreach project seeks to improve access to community services, community support, well-being resources, and volunteering opportunities for Latin Americans in the borough. This project is delivered in partnership with Indoamerican Refugee and Migrant Organisation (IRMO), who delivers the support needed for accessing volunteering opportunities.

This year, LAWRS' outreach project in Southwark engaged with 1,239 Latin American women (347 of which had not been in contact with LAWRS before and were accessing support for the first time) through a range of channels, including 291 referrals, 219 workshops, events, and group sessions (English class, yoga and meditation), 298 one-to-one appointments, and inquiries via telephone, text and email. The project stays in touch with the community by disseminating information about our services and activities on a weekly basis through social media and WhatsApp.

The outreach project provides another channel for LAMW to access support, such as one-on-one appointments with the Southwark Outreach Coordinator or with our specialist advisors on VAWG, Welfare Benefits, Housing and Debt (WBHD), and mental health.

Additionally, the project provided informative workshops and webinars on the most relevant issues facing LAMW. This year 32 workshops held during the reporting period contributed to increasing women's awareness of numerous topics (e.g., mental and physical well-being, access to Generalist Advice, employability, VAWG and healthy relationships, HIV and sexual health, the importance of volunteer work, rights of private tenants, right to vote, energy advice and cost of Living Crisis, child care system, childhood immunisation system, etc.). These were delivered in collaboration with other LAWRS teams and with external organisations such as Citizens Advice Southwark, IRMO, Pohwer, 1st Place Children's Center, PACT, Aymara, ELBA, Chameleon Project, SELCE, NHS South East London, Southwark 2030 team and CLAUK.

Alongside this, the project also engages in advocacy work at the local level in Southwark to bring attention to our community's needs and communicate how our organisation is working to address those needs.

Over this year, 209 women accessed the Language Cafe, our weekly informal English conversation classes. It continues to be the most attended activity reflecting the continued need amongst the community to learn English and to access free classes.

This year we were able to host five in-person discussion spaces with women from the community. There is greater demand for a return to physical in-person gatherings, where women can find a sense of belonging.

At Espacio Mamá, our Latin American mums group, we ran workshops related to volunteering opportunities, housing and welfare benefits, cost of living crisis and energy saving tips, domestic violence and healthy relationships, polio vaccination for children, Southwark 2030 consultation session and voting rights. Like all other LAWRS services, this year we have seen this service support more mums who are seeking asylum or who are undocumented.

The project is experiencing a rise in foodbank and baby bank referrals, which have long waiting lists and requests for clothes banks for adults, which don't exist. Activities that have been able to provide a Latin American breakfast have been oversubscribed. In order to be able to offer something to our community of women it has become crucial for us to partner up with organisations that can provide food and refreshments, vouchers or transport expenses as part of our activities.

Case study - the continued impact of Brexit

Luz was a Latin American mum who came over from Spain on the advice of a 'lawyer' who incorrectly told her she could apply to the EUSS and that he could help her with it. She came to the UK with her two-year old daughter and is living with her cousin. Luz moved to the UK with the understanding that she could achieve settled status here, but her application was rejected on the basis that she was not living in the UK before the cut-off date of 31st December 2020. However, the lawyer keeps insisting they can submit another application.*

Luz left Spain with everything she had and does not have enough money to go back. She came to our Latin American mum's group, Espacio Mamá, for help. She was stressed, depressed, and stuck at home as she could only afford travel to and from work. LAWRS referred her to a food bank, but she did not have a pram which made it difficult for her to get to the food bank with her daughter, who went with her everywhere. We referred her to the Little Village baby bank to try and get her a pram, but the waiting list was over a month long and in the end, she was not able to get one.

Luz is currently undocumented and living in these conditions until she can afford to get back to Spain. Many Latin Americans are being misled in this way due to their lack of information and understanding of the UK immigration system and being left in very vulnerable conditions.

** Not her real name*

Southwark Health outreach Project

We continued our work with Southwark and IRMO by launching in January 2022 the first ever project funded by Southwark Council to provide a health outreach initiative for the Latin American community. Between January and June 2022, the project's outreach reached a total of 657 people. Out of this total, the team provided 144 people with in-depth 1:1 support and engaged in conversations with another 513 people.

The project was an opportunity to evidence the value of our grassroots approach to healthcare access, drawing heavily on both organisations' experience of service provision for the community. It considered the community's unique barriers, such as language, immigration status, labour exploitation, gender-based violence, digital exclusion and recognised their intersectional needs.

We provided access to 1:1 support with advisors fluent in community languages by establishing a health and wellbeing helpline accessible via WhatsApp, telephone, and email. Additionally, we organised weekly pop-up clinics at Guys and St Thomas' Hospital and St George's community pharmacy in Elephant and Castle, where we provided vaccine access alongside translation services and 1:1 in-person support. We expanded our reach by taking pop-up clinics and information sessions into Latin American community spaces across the borough, including business hubs, unions, and churches.

Recognising that access to healthcare involves more than GP registration and information distribution in community languages, our support was comprehensive and holistic. This looked like following up a GP registration that had been rejected on discriminatory grounds, it meant booking GP appointments because interpretation services are not provided, it meant retrieving medical records to send to the Home Office to prove someone's existence in the UK, it meant translating letters from GPs or hospitals. Our support

recognised that the needs of migrants are multiple and interconnected so we linked people with additional support in areas such as welfare benefits, housing, immigration, employment, ESOL and counselling.

This project was strategic, leveraging funding to provide practical GP and vaccine access support as an opportunity to talk to people in our community and hear their reality about trying to access healthcare. Alarmingly, the project's findings suggested that the issue is much larger than initially reported, with approximately 1 in 3 community members not registered with a GP. Crucially, the lived experience testimonies gathered brought to life the many ways in which being registered with a GP does not equal access to healthcare. This is significant because previous research has only been able to focus on GP registration rates, obscuring the complex, layered and systematic barriers to healthcare access, barriers that manifest at all stages of engagement with health services in dehumanising ways. For example, a single mother might have to pay an English speaker to book a GP appointment for her, or a pregnant woman seeking asylum might choose to tend to her pregnancy alone after being denied an interpreter at all her antenatal appointments. This project's report will form a cornerstone in our ongoing efforts to advocate for community-led healthcare for migrants.

LAWRS Volunteer Programme for Latin American women

This year our volunteer programme recruited and supported 91 Latin American women as volunteers for LAWRS. LAWRS' volunteer programme plays a vital role in increasing the capacity of the organisation and helping us to do more to support Latin American women. Our volunteers are embedded in all areas of LAWRS' work and during this reporting period generously dedicated 1,637 hours of counselling, 4,073 hours of casework and administrative support, 2,579 hours of helpline support, and 2,361 hours of interpretation. Without our volunteers we would not be able to continue running our helpline, which we set up in response to the Covid-19 pandemic and which has completely changed the way we work.

By volunteering for LAWRS, Latin American women gain valuable work experience and enhance and develop their professional skills which opens doors to better paid and secure employment. In this way our volunteer programme provides a pathway out of exploitative work in low paid sectors. During this reporting period, 44 volunteers completed their volunteering commitment with us, and out of those, 29 had secured employment and 5 others went on to pursue further education. The significance of this experience for the community means that we have maintained a high interest in our volunteering opportunities post pandemic.

As the organisation grows, so does the need for more volunteers and with it the need for better systems to support them and their supervisors, especially as the context we are working in becomes more challenging. In response to this the Volunteer Coordinator has been piloting a monitoring tool to aid supervisors to better capture the extent of the work our volunteers do and the skills they develop. This tool will go beyond recording the number of hours completed and include the tasks volunteers are responsible for, a list of the training they completed, supervisor highlights. This helps provide richer reference letters, but also evidences the amount of work that goes into both being a volunteer and supporting a volunteer. This year extra time for supervision, debriefs and care for our volunteers has felt even more important. We hope this monitoring will help us evidence funding needs for this programme, because although we have increased our number of volunteers, we have not been able to scale up the capacity of our Volunteer Coordinator.

Training in the community

Women United Against Sexual Harassment

Women United Against Sexual Harassment was funded by Rosa and implemented as a partnership between LAWRS and the Independent Workers of Great Britain (IWGB) union. IWGB represents Latin American migrant workers in precarious jobs in the UK and this project used LAWRS' The Unheard Workforce report to give context to the extent of sexual harassment (SH) they face.

Between January and November 2022, this collaboration raised awareness amongst and empowered a total of 71 migrant women workers, most of them Latin American. They learnt about SH from an intersectional perspective, learnt that they have a supportive network of women and services, and found room for healing from and empowerment to fight it. 17 IWGB women representatives are now trained to deliver this training within the union and know how to build peer-to-peer support groups with trauma-informed approaches for women members that have experienced sexual harassment in the workplace. As part of this project IWGB has also strengthened its women committees.

We also produced a toolkit on SHW (Part 1 and Part 2) and a training model which is ready to be shared with other unions. Through this process, LAWRS and IWGB also developed an anti-sexual harassment policy template for employers to adopt.

Healthy London Healthy Relationships - Schools Prevention Project

Healthy London Healthy Relationships is a project funded by London Councils. The project is led by AVA, on behalf of the London VAWG Consortium's Ascent programme, and is being delivered mainly by 'by and for' women's organisations, including LAWRS, that can provide an intersectional perspective on healthy relationships. The project aims to take a whole school approach, by including students, staff, and parents, in trainings about healthy relationships looking at issues such as domestic abuse, sexual abuse, consent, and toxic masculinity with information on how to find help.

LAWRS has been assigned to work with schools in the boroughs of Lambeth, Southwark, Croydon, and Lewisham. In this reporting year the project focused its work on Southwark and Lambeth, the two London boroughs with the biggest Latin American populations, and engaged 71 students in workshops about healthy relationships, trained 41 professionals, and reached 111 members of the school setting community through outreach activities.

The start-up challenge for this project has been building relationships with schools and having them commit to a whole school approach, i.e delivering school assemblies and building safeguarding policies together, during a period of strike action in schools across England, teacher shortages and existing teachers feeling over stretched. A whole school approach requires the initiative to come from the school and a lead in time of 1 - 2 years so a school can fit training into their academic programme.

The most successful collaborations resulted from working with partner schools such as St Gabriel's College in Lambeth where 25% of the students are Latin American and Keyworth Primary School in Southwark which proactively sought LAWRS as it recognised that the community is very isolated, and they find hard to reach.

However, the project reveals how important it is to work with young people on this topic. Many had not heard about healthy relationships but knew from experience what was not healthy. Young women and girls have a better understanding about sexism and violence against women and girls, either through their own experience or via their mothers. However, this is not mirrored by an understanding of sexism and toxic masculinity by boys, reinforcing harmful patterns of behaviour. By addressing these issues at younger ages LAWRS supports a preventative approach to eliminating violence against women and girls.

PLANS FOR 2023-2024

Our plans for the new year are the following:

- Continue transitioning from short-term emergency Covid funding to long term sustainable funding and increase our fundraising capacity.
- Work with Sin Fronteras to develop a new policy project for Latin American young women and girls that will be co-produced with a LAYMW advisory board. The aim will be to fill a gap in policy and decision makers' agenda.
- Continue helping Latin American women through the aftermath of the Covid-19 pandemic and its combined effects with the increase of cost-of-living crisis.
- In response to an increase in the need for support from Latin American women coming from Central America who are seeking asylum, the policy team is currently undertaking research to understand the particular experiences of these women in order to influence policymaking.
- The structural barriers to tackling poverty, which have persisted over the past two decades, need to be addressed. We will be seeking funding to launch an employability programme to pull Latin American women out of a cycle of poverty and in that way begin changing the prospects of their children and communities.
- Secure funding to enlist support to achieve accreditation to provide debt support.
- Conclude the Theory of Change and Business plan to map out our organisational strategy.
- Continue the implementation of a collective care strategy in order to ensure preventative support to issues of stress and burnout to better ensure the wellbeing of our team and the sustainability of the organisation.
- Increase our capacity to provide specialised services by achieving OISC Level 2 and IDVA accreditations.
- Increase our capacity to support refugee and asylum-seeking Latin American women through the provision of initial immigration advice services.

AND A BIG THANK YOU:

- To our staff and volunteers for their passion and commitment and for working so hard to improve the lives of Latin American and migrant women in practical and strategic ways.
- To every survivor who after facing such difficult situations decided to raise her voice and share her story with us and with our stakeholders to demand the change that is needed so other women do not face similar situations.
- To our partners and supporters for helping amplify our message, for opening doors and for their contributions to the organisation.
- To our funders for their tireless support of a small charity with a very specific remit. We would not be able to do our work without your commitment to social justice and to improving the lives of the disenfranchised and marginalised in the United Kingdom.
- To the policy and decision makers who have opened their doors to us and who have listened to our concerns and our proposals and helped to bring about change.

FINANCIAL REVIEW

Review of fundraising activities

We derived income from various funding sources to which we are very grateful for their contributions that made our work possible and effective during this year.

Financial results

Income in 2022/23 totalled £867,018 and expenditure was £953,919, resulting in a deficit of £86,901. Restricted funds reduced by £98,702, and unrestricted funds showed a surplus of £11,801.

Income was £181,181 lower than in 2021/22. This did not cause any major challenges as substantial Restricted Funds held at the start of the year were available to fund expenditure in 2022/23.

Expenditure was a little lower than in the 2021/22 year which included the office refurbishment costs and higher payments to partners. It was still substantially higher than prior to Covid-19 – the increase in the needs of services users for advice and counselling has continued and the ongoing cost of living crisis has further impacted needs. As a result expenditure in 2022/23 was 40% higher than in 2019/20.

Strategy for 2023/24

As explained last year, over the last 3 years LAWRS has been very successful in securing funds to support its work during and after Covid-19, and this has allowed LAWRS to increase its capacity to meet the increased demands from service users during this difficult period. Much of this funding has been short-term, typically one-year grants.

In 2023/24 LAWRS plans a substantial fundraising programme aimed at securing more multi-year grants for new funders at the same time as renewing some existing multi-year funding contracts that end in 2023/24. At the same time, the healthy level of unrestricted reserves will allow the Trustees to use some of these reserves to ensure that the advice and counselling services can continue to support the increased needs of service users throughout the year.

Reserves policy

The trustees are committed to maintaining an adequate, justified and reasonable level of reserves in line with guidance from the Charity Commission. It is the Trustees' aim to ensure that reserves are available equivalent to three months' running costs. The target amount at the balance sheet date is £234,000.

In addition, the trustees have identified the need to designate funds to cover potential staff sickness (£5,000); premises (£15,000); and transition costs in 2022/23 (£216,000). Further information is set out in note 11 on page 37.

Overall, the target unrestricted reserves above amount to £470,000. Unrestricted reserves at 31 March 2023 are £470,721. So the level of reserves is regarded as adequate but not excessive. The trustees expect that unrestricted reserves will gradually reduce over the next year or so. The trustees will continue to monitor reserves closely to ensure that LAWRS holds adequate funds to cover its future needs.

STATEMENT OF TRUSTEES' RESPONSIBILITIES

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

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

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

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time of 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.

So far as each of the trustees is aware at the time the report is approved:

- there is no relevant audit information of which the charitable company's auditors are unaware; and
- 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.

This report has been prepared in accordance with the special provisions relating to companies subject to the small companies regime within Part 15 of the Companies Act 2006.

Approved by the trustees on 18th November 2023 and signed on its behalf by:

Vanessa Gabriel-Robinson

Vanessa Gabriel-Robinson – Chair

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF LATIN AMERICAN WOMEN'S RIGHTS SERVICE

Opinion

We have audited the financial statements of Latin American Women's Rights Service (the 'charitable company') for the year ended 31 March 2023 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'.

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 2022 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland'; and
- 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 Auditors responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company'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 trustees are responsible for the other information. The other information comprises the information included in the annual report, other than the financial statements and our Report of the Independent Auditors thereon.

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.

In connection with our audit of the financial statements, 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 audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. 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 Report of the Trustees for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Report of the Trustees 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 Report of the Trustees.

We have nothing to report in respect of the following matters where 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 trustees were not entitled to take advantage of the small companies exemption from the requirement to prepare a Strategic Report or in preparing the Report of the Trustees.

Responsibilities of trustees

As explained more fully in the Statement of Trustees Responsibilities, 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 a Report of the Independent Auditors that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee

that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

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

- The charitable company is required to comply with both company law and charity law as applicable in England and Wales and, based on our knowledge of its activities, we identified that the legal requirement to accurately account for restricted funds was of key significance.
- We gained an understanding of how the charitable company complied with its legal and regulatory framework, including the requirement to properly account for restricted funds, through discussions with management and a review of the documented policies, procedures and controls.
- The audit team, which is experienced in the audit of charities, considered the charitable company's susceptibility to material misstatement and how fraud may occur. Our considerations included the risk of management override.
- Our approach was to check that the income from donations, grants, advice service and accommodation were properly identified and restricted income was separately accounted for and to ensure that only valid and appropriate expenditure was charged to restricted funds. We also examined that expenditure complied with the control procedures and was appropriately charged. This included reviewing journal adjustments and unusual transactions.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our Report of the Independent Auditors.

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 auditors' 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.



Shoaib Arshad ACA, FCCA
Senior Statutory Auditors
for and on behalf of Knox Cropper LLP
65 Leadenhall Street
London
EC3A 2AD

Date: 18th November 2023

STATEMENT OF FINANCIAL ACTIVITIES (INCLUDING INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 MARCH 2023

	Note	Unrestricted funds 2023 £	Restricted funds 2023 £	Total funds 2023 £	Unrestricted funds 2022 £	Restricted funds 2022 £	Total funds 2022 £
Income:							
Grants, donations and legacies	2	257,935	250,481	508,416	342,950	368,171	711,121
Charitable activities	3	24,861	331,433	356,294	13,334	323,599	336,933
Other trading activities - Membership Subscriptions		-	-	-	10	-	10
Investments - Bank Interest		2,308	-	2,308	135	-	135
Total income		285,104	581,914	867,018	356,429	691,770	1,048,199
Expenditure:							
Cost of raising funds	4	19,862	-	19,862	22,417	-	22,417
Expenditure on charitable activities	4	253,441	680,616	934,057	297,730	700,856	998,586
Total expenditure		273,303	680,616	953,919	320,147	700,856	1,021,003
Net income / (expenditure) and net movement in funds for the year		11,801	(98,702)	(86,901)	36,282	(9,086)	27,196
Reconciliation of funds							
Total funds brought forward		458,920	164,395	623,315	422,638	173,481	596,119
Total funds carried forward		470,721	65,693	536,414	458,920	164,395	623,315

The statement of financial activities includes all gains and losses recognised in the year.

BALANCE SHEET AS AT 31 MARCH 2023

	Notes	2023 £	2022 £
FIXED ASSETS			
Tangible assets	8	8,967	6,354
Total Fixed Assets		**8,967**	**6,354**
CURRENT ASSETS			
Debtors	9	184,865	170,486
Cash at bank and in hand		465,536	655,372
Total Current Assets		**650,401**	**825,858**
LIABILITIES			
CREDITORS: Amount falling due within one year	10	(122,954)	(208,897)
NET CURRENT ASSETS		**527,447**	**616,961**
TOTAL ASSETS LESS CURRENT LIABILITIES/NET ASSETS		**536,414**	**623,315**
FUNDS			
Unrestricted funds - General		234,721	253,920
Unrestricted funds - Designated	11	236,000	205,000
Restricted funds	12	65,693	164,395
TOTAL CHARITY FUNDS		**536,414**	**623,315**

The financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime and with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015).

They were approved by the Board on 18th November 2023 and signed on its behalf by:

Vanessa Gabriel-Robinson

Vanessa Gabriel-Robinson - Chair

Sandra Hayne

Sanda Hayne - Trustee

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 MARCH 2023

	Notes	2023 £	2022 £
Cash flows from operating activities:			
Net cash provided by (used in) operating activities	18	(186,666)	48,874
Cash flows from investing activities:			
Interest income		2,308	135
Purchase of tangible fixed assets		(5,478)	(1,848)
Net cash provided by (used in) investing activities		(3,170)	(1,713)
Cash flows from financing activities			
Change in cash and cash equivalents in the reporting period		(189,836)	47,161
Cash and cash equivalents at the beginning of the reporting period		655,372	608,211
Cash and cash equivalents at the end of the reporting period		465,536	655,372

NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2023

1 ACCOUNTING POLICIES

1.1 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) (effective 1 January 2015) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006. The date of transition to FRS102 was 1 April 2015.

1.2 Preparation of the accounts on a going concern basis

The expenditure budget for 2023/24 is mostly funded from a combination of secured income and the Transition Fund explained in the Financial Review, and sufficient funds have been apoplied for to ensure a fully-funded budget. LAWRS has also identified opportunities to apply for sufficient funds to meet LAWRS needs in 2024/25 and beyond. Work will progress throughout 2023/24 to secure these funds. The Trustees will be closely monitoring progress in fundraising to ensure that commitments are managed and adjusted within secured and anticipated funding. This should ensure viability beyond 2023/24 and demonstrate that LAWRS is a going concern.

1.3 Incoming resources

Donations, grants and other forms of voluntary income are recognised as incoming resources when receivable, except insofar as they are incapable of financial measurement. Income is shown net of VAT where applicable. Latin American Women's Rights Service is not registered for VAT.

1.4 Investment in associated undertakings

Unlisted investments are included at the best estimate of their market value where it is practicable to obtain this. Where no reliable valuation can be obtained or it is considered that the cost of obtaining one outweighs the benefit to the users of the financial statements, the investments are included at cost and reviewed for impairment at each year end.

1.5 Tangible fixed assets and depreciation

Tangible fixed assets are depreciated in accordance with the charity's accounting policy. Depreciation is provided at rates calculated to write off the cost of the asset less any estimated residual value over its expected useful life, as follows:

Fixtures, fittings and equipment	25% straight line

Items of equipment are capitalised where the purchase price exceeds £300.

1.6 Fundraising costs

Fundraising expenses relate to costs incurred in inducing people and organisations to contribute towards the charity's work.

1.7 Resources expended

Resources expended are included in the statement of financial activities of an accruals basis, inclusive of VAT.

Certain expenditure is directly attributable to specific activities and has been included in those cost categories.

Certain other costs, which are attributable to more than one activity, are apportioned across categories on the of staffing on each project.

NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2023

1 ACCOUNTING POLICIES (continued)

1.8 Funds

Unrestricted funds are donations and other incoming resources receivable or generated for the objects of the charity without further specified purposes and are available as general funds.

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are wide and varied in pursuance of the charity's main objectives.

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

1.9 Leases

Rentals paid under operating leases are charged to the statement of financial activities on a straight line basis over the lease term.

1.10 Corporation Taxation

The charity is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2023

2. INCOME FROM GRANTS AND DONATIONS

	Unrestricted funds £	Restricted funds £	2023 £	2022 £
Comic Relief	-	116,394	116,394	101,693
Oak Foundation	80,000	5,583	85,583	155,000
Esmee Fairbairn Foundation	53,750	-	53,750	104,000
Unbound Philanthropy	40,000	-	40,000	40,000
Imkaan	9,909	30,000	39,909	-
Lloyds Bank Foundation	2,250	37,328	39,578	63,948
Trust for London	-	23,500	23,500	47,000
London Borough of Southwark	-	21,367	21,367	75,508
A B Charitable Trust	20,000	-	20,000	-
Capital Group	18,000	-	18,000	22,100
The Blue Thread	10,000	-	10,000	-
King's College London	-	9,080	9,080	-
The Joseph Rowntree Charitable Trust	-	5,403	5,403	5,403
John Ellerman Foundation	-	1,826	1,826	-
Rosa		-	-	39,985
Home Office	-	-	-	19,215
City Bridge Trust	-	-	-	10,500
The Worshipful Company of Insurers Charitable Trust	-	-	-	10,000
London Community Response Fund		-	-	6,919
The Baring Foundation	-	-	-	5,000
Donations	24,026	-	24,026	4,850
	257,935	250,481	508,416	711,121

3. INCOME FROM CHARITABLE ACTIVITIES

	Unrestricted funds £	Restricted funds £	2023 £	2022 £
Mayor Office for Policing and Crime (MOPAC)	-	188,482	188,482	175,972
London Councils	-	142,951	142,951	136,816
Healthwatch Islington	8,504	-	8,504	-
Imkaan	5,666	-	5,666	-
London Borough of Wandsworth	-	-	-	10,811
Other	10,691	-	10,691	13,334
	24,861	331,433	356,294	336,933

LAWRS benefits greatly from the involvement and enthusiastic support of its many volunteers, details of which are given in our annual report. In accordance with FRS 102 and the Charities SORP (FRS 102), the economic contribution of general volunteers is not recognised in the accounts.

NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2023

4. TOTAL RESOURCES EXPENDED

	Cost of Raising Funds	Charitable Activities	2023 £	2022 £
Salaries	19,862	783,585	803,447	820,993
Consultancy / Supervision	-	19,788	19,788	23,197
ESOL teachers	-	-	-	-
Evaluation	-	3,500	3,500	-
Event costs and room hire	-	14,266	14,266	7,640
Grants to partners	-	19,559	19,559	39,044
"Sin Fronteras" project activities	-	700	700	4,562
Publications and videos	-	150	150	3,628
Quality Assurance	-	5,997	5,997	144
Training staff and volunteers	-	9,954	9,954	6,283
Crisis payments to service users	-	1,155	1,155	8,540
Volunteers expenses	-	1,990	1,990	1,879
Support costs (see below)	-	73,413	73,413	105,093
	19,862	934,057	953,919	1,021,003

5. SUPPORT COSTS

	Cost of Raising Funds	Charitable Activities	2023 £	2022 £
Rent, rates and services	882	34,953	35,835	28,656
Audit and accounting	153	6,047	6,200	5,840
Bank charges	9	371	380	462
Cleaning	23	899	922	-
Currency losses	- 145	- 5,730	- 5,875	1,059
Depreciation	71	2,794	2,865	3,419
Equipment	26	1,032	1,058	8,168
Insurance	74	2,951	3,025	2,864
Membership fees	40	1,565	1,605	1,179
Office refurbishment	6	256	262	28,788
Printing, postage and stationery	48	1,896	1,944	2,477
Publicity and promotion	105	4,153	4,258	763
Recruitment	26	1,032	1,058	1,519
Telecommunications & IT	337	13,363	13,700	13,873
Website	6	233	239	706
Sundries	146	5,791	5,937	5,320
	1,807	71,606	73,413	105,093

NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2023

6. NET EXPENDITURE

	2023 £	2022 £
Net expenditure is stated after charging or crediting:		
Depreciation	2,865	3,419
Auditors remuneration	5,400	5,280

7. STAFF COSTS

	2023 £	2022 £
Salaries	731,020	746,002
Social security costs	57,505	60,064
Pension costs	14,922	14,927
	803,447	820,993

The average monthly head count was 32 staff (2022: 31.5 staff)

The average monthly number of full time equivalent employees during the year was as follows:

	2023 Number	2022 Number
Support and advice services	23.3	24.5

No employees earned over £60,000 in the year (2022 - nil).

No trustees received any remuneration during the year (2022: nil). One trustee received expenses totalling £26 during the year (2022: two trustees; £73). No trustee or any other person related to the charity had any personal interest in any contract or transaction entered into by the charity during the year (2022: none).

NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2023

8. TANGIBLE FIXED ASSETS

	Fixtures, fittings and computers £
COST	
As at 1st April 2022	14,565
Additions	5,478
Disposals	(637)
As at 31st March 2023	19,406
DEPRECIATION	
As at 1st April 2022	8,211
Charge for the year	2,865
Disposals	(637)
As at 31st March 2023	10,439
NET BOOK VALUE	
As at 31st March 2023	8,967
As at 31st March 2022	6,354

9. DEBTORS

	2023 £	2022 £
Grants receivable	162,254	155,700
Prepayments and other debtors	22,611	14,786
	184,865	170,486

10. CREDITORS - AMOUNTS FALLING DUE WITHIN ONE YEAR

	2023 £	2022 £
Accruals	31,193	32,971
Sundry creditors	10,752	26,095
Tax and social security	13,259	16,252
Deferred income	67,750	133,579
	122,954	208,897

Deferred income of £93,579 was released during the year. Income of £27,750 was deferred during the year.

NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2023

11. ANALYSIS OF MOVEMENTS IN UNRESTRICTED FUNDS

	Balance as at 1.4.2022 £	Incoming resources £	Outgoing resources £	Transfers £	Funds as at 31.3.2023 £
General Fund	253,920	285,104	(273,303)	(31,000)	234,721
Designated Sickness and maternity fund	5,000	-	-	-	5,000
Designated Premises fund	15,000	-	-	-	15,000
Designated COVID-19 fund	0	-	-	-	-
Designated Income Fund	0	-	-	-	-
Designated Transition fund	185,000	-	-	31,000	216,000
	458,920	285,104	(273,303)	-	470,721

The Sickness and maternity fund provides some cover for longer-term staff sick leave; previously it also included some cover for maternity leave but this is now regarded as a routine cost.

The premises fund recognises that LAWRS may incur exceptional expenditure in the next 1 to 2 years and earmarks some funds to meet these exceptional costs.

The Transition Fund earmarks some funds to allow LAWRS to budget some planned work in 2023/24, notably supporting the needs of service users, while LAWRS secures more longer term funding. Over the last 3 years LAWRS has funded significant work through emergency and short-term funding, and is currently transitioning to a higher proportion of multi-year funding.

ANALYSIS OF MOVEMENTS IN UNRESTRICTED FUNDS - PRIOR YEAR

	Balance as at 1.4.2021 £	Incoming resources £	Outgoing resources £	Transfers £	Funds as at 31.3.2022 £
General Fund	208,000	356,429	(320,147)	9,638	253,920
Designated Sickness and maternity fund	5,000	-	-	-	5,000
Designated Premises fund	15,000	-	-	-	15,000
Designated COVID-19 fund	149,466	-	-	(149,466)	-
Designated Income Fund	45,172	-	-	(45,172)	-
Designated Transition fund	-	-	-	185,000	185,000
	422,638	356,429	(320,147)	-	458,920

NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2023

12. ANALYSIS OF MOVEMENTS IN RESTRICTED FUNDS

	Balance As at 1.4.2022 £	Incoming resources £	Outgoing resources £	Transfers	Funds As at 31.3.2023 £
Paul Hamlyn Foundation	22,860	-	(22,860)	-	-
Comic Relief compehensive programme of support	-	65,000	(50,000)	-	15,000
Trust For London (2019/22 grant)	31,989	-	(31,989)	-	-
Mayor's Office on Policing and Crime (MOPAC) Prevention and Action Through Community Engagement and Training	-	39,935	(39,935)	-	-
Mayor's Office on Policing and Crime (MOPAC) Delivery of London-wide Advice and Support for Survivors of VAWG	-	47,834	(47,834)	-	-
London Borough of Southwark Community Capacity Programme (2021/23 grant)	-	18,500	(18,500)	-	-
Comic Relief No Recourse No Safety	12,073	25,446	(29,021)	-	8,498
Comic Relief Migrant Women Unbound project	21,670	6,328	(27,998)	-	-
Comic Relief Pathway to Recovery Project	-	19,620	(19,620)	-	-
The Joseph Rowntree Charitable Trust	3,125	5,403	(11,648)	-	(3,120)
London Borough of Southwark Latin American Health Outreach Project	5,772	2,867	(8,639)	-	-
Lloyds Bank Foundation evidence-based policy and campaigns work	29,773	37,328	(32,744)	-	34,357
Rosa 2021/22 grant	32,133	-	(32,133)	-	-
Baring Foundation	5,000	-	(5,000)	-	-
Imkaan Margin To Centre Fund	-	30,000	(30,000)	-	-
London Councils Advice & Counselling	-	82,579	(82,579)	-	-
London Councils Ending Harmful Practices	-	35,372	(35,372)	-	-
London Councils Prevention	-	25,000	(25,000)	-	-
Mayor's Office on Policing and Crime (MOPAC) Ascent NRPF Project		49,013	(48,503)	-	510
Mayor's Office on Policing and Crime (MOPAC) LWSHP		51,700	(50,700)	-	1,000
Oak Foundation Issues Affecting Women Care Fund		5,583	(5,583)	-	-
Trust For London (2022/25 grant)		23,500	(19,186)	-	4,314
John Ellerman Foundation		1,826	(1,472)	-	354
King's College London		9,080	(4,300)	-	4,780
	164,395	581,914	(680,616)	-	65,693

The deficit on the Joseph Rowntree Charitable Trust project will be covered by a grant receivable in 2023/24.

Section 37 Statement

As can be seen from the above analysis of movements, the grants from The London Councils were expended for the purpose for what they were awarded.

NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2023

13. ANALYSIS OF MOVEMENTS IN RESTRICTED FUNDS - PRIOR YEAR

	Balance As at 1.4.2021 £	Incoming resources £	Outgoing resources £	Transfers	Funds As at 31.3.2022 £
London Councils Advice & Counselling	-	72,861	(72,861)	-	-
London Councils Ending Harmful Practices	-	36,860	(36,860)	-	-
London Councils Prevention	-	27,095	(27,095)	-	-
Paul Hamlyn Foundation	69,628	-	(46,768)	-	22,860
Comic Relief compehensive programme of	19,299	20,262	(39,561)	-	-
London Borough of Southwark Community	1,449	-	(1,449)	-	-
Rosa 2019/21 grant	17,044	-	(17,044)	-	-
Trust For London (2019/22 grant)	27,683	47,000	(42,694)	-	31,989
City Bridge Trust (2019/21 grant)	17,181	10,500	(27,681)	-	-
Mayor's Office on Policing and Crime (MOPAC)	3,079	52,027	(55,106)	-	-
Mayor's Office on Policing and Crime (MOPAC) Delivery of London-wide Advice and Support	-	47,834	(47,834)	-	-
National Lottery Community Fund	1,000	-	(1,000)	-	-
City Bridge Trust TNLCF COVID-19 Response	5,446	6,919	(12,365)	-	-
City Bridge Trust TNLCF COVID-19 Response	3,475	-	(3,475)	-	-
London Borough of Southwark Community	-	18,500	(18,500)	-	-
London Borough of Wandsworth	8,197	10,811	(19,008)	-	-
Capital International Ltd (2022/23 grant)	-	18,000	(18,000)	-	-
London Borough of Southwark EU Settlement	-	15,004	(15,004)	-	-
Mayor's Office on Policing and Crime (MOPAC)	-	76,111	(76,111)	-	-
Comic Relief No Recourse No Safety	-	25,442	(13,369)	-	12,073
Comic Relief Migrant Women Unbound project	-	40,000	(18,330)	-	21,670
Comic Relief Pathway to Recovery Project	-	15,989	(15,989)	-	-
The Joseph Rowntree Charitable Trust	-	5,403	(2,278)	-	3,125
London Borough of Southwark Latin American	-	27,000	(21,228)	-	5,772
Lloyds Bank Foundation evidence-based policy and campaigns work	-	38,948	(9,175)	-	29,773
Rosa 2021/22 grant	-	39,985	(7,852)	-	32,133
Baring Foundation	-	5,000	-	-	5,000
Home Office	-	19,215	(19,215)	-	-
London Borough of Southwark EU Settlement Scheme phase 2	-	15,004	(15,004)	-	-
London Borough of Wandsworth	-	-	0.00	-	-
	173,481	691,770	(700,856)	-	164,395

NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2023

14. Purposes of restricted funds

Paul Hamlyn Foundation: supporting our "No Limits" programme working with Latin American young women and girls to increase their aspirations, develop their potential and assert their rights through the use of art.

Comic Relief: A comprehensive programme of support for BME Latin American migrant women (LAMW) through specialist VAWG information, advice and counselling, internal and external referrals and support to build a life post-violence through development and empowerment activities.

Trust For London 2019/22: policy project bringing visibility to the poor working conditions experienced by Latin American migrant women workers, calling for increased enforcement of employment rights and appropriate responses to victims of modern slavery.

Mayor's Office on Policing and Crime (MOPAC): Prevention and Action Through Community Engagement and Training

Mayor's Office on Policing and Crime (MOPAC): Delivery of London-wide Advice and Support for Survivors of VAWG

LB Southwark Community Capacity Programme 2021/23: supports community development work to ensure that local services address the needs of Latin American women and their families and that they are in turn informed of available local services. Delivered in partnership with IRMO that supports the volunteering project.

Comic Relief No Recourse No Safety: Changing Narrative & Evidencing Impact of No recourse to public funds ('NRPF') on Violence against women and girls.

Comic Relief Migrant Women Unbound project: providing services for migrant survivors of violence and abuse subject to the no recourse to public funds condition.

Comic Relief Pathway to Recovery Project: Providing services for minoritised women survivors of domestic abuse.

The Joseph Rowntree Charitable Trust: Corportate Human rights due-diligence framework for domestic service sector supply chains that is informed by migrant workers' experiences in the oursourced cleaning sector. Project delivered in partnership with Focus on Labour Exploitation (FLEX).

London Borough of Southwark Latin American Health Outreach Project: information and outreach services for Latin American struggling to access to Covid-19 vaccination and other healthcare services. Delivered in partnership with IRMO.

Lloyds Bank Foundation evidence-based policy and campaigns work: - on migrant women's exclusion from services and justice focused on support for the establishment of safe reporting mechanisms.

Rosa 2122 grant: work in partnership with IWGB to develop trauma informed capabilities to respond to sexual harassment (SH) in the workplace as a form of VAWG. Training for union officers and members and development of specific campaign on SH.

Baring Foundation: Informational campaign on access to reliable advice on benefits, housing, homelessness and debt for Latin Americans who experience language and other barriers.

Imkaan Margin To Centre Fund: Provision of specialist counselling support and to increase wellbeing sustainability through clinical supervision for frontline staff.

NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2023

14. Purposes of restricted funds (continued)

London Councils Advice & Counselling: provision of specialist advice and counselling to survivors of violence against women and girls in key London boroughs as part of the London VAWG Consortium.

London Councils Ending Harmful Practices: provision of specialist advice and counselling on harmful practices to women survivors in key London boroughs as part of the London VAWG Consortium.

London Councils Prevention: providing specialist training on violence against women and girls and healthy relationships to young people and children in primary and secondary schools across London as part of the London VAWG Consortium.

Mayor's Office on Policing and Crime (MOPAC) Ascent NRPF Project: provision of floating support for Latin American women in refuge accommodation.

Mayor's Office on Policing and Crime (MOPAC) LWHSP Project: provision of floating support for Latin American women in supported accomodation.

Oak Foundation Issues Affecting Women Care Fund: development of a collective care strategy to support staff in challenging working conditions to improve organisational sustainability.

Trust For London 2022/25: policy project bringing visibility to the poor working conditions experienced by Latin American migrant women workers, calling for increased enforcement of employment rights and appropriate responses to victims of modern slavery.

John Ellerman Foundation: partnership project with Focus on Labour Exploitation to produce a research report on the continuum of labour exploitation.

King's College London: partnership project to produce research to tackle gendered violence transnationally by exchanging knowledge and impact across Brazilian-British borders.

15. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	General fund £	Designated funds £	Restricted funds £	Total £
Tangible fixed assets	8,967	-	-	8,967
Current assets	348,708	236,000	65,693	650,401
Creditors falling due within one year	(122,954)	-	-	(122,954)
	234,721	236,000	65,693	536,414

NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2023

16. ANALYSIS OF NET ASSETS BETWEEN FUNDS - PREVIOUS YEAR

	General fund £	Designated funds £	Restricted funds £	Total £
Tangible fixed assets	6,354	-	-	6,354
Current assets	456,463	205,000	164,395	825,858
Creditors falling due within one year	(208,897)	-	-	(208,897)
	253,920	205,000	164,395	623,315

17. OPERATING LEASES

Total commitments under operating leases were as follows:

	2023 £	2022 £
For leases expiring:		
Within one year	38,047	36,218
Two to five years	-	7,442
Over five years	-	-
	38,047	43,660

18. RECONCILIATION OF NET INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2023 £	2022 £
Net income for the reporting period (as per the Statement of Financial Activities)	(86,901)	27,196
Adjustments for:		
Depreciation charges	2,865	3,419
Interest from investments	(2,308)	(135)
(Increase) / Decrease in debtors	(14,379)	6,475
Increase / (Decrease) in creditors	(85,943)	11,919
Net cash provided by (used in) operating activities	(186,666)	48,874

LATIN AMERICAN WOMEN'S RIGHTS SERVICE

England & Wales - Charity number 1075163

Accounts

COMPANY REGISTRATION NO. 3480722

REGISTERED CHARITY NO. 1075163

LATIN AMERICAN WOMEN'S RIGHTS SERVICE

(a company limited by guarantee)

REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2022

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COMPANY INFORMATION

Trustees		Laura Somoggi Vanessa Gabriel-Robinson Floralba Hague Sofia Collignon Catherine Boutet Daniella Dávila Aquije (appointed 26 April 2021) Renata Neuwirth Peppl (appointed 26 April 2021) Sandra Hayne (appointed 26 April 2021)
Secretary		Gisela Valle
Chief Executive Officer (known as Director)		Gisela Valle
Registered office		Tindlemanor 52 - 54 Featherstone Street London EC1Y 8RT
Bankers		Unity Trust Bank PO Box 782 Orpington BR6 1EN
	and	Lloyds Bank plc PO Box 1000 BX1 1LT
Auditors		Knox Cropper 65/68 Leadenhall Street London EC3A 2AD
Company registration number		3480722
Registered charity number		1075163

REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2022

The trustees, who are directors of the company for Companies Act purposes, present their report and the audited financial statements for the year ended 31 March 2022. This is a directors' report required by S417 of the Companies Act 2006.

The trustees confirm that the financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and 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) (effective 1 January 2015).

STRUCTURE AND GOVERNANCE

Governing instrument

The Latin American Women's Rights Service (LAWRS) is a charitable company incorporated on 15 December 1997 and registered as a charity on 19 April 1999. 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. In the event of the company being wound up members are required to contribute an amount not exceeding £10.

Recruitment and appointment of directors

The directors of the company are also charity trustees for the purposes of charity law. Under the company's Articles they are known as company directors.

LAWRS is a membership organisation. Members (111 as of 31 March 2022), are entitled to vote and to stand for election to the Board of Directors at the AGM. Directors are elected to serve for one year at a time. Under the requirements of the Articles of Association, one third of the Board members, specifically those who have been longest in office since the last election, shall retire from office. A retiring officer shall be eligible for re-election. Directors are entitled to appoint new directors for vacancies on the Board to ensure it has a range of skills and competences.

Organisational structure

The Board of Directors is responsible for strategic direction, policy-making and overall control of the charity. Members bring a variety of backgrounds and skills relevant to their governance roles and LAWRS' work. The Company Secretary attends Board meetings but has no voting rights. In addition to office holding posts (chair, vice chair and treasurer), individual trustees support specific areas of the work as lead trustees for specific projects, and are accountable to the full committee.

The Board meets every two months. The Board of Directors makes decisions on strategy, compliance, accountability and monitors risk, budget, and operations. As part of its work, the Board approves the charity's business plan, annual work programmes, annual budget and receives quarterly financial reports to control the charity's performance against budgets. Day-to-day operations, staff management and operational decisions are delegated to the Director who receives supervision from the Chair.

Directors' induction and training

Following election/appointment each new director receives a Trustee Information Pack detailing roles and responsibilities, legal and financial information of the company, its business plan and its operational policies. An in-house trustee induction is delivered following election of new members, which may include spending at least half a day in the offices of the charity to acquaint themselves with everyday operations, staff and services. The company secretary shares opportunities of external training with Board members. During the reporting year, all new trustees attended training on the role and responsibilities of charity trustees. They also attended or are scheduled to attend specialist training on Charity finances. Other members attended seminars on charity legislation and other topics relevant to their governance roles.

Risk mitigation

The trustees reviewed their risk assessment in May 2022. The trustees at various meeting during the year have examined likely risks of constitutional, financial, governance, management, operations, fundraising, external influences, human resources and health and safety and agreed measures to reduce and mitigate risks. Agreed actions, systems and procedures to mitigate risks have been implemented.

Policies and legislation affecting migrant women, cuts in the welfare system, reduced avenues to access justice, the increase in cost of living crisis, and the demonisation of migration coupled with increased demand for services, against a reduction in funding continue to present risks to the financial sustainability of the organisation. Despite good results this year, the Trustees continue to consider measures to mitigate risks associated with dependency on grant funding and continue attempting to diversify funding streams and secure financial sustainability.

OBJECTIVES AND ACTIVITIES

SUMMARY OF CHARITABLE OBJECTS

The purposes of the charity as set out in the Memorandum of Association are: "To promote any charitable purpose for the benefit of Latin American women and their children living in the UK by providing advice, information and support in the areas of welfare benefits, health, housing, education, employment and training, immigration, family and the relief of poverty and distress".

LAWRS' mission is "to pursue equal rights and social justice for all Latin American women and migrant women in the UK". The work of LAWRS is guided by three strategic drivers which are: combating poverty; tackling gender-based violence; and nurturing full participation in our new communities. These drivers are underpinned by a common thread which is to contribute to creating an environment that protects migrant women's physical integrity and security and provides us full and equitable economic, social and political rights.

Public benefit

The trustees have received briefing and training to ensure that the work of LAWRS adheres to the Charity Commission's guidance on "Charities and Public Benefit" and strictly furthers LAWRS' charitable purposes for public benefit. In implementing their duties under Section 4 of the Charities Act 2011, the trustees considered the restrictions to benefit a section of the public, based on ethnic/national origin, and gender, to strictly fall within our charitable objects. No other restrictions apply in terms of access to facilities, degree of need or any other factors, and our services are free.

Who used and benefited from our services?

Latin Americans are the second fastest growing Non-EU migrant groups in the UK (Towards Visibility, 2016), and approximately a quarter of a million in the UK.

Most Latin American migrant women are in employment but are seriously affected by "in-work poverty" surviving on incomes below the official poverty line. Despite being highly skilled, most of our service users (SUs) work in low-paid/low skilled jobs as domestics, cleaners, in catering, hospitality and generally in outsourced sectors that are gender segregated, over-exploitative, and unregulated. Most experience housing problems and "hidden homelessness" living in insecure and overcrowded, sub-standard private rented accommodation. Access to public services is low; and fewer than 20% access welfare support. Affected by intersectional discrimination on the basis of race, gender and migration status, most of our service users are also subjected to gender-based abuse.

Despite heightened vulnerability to abuse, factors such as - but not limited to - legal status, age, class, race, disability, lack of English skills and of system knowledge, make it harder for Latin American women to assert their rights. By offering specialist services with a holistic and user centred approach, LAWRS offers a much-needed response to women's complex and multiple needs; while continuing to uphold, promote and extend Latin American migrant women's rights.

ACHIEVEMENTS AND PERFORMANCE

Covid-19: one year on

LAWRS entered the second year of the pandemic with remote service provision well established and increased capacity resulting from the ability to secure emergency funding. However, this period did not see demand for our services abate, on the contrary, it quickly became apparent that the resilience of the community had been impacted due to the compounding effects of the pandemic with decades of precarious working and living conditions, the hostile environment's deterrence effect on access to statutory services, and the consequences of being part of a community whose needs are unrecognized and therefore unmet. Internally, our own staff and volunteers were also feeling the effects of the sustained levels of stress and isolation that accompanied the pandemic. This presented a complex picture for the organisation as we carried on with seeking ways to support our community whilst working hard to ensure the wellbeing of our team and its sustainability.

Although LAWRS adapted promptly to the lockdowns guaranteeing continuous remote service provision, it quickly became apparent that the disruption caused to statutory services was going to take longer to resolve as slower remote working conditions started to create backlogs within government departments such as the Department for Work and Pensions and the Home Office as well as within the judicial system. This in turn became an opportunity to try to brush off complex cases or to delay or deny responses to migrants which in turn continued to increase the time and advocacy efforts required to support our service users.

During this period, we increased our efforts to support our community to access healthcare with a particular emphasis on ensuring access to the Covid vaccine for Latin Americans. For this we published information in community languages on the vaccine and how to access it as well as supporting local authorities to better engage with the Latin American community. In partnership with Southwark and Indoamerican Refugee and Migrants Organisation (IRMO), we developed online events completely in Spanish and Portuguese bringing together a wide array of healthcare professionals to provide information and answer questions about the vaccine in specific situations such as vaccination safety during pregnancy. We continued this work with Southwark and IRMO launching in January 2022 the first ever project funded by Southwark to provide outreach services in community languages for the Latin American community to access the vaccine, register with the GP, engage with healthcare professionals, and access information

through online events and leaflets. We will be publishing the specific learnings from the project later in 2022.

Our experience providing advice and access to services through the helpline was a positive one as it allowed not only to increase our reach and decrease the time needed for remote advice and casework but also to add a new avenue to support the skills and development of our volunteers through volunteer advisor roles. This required to have a robust management system in place to ensure the quality of the advice and the support of our volunteers, including through access to clinical supervision. The challenge facing the organisation now is to transition to secure and sustainable funding to continue providing this service.

As an organisation, we are very proud of how resilient our team has been in the face of increased levels of demand, complexification of cases and inadequate statutory responses to the crisis. However, we are facing the challenge of the economic and social effects of the immediate healthcare crisis whilst transitioning from short term emergency funding to sustainable longer-term support. To add to an already difficult picture the cost-of-living crisis is presenting challenges for our community as well as our organisation as we understand that this will again have disproportionate effects on minoritised communities, especially women and migrants.

In this context, staff and volunteers' wellbeing continues to be priority in our aim of providing sustainable services. In addition to the measures put in last year, such as check-ins and check-outs, training and support and flexible working conditions, we are dedicating resources to ensure our team can put their concerns forward through listening sessions with the senior management team. The cost-of-living crisis will inevitably impact our staff, which is a concern that has been incorporated into our fundraising plans to support salary levels and that we make more commissioners and funders aware of the need to ensure that 'by and for' organisations, such as LAWRS, are funded in a way that contributes to the economic resilience of the communities we are part of.

Finally, during this reporting period LAWRS has embarked on an ambitious internal consultation to put a comprehensive theory of change to help us underpin the strategic planning for the next period. The theory of change centers on the structural issues that create the inequalities facing Latin American women, such as: lack of decent employment opportunities, discrimination from statutory services, the lack of spaces for organising to create political action based on social justice, and violence against women and girls. We will be further consulting our theory of change with service users and other stakeholders before launching it so we can produce effective programmes for change.

Despite all the challenges mentioned above, LAWRS considers it has been able to achieve the expected outcomes, facilitating change and empowering women to overcome life challenges and embark on a life journey free from violence. We continue learning from the experiences of the last years in order to become more effective in our work, as part of our community, and to keep pushing for social justice.

1. Specialist services for Latin American migrant women in the UK

LAWRS successfully continued to deliver its service on general advice, prevention of violence against women and girls and counselling, following a holistic approach. This approach implies delivering multidisciplinary casework, creche services (before lockdown), peer to peer support, access to empowerment and social change programmes, all this while recognizing the intersectional needs of women and girls due to their cultural backgrounds, identities and social position.

Our approach and methodologies enable women and girls to access information on various issues and concerns that directly impact their rights, find safety after being victims of violence and gain support from their peers and counsellors to overcome trauma caused by different circumstances (including violence in all its forms). We are proud to continue as one of the most well-known organisations in the Latin American

community based in the UK. Our services are frequently spread by word of mouth from one service user to a potential service user.

The following are some key figures that illustrate the reach of our work:

- Case working

Domain of change	Indicator progress[1]
Women accessing general advice and information, and support on the EU settlement scheme	881 women access LAWRS services. Advice given on the following issues • 258 cases on housing rights • 301 cases welfare benefits • 39 cases on money and debt • 79 cases on employment and employment rights • 6 victims of exploitation • 87 other services 137 women access the EU settlement scheme service
	2006 sessions provided
Women supported through counseling and overcoming trauma	256 women accessed counseling services provided by team following their initial needs assessment.
	1481 sessions provided 92 crisis interventions
Women survivors of violence supported to find safety	356 women access VAW advice • 149 supported women have No Recourse to Public Funds 69 women accessed peer to peer support.
	2029 sessions provided
Women accessing services through the Helpline[2]	750 women accessed advice and referrals to services
	Work to set up the Helpline included: • Toolkit development • Training for advisers • Helpline infrastructure set up

During this period, we continued providing weekly advice sessions for women experiencing violations to their employment rights and fostering partnerships that allow our service users to benefit from services not generally available to them.

For example, our partnership with LawWorks supported three women to claim unpaid wages. The sum of £9,800 was obtained on behalf of two of the clients, while one case is still ongoing. We also supported six victims of exploitation, while striving to provide spaces for our service users to engage and share their stories, as part of their road to recovery.

[1] Figures should not be read accumulative. A woman may consult LAWRS on a variety of issues. Following our holistic approach, each team will refer cases to another team when a woman requires more information or support once she has given consent to pass forward her case.

[2] Running from Monday to Friday between 11 am and 1 pm.

- Workshops and training

Objective of workshops and training	Indicator progress[3]
Women participate in workshops to strengthen knowledge, skills and capacities of women	Number of workshops per theme • 2 employability • 2 Employment rights • 4 Financial awareness and Tax/Welfare Benefits • 2 Brexit and EU settlement • 8 VAWG and harmful practices • 5 Mental health and wellbeing
Raising awareness workshops with the Latin American community and professionals	• 4 presentations on VAWG service in community settings • 3 training sessions for professionals on VAWG and harmful practices • 4 staff training for professionals in school settings • 1 train the trainer on Sexual Harassment from a VAWG and trauma informed perspective for union representatives • 2 IWGB women's committees on sexual harassment supported • 6 VAWG prevention whole school assembly trainings • 4 CORE group training on VAWG prevention for students • 3 Healthy relationship workshops for students
Supporting women to overcome language barriers	128 women participated in the Language Café

These figures illustrate the complexity of the accompaniment given by LAWRS to its service users. They also illustrate how cases are becoming more complex as case workers are being required to provide multiple sessions on a same issue to properly support women in their consultation. We continue to see with worry the linkages between VAWG and their financial wellbeing and autonomy, particularly when looking at the number of women who have experience violence and have NRPF.

Case study – Supporting undocumented survivors

Yessika* is from Latin America. She arrived in the UK more than 10 years ago with her two children and her now ex-partner who is of EU citizenship. Yessika has suffered multiple forms of domestic violence consisting of coercive, sexual, and physical abuse. Upon arriving in the UK, the perpetrator, the father of her children, used his knowledge of the system against her and did not apply for her residency card. Instead, he applied for benefits as a single parent and falsely claimed Yessika had returned to her home country due to mental health issues. A year after arriving in the UK, Yessika fell pregnant with their third child. At six months, the perpetrator held her by her neck; went on top of her and punched her on one side of her face. At the time she was afraid to report to the police due to her irregular status and fear of losing her children. A couple of years later however another incident occurred in which their eldest child sought help from the neighbors and called the police. The family was then referred to social services with three minor children and the youngest being disabled at harm.

In 2013, Yessika and the perpetrator no longer lived together but due to his financial difficulties he moved back into their home with his new partner. Later that year Yessika was forced out of her home and threatened with deportation by the perpetrator. On several accounts, Yessika was subjected to

[3] Figures should not be read accumulative. A woman may consult LAWRS on a variety of issues. Following our holistic approach, each team will refer cases to another team when a woman requires more information or support once she has given consent to pass forward her case.

extensive forms of blackmailing against her irregular immigration status if she did not comply with his requests. Unfortunately, Yessika became homeless and was left destitute because of the abuse and no access to public funds. Yessika was left at a crossroads and was coerced to return home under the perpetrators' conditions. The perpetrator would use child contact to sexually harass her and offer to visit her room which she shared with her children at night whilst his partner slept in the next room.

Yessika was repeatedly let down by the system in both seeking justice for the perpetrators action and in regulating her immigration status. She reported her perpetrator to the police several times due to sexual assault, excessive coerciveness and blackmailing over legal status. Yessika does not speak English; the police did not always provide an interpreter and as a result a report and no further action from the police was made. On more than once occasion, she was told her perpetrator would be arrested and he was not. Yessika felt that the police did not take her case seriously. In addition, Yessika experienced several barriers in her process of regulating her immigration status. Under EU law she was not eligible to apply to the EU Settlement Scheme despite her three children having European citizenship. She was not the primary care of her children and as she was never married and was not able to apply for an EEA residence card as a durable partner of an EEA national, she was not considered a family member of an EEA national. At times the perpetrator would also not cooperate with her legal process in applying for the EU Settlement Scheme for their children. This year however, she received her status of indefinite leave to remain.

*Not her real name

2. *Speaking up: working for social justice*

Step Up Migrant Women UK

During this year, LAWRS continued to grow its influence with decision makers and stakeholders in a context of increasing hostility towards migrant's rights and civil liberties and of serious failings in policing to tackle misogyny and racism.

After the failure to include protections for migrant women in the Domestic Abuse Act, safe reporting for survivors of gender-based violence, labour exploitation and modern slavery remained and area of concern for LAWRS. This was exacerbated by the Home Office's response to the super complaint on data sharing. In its review, the Home Office disregarded the findings of the investigative bodies of the super complaint, as well as the concerns raised by the women's and anti-trafficking sectors, in favour of the introduction of an Immigration Enforcement (IE) Migrant Victims Protocol.

This Protocol seeks to institutionalise the involvement of immigration enforcement in police responses to migrant victims of crime as well as to widen the reach of the data-sharing arrangements, to include British Transport Police and Ministry of Defence Police. LAWRS, as leaders of the Step Up Migrant Women campaign, facilitated the response from 13 of the 16 voluntary organisations from the women's and anti-trafficking sectors who participated in the review, in order to reject the Protocol on the basis of its discriminatory effects and to disengage from a process that will harm migrant victims of crime as exemplified by the case study below.

Case study – The harm of data-sharing

Lucia* is from Latin America and came to the UK on a visitor visa. In 2019, she met her partner online, and after some months, he proposed and convinced her to stay in the UK by telling her he would marry her before her visa expired. However, as time passed, he became aggressive and began isolating her from friends and family. When the pandemic hit, he increased his control over her. At the end of last year, she ended the relationship. After that, he would send her messages and emails insulting and threatening her.

She sought support from LAWRS. She was experiencing a high-risk case of abuse and stalking, which led to a deterioration of her mental health and the development of suicidal thoughts. Despite the risk, Lucia was fearful of contacting the police due to her lack of legal status, but as the threats and stalking grew worse, her caseworker supported her to report him to the police. They filed an online report asking for an interpreter.

When the police came to her home, no interpreter was provided. Lucia felt that her case and evidence were undermined. She felt embarrassed and blamed as police officers asked her if she did not know that meeting people online was not safe. Later, when the police asked for an ID and looked through her passport and expired visa, they called Immigration Enforcement in front of her and told her that she should be ready to leave at any moment. The officers did not want to leave her place until she gave them a date for her return to her home country. Before leaving, one of the officers told her that he didn't want to call the Home Office but had no other alternative.

Regarding the abuse case, police told Lucia that there she was not a victim of crime as her perpetrator was not threatening her. The only recommendation was that she change her contact details. Lucia was not provided with the crime reference number or any commitment that her abuser would be investigated. This was the first time Lucia sought support from the police after three years of being in an abusive relationship. She felt let down by the police and fearful of removal from the country as a consequence of having reported the crime. Meanwhile, her perpetrator continued to harass her, sending her emails with threats to come to her house.

The police report to Immigration Enforcement filled Lucia with terror. She contacted her caseworker extremely distressed, saying she did not want to have any contact with the police. As abuse escalated again, her caseworker tried to convince her to make another report, which Lucia opposed as she was more afraid of deportation. Eight days after the police report, Lucia got an immigration enforcement letter. The letter exacerbated Lucia's fear and made her decide to disengage from LAWRS' support altogether. She told her caseworker that she did not believe there would be a way to obtain any justice. Despite being a victim, she felt she was treated as a criminal facing negative consequences due to her immigration status.

*Not her real name

This coordinated approach from both sectors was later replicated in the introduction of probing amendments on safe reporting in the Nationality and Borders Bill and in the influencing of the Mayor's Office for Policing and Crime's (MOPAC) Consultation on Police and Crime Plan 2021-25.

As the review of super complaint was ongoing, disturbing patterns of failings in policing regarding violence against women and girls (VAWG) started to emerge such as the murder of Sarah Everard – in March 2021 - and the publication of the Operation Hotton report shedding light on issues of misogyny and racism within the Metropolitan Police. In the context of our campaign for the protection of migrant women and the police's resistance to protect them without discrimination, this was not news for LAWRS.

However, we believe this situation has helped us to highlight that levels of confidence and trust in policing are not the same for all women, and that better responses are needed taking into consideration the intersection of gender with other characteristics such as race, sexuality, disability, and immigration status, among others. In this context, we increased our engagement with policing bodies both at the national as well as at the local level to advocate for an intersectional approach to police practices as well as an increase in disaggregated data covering all protected characteristics (and immigration status) that could shed light on the disproportionate impacts of poor police practice on marginalised groups.

In the area of violence against women and girls (VAWG), this period covered critical policy processes that allowed LAWRS to continue raising awareness of the urgent need for protection for migrant women experiencing gender-based violence. This year, LAWRS increased their visibility and recognition as one of

the organisations leading the work on the intersection of immigration status and violence against women and girls. Resulting from this recognition, we became members of different stakeholder engagement groups such as the Domestic Abuse Commissioner's Supporting Migrant Survivors Working Group, the National Police Chiefs Council's (NPCC) Domestic Abuse Stakeholders Group and its VAWG taskforce, amongst others. The latter is led by Deputy Chief Constable Maggie Blyth and set up as a response to the spread culture of misogyny amongst police forces. These spaces have allowed us to represent and highlight the particular needs of victims and survivors subjected to intersectional oppression and explore alternatives to ensure they are not discriminated against.

During this year, we got actively involved in new areas of influence for LAWRS but that are relevant for migrant women. On the one hand, we engaged in giving visibility to the difficulties faced by women from our community when accessing the Family Court System participating in events hosted by the Domestic Abuse Commissioner. On the other, we became members of the steering group of a Women's Aid led national campaign focusing on the negative impacts of domestic abuse on women's mental health co-hosting a webinar on this issue.

> It was particularly emphasised that the barriers to justice faced by Deaf and disabled survivors, and by Black and minoritized survivors need to be better understood and addressed. This came through very strongly in our domestic abuse service organisations roundtable where the nature of these barriers was discussed in detail. The barriers discussed included lack of understanding of the distinct ways that survivors in different communities may experience domestic abuse, prejudice within relevant agencies (for example questioning about someone's immigration status) and lack appropriate specialist support.
>
> - Improving the family court response to domestic abuse report by the Domestic Abuse and Victims Commissioners (November 2021).

This period was also challenging as the Domestic Abuse Act received Royal Assent, excluding migrant women from the protection it provides. Furthermore, draconian legislation such as the Nationality and Borders Bill, the Police, Crime, Sentencing and Courts Bill progressed through Parliament. In opposition to both Bills, we joined organisations to speak about the harm those legislative proposals would have on victims and survivors of gender-based abuse. For the Nationality and Borders Bill, with the support of Baroness Meacher and the Reverend Bishop of London, we continued our work to give visibility to the lack of safe reporting mechanisms for victims of domestic abuse. Considering the wide scope of the implications of the Bill and our intersectional approach to our campaign on migrant women, we also worked with the Anti-trafficking sector to raise this issue through a different amendment in partnership with well recognised organisations such as Helen Bamber Foundation, the Anti Trafficking and Labour Exploitation Unit (ATLEU), FLEX and Kalayaan, among others.

In the area of labour exploitation and employment rights we continued to participate in key networks and partnerships, such as the Labour Exploitation Advisory Group (LEAG), Employment Legal Advice Network (ELAN), London Mayor's Migrant and Refugee Advisory Panel (MRAP), Human Trafficking Foundation London Working Group, Brexit Civil Society Alliance's EUSS Working Group, and the Platform for International Cooperation on Undocumented Migrants (PICUM) working groups, among others, giving visibility to the ongoing issues experienced by the community for decades, but made worse by the COVID-19 pandemic.

Understanding the need to influence policy and legislation at the earliest possible stages we had an active participation in responding to public consultations including: the Human Rights Act consultation; Ministry of Justice's Consultation on the Victims' Bill; Mayor's Office for Policing and Crime (MOPAC)'s Consultation on Police and Crime Plan 2021-25; Public Bill Committee – Nationality and Borders Bill; Consultation on the New Plan for Immigration; and Low Pay Commission – Consultation on April 2022 National Minimum Wage rates.

Case study – National Minimum Wage

Elsa came to the UK in 2018 because a friend told her of a job as a domestic worker. At the interview she was told she would be working as a housekeeper, earning £1350 a month, living with the employer and her two teenage daughters. Her tasks in the house included cleaning, cooking, looking after the children, washing and ironing, shopping, driving the children to school and the employer wherever she needed to go, mowing the lawn, and looking after their pet, among others. On the weekends, the employer often organised parties for which Elsa would have to cook and clean. Her working day started at 7 AM, finishing sometimes at 7 PM, sometimes later. She had 2 hours off a day, which in practice she could never take as she would be requested to perform different tasks. On her 2 days off a week, the employer would still make Elsa work if she was in the house or call her to come back when she was out. Elsa had no contacts here and did not speak English. The employer refused to help her enrol in an ESOL class, claiming she did not need to learn.

When her own daughter was going to come and live with her, Elsa wanted to rent a room, but found it was impossible because she did not have a contract, despite repeatedly asking her employer for one. The employer offered Elsa to bring her daughter to live with them, and she would deduct £350 from her pay. As a result, she earned £1000 during the last year of employment.

Without a contract and little savings, Elsa found it impossible to leave her employment as she could not rent a room for herself and her daughter. Finally, she decided to seek help and contacted LAWRS, and was able to leave. She was referred to the National Referral Mechanism and received a positive reasonable grounds decision.

- Case study submitted to the Low Pay Commission's Consultation on National Minimum Wage

As a result of the consultation process on the National Minimum Wage, the Low Pay Commission recommended that the government scrap the live-in worker exemption[4] that meant that domestic workers could be paid less than the minimum wage. The government accepted the recommendation and committed to put forward the necessary legislation when parliamentary time allows.

These achievements would not be possible without the vital role that women with lived experience, who are often underrepresented in the policy space, have as part of our policy work. We are aware that for some women developing campaigning experience is a way to overcome the challenges and trauma inflicted by perpetrators and the state. This is why we have decided to diversify the spaces in which women could be actively engaged in LAWRS policy work.

Over these 12 months, we found innovative ways to communicate our advocacy work for the equality of access to support and justice for migrant victims and survivors. Together with women from our community, we participated in a documentary, a series of podcasts, and blog posts, including sharing art pieces made by victims and survivors supported by LAWRS. Increasing the participation of women experts by experience, we also collaborated on national and international campaigns.

LAWRS for me is part of my life. I would like to speak the names of all those who are there, who helped me, LAWRS gave me a lot of strength, a lot of courage. They are exceptional women. They go after, they seek all the help they can give to any woman in any situation. From what I lived when I came here to the office, I saw them always supporting all the women. They always look for a solution. They always succeed. They are always here to help us. I see them helping women now, women that like me in the past, feeling afraid, feeling alone, are looking for LAWRS. I know there are many stories, that many

[4] The domestic worker exemption is covered in Chapter 8. Point 8.39 recommends that the 'live in domestic worker exemption' should be removed.

women have been able to move on, lift their heads up and went after their rights, and it's so beautiful! To see all of them getting back on their feet and starting their lives again, very beautiful.

- Service user campaigning to raise awareness of the barriers that undocumented victims of crime encounter.

3. Migrant women as agents of structural and systemic change

In this context, we also continue strengthening the opportunities for women from the Latin American community to organise and act as agents of social change through the Sin Fronteras and WARMI projects and the Volunteer programme.

Sin Fronteras continues offering a safe space for girls and young women to participate in activities to look after their well-being, develop their critical thinking through the use of arts and campaigning work, accompany their journey to access higher education, and create a peer-support network of friendship. During this year, this collaborative work took place in 50 activities or moments of gathering, held virtually and in-person. As a result of this collective process, during this year we published the Guide to personal well-being for young women "This is who we are. Taking care of ourselves", a collection of illustrated stories that narrate their migration experiences "Herstory", and the video "We are Sin Fronteras standing for the rights of ALL women and girls" which shares their message of equality to promote social change, gathering together their feminist manifesto, a celebration of our Latin American roots, our sorority and resilience, and an invitation to actively claim the rights of all women and girls.

We are Sin Fronteras, a group of young Latin American migrant women in London, and we join the feminist call to fight for a fairer society.

- *We believe in equality between women and men. In having the same rights and the same opportunities to achieve our goals.*
- *We seek to break gender stereotypes because we believe that there should be no rules that define us and prevent us from being ourselves.*
- *We want to feel free and be able to walk on the streets without fear.*
- *We stand for diversity. We are migrants and we believe that our differences do not divide us but strengthen us and are a cause for celebration.*
- *We dream of more recognition for migrant women and girls, including Latin American women and girls like us, and more representation, so our voices can be heard.*
- *We are activists. We are creative and we use art to help to change the world. We believe that activism takes shapes in many forms, and that small acts that promote equality in our daily lives are a way to contribute to social change.*
- *We are part of a generation that will not remain silent, a generation that has the determination and courage to fight for change.*

What about you? Join the movement and let's stand together in defending the rights of ALL women and girls.

- Sin Fronteras' members

WARMI, our community activist collective, has been an important space for Latin American women from diverse backgrounds to meet, engage in intersectional feminist discussions and to use their lived experiences as foundation to create campaigns and to inform the wider Latin American community. This year's meetings happened every two weeks, mostly online but we also had some in-person activities, like women's day banner making workshops and Million Women Rise March. We started off the year

with creative writing workshops so women could reflect on and write about their experiences working as cleaners in the UK.

Following that, we learned about the dynamics of modern slavery and created an online campaign that has reached over fifteen thousand people both in Portuguese and Spanish languages. For the 16 days of activism against gender-based violence, WARMI has delivered a series of 4 workshops tackling themes such as the Domestic Abuse Act, safe reporting, and radical self-care. WARMI has also collectively created a Human Rights blog entry with a list of what we want to change in society to achieve respect so that we, migrant women can live a safe and dignified life.

> *We want a State that recognises our value and our rights as human beings. We want our bodies and experiences not to be reduced to stereotypes. We want to report abuse and not to be doubted. We want victims not to become suspects. We want better working conditions and the possibility of economic empowerment. We want safety before status. We want to live without fear.*
>
> - The Warmi collective

LAWRS continued to implement its volunteer programme through which 64 Latin American Migrant Women supported the organisation in the implementation of its projects and services. The Volunteer Programme has been designed to support both the volunteers and the organisation. On one hand, LAWRS strengthens volunteers' capacities and skills to become agents of social change, as well as more competitive professionals by increasing their professional skill to enable them to find paid employment at level of their skills and away from low-paid employment sectors, such as cleaning, hospitality and retail.

On the other side, volunteers support staff to successfully achieve the implementation of activities and services. For example, during this reporting period, volunteers dedicated 992 hours of counselling, 1,920 hours of administrative support, 1,316 hours of helpline advice, and 227 hours of interpretation to support service users. This programme is enabling volunteers to gain practical experiences, professional and soft skills, and access trainings on various themes, including vocational training. During this reporting period, 20 out of 27 volunteers who ended their volunteering journey with LAWRS secured employment.

4. Accomplishments and lessons learned

During the second year of Covid, LAWRS was proud to be able to continue its holistic support to our beneficiaries, having incorporated the lessons learned during the first year to increase our effectiveness in remote service provision. The conditions under which the charitable sector was operating continued to change with further lockdowns, increased accessibility to the vaccine and finally, the easing of social distancing restrictions. The latter allowed us to start planning a hybrid model of service delivery as we understood that Covid had not only brought health, social and economic challenges, but an increased levels of isolation for some in our community. Using the same approach of planning and evaluating what has worked and what could be improved, we adapted our offices to begin face to face service provision in the new financial year.

We were also proud to continue opening spaces for grassroots progressive advocacy and campaigning work. By centering our work in a holistic, rather than issue based, understanding of migrant women's lived experiences we continue pushing for comprehensive solutions that address the multiple and overlapping layers of inequality affecting them. In this context we have been gaining incremental access to spaces, stakeholders and decision makers in the different areas that affect migrant women, making the case for their equality, security and access to support and justice.

We were proud to be able to coordinate actors in the voluntary sector with different specialisms in rejecting the Immigration Enforcement Migrant Victims Protocol on the basis of our evidence of how this is harmful to the safety of migrant women and detrimental to the eradication of violence against women and girls

and modern slavery. Although we understand better than most organisations the need for continued engagement with officials and other decision makers, we cannot do so in the cases where evidence does not support a specific approach.

We believe this is why 'by and for' policy, advocacy and campaigning have a key role to play in the voluntary sector as our message is inherently progressive and pushes for the change that is required to achieve social justice. In this sense, it is our belief that more 'by and for' organisations, particularly frontline ones, should be supported to participate in policy and campaigning spaces and have advocated for more resources for this with the philanthropic sector.

Finally, we continue our process of internal learning and evaluation. Whilst the first year of covid focused heavily on internal responses to external events, during the second year we have turned the focus inward into better understanding of a key aspect of sustainability: our team. Throughout the pandemic LAWRS' team has demonstrated their passion for social justice as well as their commitment to our community, and especially, to our beneficiaries.

However, through better use of internal data and listening exercises LAWRS came to understand that support is a key element to enable passion and commitment to flourish. Although LAWRS has an excellent track record of good employment practice the pandemic demonstrated the limitations of this approach as uncertainty, isolation and increasing complexification of cases have taken a toll on staff and volunteers. Having understood this, we embarked, with support from Oak Foundation, on a collective care exercise that looks both at the personal toll that working on this area takes on individuals as well as an expansive understanding of what contributes to wellbeing support. Already we have had some very interesting discussions which we look forward to exploring and implementing later in the year.

Plans for 2022-2023

Our plans for the new year are the following:

- Finish our new Theory of Change and develop a new business plan.
- Transition from short-term emergency Covid funding to long term sustainable funding and increase our fundraising capacity.
- Continue the process of collective care consultation to develop new ways of working within the organisation that better supports our staff and volunteers.
- Continue helping Latin American women through the aftermath of the Covid-19 pandemic and its combined effects with the increase of cost-of-living crisis.
- Increase our capacity to provide specialised services by achieving OISC Level 2 and IDVA accreditations.
- Continue supporting Latin American women during the exit from the EU process by providing information and advice to apply to the EU Settlement Scheme paying particular attention to the transition from pre-settled to settled status.
- Continue gaining spaces for policy, advocacy and campaigning on migrant women and migrant women workers with parliamentarians, government officials, statutory services, and local decision makers.
- Strengthen and increase our collaboration with stakeholders particularly within the voluntary and philanthropic sectors.
- Launch a report on barriers affecting Latin Americans' access to healthcare in Southwark.
- Develop a new communications strategy.
- Launch a toolkit for unions seeking to address sexual harassment at work, developed in collaboration with IWGB.
- Continue our process of evaluation and learning to support a new model of hybrid service delivery, paying particular attention to issues of accessibility.

- Make our services more accessible and appropriate to the needs of women with no recourse to public funds (NRPF) and LGBTQ+; and continue efforts to reach out to other underrepresented groups including domestic workers, women in prostitution, Afro-Latin Americans, older women, and women with disabilities.
- Continue our work with Latin American young women and girls, ensuring that they continue leading on all aspects of their project and that LAWRS becomes more accessible to, and inclusive of young women's voices.

And a big thank you:

- To our staff and volunteers for their passion and commitment and for working so hard to improve the lives of Latin American and migrant women in practical and strategic ways.
- To every survivor who after facing such difficult situations decided to raise her voice and share her story with us and with our stakeholders to demand the change that is needed so other women do not face similar situations.
- To our partners and supporters for helping amplify our message, for opening doors and for their contributions to the organisation.
- To our funders for their tireless support of a small charity with a very specific remit. We would not be able to do our work without your commitment to social justice and to improving the lives of the disenfranchised and marginalised in the United Kingdom.
- To the policy and decision makers who have opened their doors to us and who have listened to our concerns and our proposals and helped to bring about change.

FINANCIAL REVIEW

Review of fundraising activities

We derived income from various funding sources to which we are very grateful for their contributions that made our work possible and effective during this year.

Financial results

Income in 2021/22 totalled £1,048,199 and expenditure was £1,021,003, resulting in a surplus of £27,196. Restricted funds reduced by £9,086, and unrestricted funds showed a surplus of £36,282. In total, the level of expenditure is around 9% higher than in 2020/21 and 50% higher than in 2019/20.

A key factor in the increased expenditure has been increased demand from service users during two very challenging years. Covid-19 and other challenges for service users such as BREXIT have led to more, and more complex, cases which have required higher staffing levels to support.

Strategy for 2022/23

Over the last 2 years LAWRS has been very successful in securing funds to support its work during Covid-19, and this has allowed LAWRS to increase its capacity to meet the increased demands from service users during this difficult period. Much of this funding has been short-term, typically one-year grants.

LAWRS is now in transition from these short-term grants to more predominantly multi-year grants. A number of new and significant multi-year grants have been secured, and a busy fundraising programme for 2022/23 is being implemented to replace the shorter-term grants of the last two years.

For 2022/23 it is expected that the needs of service users will continue to be higher than they were 2-3 years ago. At the same time, it will take time to secure all the new and longer-term funding required.

Fortunately, LAWRS unrestricted reserves are healthy at present and, as shown under the Reserves section below, £185,000 has been put aside in a Transition Fund to allow LAWRS to continue to support service users while it completes the transition to predominantly multi-year grants.

Reserves policy

The trustees are committed to maintaining an adequate, justified and reasonable level of reserves in line with guidance from the Charity Commission. It is the Trustees' aim to ensure that reserves are available equivalent to three months' running costs. The target amount at the balance sheet date is £245,000.

In addition, the trustees have identified the need to designate funds to cover potential staff sickness (£5,000); premises (£15,000); and transition costs in 2022/23 (£185,000). Further information is set out in note 11 on page 31.

Overall, the target unrestricted reserves above amount to £450,000. Unrestricted reserves at 31 March 2022 are £458,920. So the level of reserves is regarded as adequate but not excessive. The trustees expect that unrestricted reserves will gradually reduce over the next year or so. The trustees will continue to monitor reserves closely to ensure that LAWRS holds adequate funds to cover its future needs.

STATEMENT OF TRUSTEES' RESPONSIBILITIES

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

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

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

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time of 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.

So far as each of the trustees is aware at the time the report is approved:

- there is no relevant audit information of which the charitable company's auditors are unaware; and
- 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.

This report has been prepared in accordance with the special provisions relating to companies subject to the small companies regime within Part 15 of the Companies Act 2006.

Approved by the trustees on 3rd December 2022 and signed on its behalf by:

Vanessa Gabriel Robinson

Vanessa Gabriel-Robinson – Chair

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF LATIN AMERICAN WOMEN'S RIGHTS SERVICE

Opinion

We have audited the financial statements of Latin American Women's Rights Service (the 'charitable company') for the year ended 31 March 2022 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'.

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 2022 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland'; and
- 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 Auditors responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company'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 trustees are responsible for the other information. The other information comprises the information included in the annual report, other than the financial statements and our Report of the Independent Auditors thereon.

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.

In connection with our audit of the financial statements, 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 audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. 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 Report of the Trustees for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Report of the Trustees 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 Report of the Trustees.

We have nothing to report in respect of the following matters where 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 trustees were not entitled to take advantage of the small companies exemption from the requirement to prepare a Strategic Report or in preparing the Report of the Trustees.

Responsibilities of trustees

As explained more fully in the Statement of Trustees Responsibilities, 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 a Report of the Independent Auditors that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it

exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

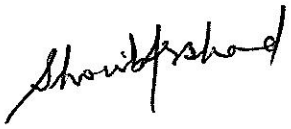
Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting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

- The charitable company is required to comply with both company law and charity law as applicable in England and Wales and, based on our knowledge of its activities, we identified that the legal requirement to accurately account for restricted funds was of key significance.
- We gained an understanding of how the charitable company complied with its legal and regulatory framework, including the requirement to properly account for restricted funds, through discussions with management and a review of the documented policies, procedures and controls.
- The audit team, which is experienced in the audit of charities, considered the charitable company's susceptibility to material misstatement and how fraud may occur. Our considerations included the risk of management override.
- Our approach was to check that the income from donations, grants, advice service and accommodation were properly identified and restricted income was separately accounted for and to ensure that only valid and appropriate expenditure was charged to restricted funds. We also examined that expenditure complied with the control procedures and was appropriately charged. This included reviewing journal adjustments and unusual transactions.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our Report of the Independent Auditors.

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 auditors' 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.



Shoaib Arshad ACA, FCCA
Senior Statutory Auditors
for and on behalf of Knox Cropper LLP
65 Leadenhall Street
London
EC3A 2AD

Date: 3rd December 2022

STATEMENT OF FINANCIAL ACTIVITIES (INCLUDING INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 MARCH 2022

	Note	Unrestricted funds 2022 £	Restricted funds 2022 £	Total funds 2022 £	Unrestricted funds 2021 £	Restricted funds 2021 £	Total funds 2021 £
Income:							
Grants, donations and legacies	2	342,950	368,171	711,121	350,407	468,365	818,772
Charitable activities	3	13,334	323,599	336,933	8,805	320,475	329,280
Other trading activities - Membership Subscriptions		10	-	10	10	-	10
Investments - Bank Interest		135	-	135	80	-	80
Total income		356,429	691,770	1,048,199	359,302	788,840	1,148,142
Expenditure:							
Cost of raising funds	4	22,417	-	22,417	14,253	-	14,253
Expenditure on charitable activities	4	297,730	700,856	998,586	171,617	747,829	919,446
Total expenditure		320,147	700,856	1,021,003	185,870	747,829	933,699
Net income / (expenditure) and net movement in funds for the year		36,282	(9,086)	27,196	173,432	41,011	214,443
Reconciliation of funds							
Total funds brought forward		422,638	173,481	596,119	249,206	132,470	381,676
Total funds carried forward		458,920	164,395	623,315	422,638	173,481	596,119

The statement of financial activities includes all gains and losses recognised in the year.

BALANCE SHEET AS AT 31 MARCH 2022

	Notes	2022 £	2021 £
FIXED ASSETS			
Tangible assets	8	6,354	7,925
Total Fixed Assets		**6,354**	**7,925**
CURRENT ASSETS			
Debtors	9	170,486	176,961
Cash at bank and in hand		655,372	608,211
Total Current Assets		**825,858**	**785,172**
LIABILITIES			
CREDITORS: Amount falling due within one year	10	(208,897)	(196,978)
NET CURRENT ASSETS		**616,961**	**588,194**
TOTAL ASSETS LESS CURRENT LIABILITIES/NET ASSETS		**623,315**	**596,119**
FUNDS			
Unrestricted funds - General		253,920	208,000
Unrestricted funds - Designated	11	205,000	214,638
Restricted funds	12	164,395	173,481
TOTAL CHARITY FUNDS		**623,315**	**596,119**

The financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime and with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015).

They were approved by the Board on 3rd December 2022 and signed on its behalf by:

Vanessa Gabriel Robinson

Vanessa Gabriel-Robinson - Chair

Renata Neuwirth Peppl - Trustee

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 MARCH 2022

	Notes	2022 £	2021 £
Cash flows from operating activities:			
Net cash provided by (used in) operating activities	18	48,874	394,208
Cash flows from investing activities:			
Interest income		135	80
Purchase of tangible fixed assets		(1,848)	(6,899)
Net cash provided by (used in) investing activities		(1,713)	(6,819)
Cash flows from financing activities			
Change in cash and cash equivalents in the reporting period		47,161	387,389
Cash and cash equivalents at the beginning of the reporting period		608,211	220,822
Cash and cash equivalents at the end of the reporting period		655,372	608,211

NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2022

1 ACCOUNTING POLICIES

1.1 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) (effective 1 January 2015) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006. The date of transition to FRS102 was 1 April 2015.

1.2 Preparation of the accounts on a going concern basis

The expenditure budget for 2022/23 is fully-funded from a combination of secured income and the Transition Fund explained in the Financial Review. LAWRS has also identified opportunities to apply for sufficient funds to meet LAWRS needs in 2023/24 and beyond. Work will progress throughout 2022/23 to secure these funds. The Trustees will be closely monitoring progress in fundraising to ensure that commitments are managed and adjusted within secured and anticipated funding. This should ensure viability beyond 2022/23 and demonstrate that LAWRS is a going concern.

1.3 Incoming resources

Donations, grants and other forms of voluntary income are recognised as incoming resources when receivable, except insofar as they are incapable of financial measurement. Income is shown net of VAT where applicable. Latin American Women's Rights Service is not registered for VAT.

1.4 Investment in associated undertakings

Unlisted investments are included at the best estimate of their market value where it is practicable to obtain this. Where no reliable valuation can be obtained or it is considered that the cost of obtaining one outweighs the benefit to the users of the financial statements, the investments are included at cost and reviewed for impairment at each year end.

1.5 Tangible fixed assets and depreciation

Tangible fixed assets are depreciated in accordance with the charity's accounting policy. Depreciation is provided at rates calculated to write off the cost of the asset less any estimated residual value over its expected useful life, as follows:

Fixtures, fittings and equipment	25% straight line

Items of equipment are capitalised where the purchase price exceeds £200.

1.6 Fundraising costs

Fundraising expenses relate to costs incurred in inducing people and organisations to contribute towards the charity's work.

1.7 Resources expended

Resources expended are included in the statement of financial activities of an accruals basis, inclusive of VAT.

Certain expenditure is directly attributable to specific activities and has been included in those cost categories.

Certain other costs, which are attributable to more than one activity, are apportioned across categories on the of staffing on each project.

NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2022

1 ACCOUNTING POLICIES (continued)

1.8 Funds

Unrestricted funds are donations and other incoming resources receivable or generated for the objects of the charity without further specified purposes and are available as general funds.

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are wide and varied in pursuance of the charity's main objectives.

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

1.9 Leases

Rentals paid under operating leases are charged to the statement of financial activities on a straight line basis over the lease term.

1.10 Corporation Taxation

The charity is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2022

2. INCOME FROM GRANTS AND DONATIONS

	Unrestricted funds £	Restricted funds £	2022 £	2021 £
Oak Foundation	155,000		155,000	80,000
Esmee Fairbairn Foundation	104,000	-	104,000	37,500
Comic Relief	-	101,693	101,693	40,045
London Borough of Southwark	-	75,508	75,508	18,000
Lloyds Bank Foundation	25,000	38,948	63,948	25,000
Trust for London	-	47,000	47,000	47,000
Unbound Philanthropy	40,000	-	40,000	63,077
Rosa		39,985	39,985	52,631
Capital International Ltd	4,100	18,000	22,100	30,700
Home Office	-	19,215	19,215	17,957
City Bridge Trust	-	10,500	10,500	41,725
The Worshipful Company of Insurers Charitable Trust	10,000	-	10,000	-
London Community Response Fund		6,919	6,919	83,043
The Joseph Rowntree Charitable Trust	-	5,403	5,403	-
The Baring Foundation	-	5,000	5,000	-
National Lottery Community Fund	-	-	-	94,464
Paul Hamlyn Foundation	-	-	-	76,500
Open Society Foundations	-	-	-	72,043
The Indigo Trust	-	-	-	25,000
GMSP Foundation	-	-	-	5,000
Donations	4,850	-	4,850	9,087
	342,950	368,171	711,121	818,772

3. INCOME FROM CHARITABLE ACTIVITIES

	Unrestricted funds £	Restricted funds £	2022 £	2021 £
Mayor Office for Policing and Crime (MOPAC)	-	175,972	175,972	131,877
London Councils	-	136,816	136,816	177,786
London Borough of Wandsworth	-	10,811	10,811	10,812
Healthwatch Islington	-	-	-	3,550
PICUM	-	-	-	2,255
Other	13,334	-	13,334	3,000
	13,334	323,599	336,933	329,280

LAWRS benefits greatly from the involvement and enthusiastic support of its many volunteers, details of which are given in our annual report. In accordance with FRS 102 and the Charities SORP (FRS 102), the economic contribution of general volunteers is not recognised in the accounts.

NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2022

4. TOTAL RESOURCES EXPENDED

	Cost of Raising Funds	Charitable Activities	2022 £	2021 £
Salaries	20,060	800,933	820,993	709,273
Consultancy / Supervision	-	23,197	23,197	23,536
ESOL teachers	-	-	-	904
Evaluation	-	-	-	2,240
Event costs and room hire	-	7,640	7,640	2,549
Grants to partners	-	39,044	39,044	98,870
"Sin Fronteras" project activities	-	4,562	4,562	3,818
Publications and videos	-	3,628	3,628	1,628
Quality Assurance	-	144	144	1,644
Training staff and volunteers	-	6,283	6,283	7,656
Crisis payments to service users	-	8,540	8,540	3,925
Volunteers expenses	-	1,879	1,879	314
Support costs (see below)	2,357	102,736	105,093	77,342
	22,417	998,586	1,021,003	933,699

5. SUPPORT COSTS

	Cost of Raising Funds	Charitable Activities	2022 £	2021 £
Rent, rates and services	643	28,013	28,656	32,205
Audit and accounting	131	5,709	5,840	4,348
Bank charges	10	452	462	430
Cleaning	-	-	-	-
Currency losses	24	1,035	1,059	6,926
Depreciation	77	3,342	3,419	2,365
Equipment	183	7,985	8,168	3,872
Insurance	64	2,800	2,864	3,138
Membership fees	26	1,153	1,179	1,684
Office refurbishment	646	28,142	28,788	-
Printing, postage and stationery	56	2,421	2,477	2,050
Publicity and promotion	17	746	763	4,462
Recruitment	34	1,485	1,519	2,025
Telecommunications & IT	311	13,562	13,873	10,625
Website	16	690	706	1,791
Sundries	119	5,201	5,320	1,421
	2,357	102,736	105,093	77,342

NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2022

6. NET EXPENDITURE

	2022 £	2021 £
Net expenditure is stated after charging or crediting:		
Depreciation	3,419	2,364
Auditors remuneration	5,280	3,600

7. STAFF COSTS

	2022 £	2021 £
Salaries	746,002	644,330
Social security costs	60,064	52,222
Pension costs	14,927	12,721
	820,993	709,273

The average monthly head count was 31.5 staff (2021: 26 staff)

The average monthly number of full time equivalent employees during the year was as follows:

	2022 Number	2021 Number
Support and advice services	24.5	20.5

No employees earned over £60,000 in the year (2021 - nil).

No trustees received any remuneration during the year (2021: nil). Two trustees received expenses totalling £73 during the year (2021: two trustees; £115). No trustee or any other person related to the charity had any personal interest in any contract or transaction entered into by the charity during the year (2021: none).

NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2022

8. TANGIBLE FIXED ASSETS

	Fixtures, fittings and computers £
COST	
As at 1st April 2021	23,031
Additions	1,848
Disposals	(10,314)
As at 31st March 2022	14,565
DEPRECIATION	
As at 1st April 2021	15,106
Charge for the year	3,419
Disposals	(10,314)
As at 31st March 2022	8,211
NET BOOK VALUE	
As at 31st March 2022	6,354
As at 31st March 2021	7,925

9. DEBTORS

	2022 £	2021 £
Grants receivable	155,700	163,582
Prepayments and other debtors	14,786	13,379
	170,486	176,961

10. CREDITORS - AMOUNTS FALLING DUE WITHIN ONE YEAR

	2022 £	2021 £
Accruals	32,971	36,402
Sundry creditors	26,095	19,146
Tax and social security	16,252	16,480
Deferred income	133,579	124,950
	208,897	196,978

Deferred income of £124,950 was released during the year. Income of £133,579 was deferred during the year.

NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2022

11. ANALYSIS OF MOVEMENTS IN UNRESTRICTED FUNDS

	Balance as at 1.4.2021 £	Incoming resources £	Outgoing resources £	Transfers £	Funds as at 31.3.2022 £
General Fund	208,000	356,429	(320,147)	9,638	253,920
Designated Sickness and maternity fund	5,000	-	-	-	5,000
Designated Premises fund	15,000	-	-	-	15,000
Designated COVID-19 fund	149,466	-	-	(149,466)	-
Designated Income Fund	45,172	-	-	(45,172)	-
Designated Transition fund	-	-	-	185,000	185,000
	422,638	356,429	(320,147)	-	458,920

The Sickness and maternity fund provides some cover for longer-term staff sick leave; previously it also included some cover for maternity leave but this is now regarded as a routine cost.

The premises fund recognises that LAWRS may incur exceptional expenditure in the next 1 to 2 years and earmarks some funds to meet these exceptional costs.

The Covid-19 fund recognised that LAWRS had budgeted for exceptional Covid-related expenditure in 2021/22 and earmarked some funds to meet these exceptional costs. This is no longer required.

The designated income fund comprised portions of annual unrestricted grants received in 2020/21 but intended to support expenditure in 2021/22. The funds were budgeted to be fully spent in 2021/22.

The Transition Fund earmarks some funds to allow LAWRS to budget some planned work in 2022/23, notably supporting the needs of service users, while LAWRS secures more longer term funding. Over the last 2 years LAWRS has funded significant work through emergency and short-term funding, and is currently transitioning to a higher proportion of multi-year funding.

ANALYSIS OF MOVEMENTS IN UNRESTRICTED FUNDS - PRIOR YEAR

	Balance as at 1.4.2020 £	Incoming resources £	Outgoing resources £	Transfers £	Funds as at 31.3.2021 £
General Fund	189,206	314,130	(185,870)	(109,466)	208,000
Designated Sickness and maternity fund	5,000	-	-	-	5,000
Designated Premises fund	15,000	-	-	-	15,000
Designated COVID-19 fund	-	-	-	149,466	149,466
Designated Income Fund	-	45,172	-	-	45,172
Designated "Brexit" fund	40,000	-	-	(40,000)	-
	249,206	359,302	(185,870)	-	422,638

NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2022

12. ANALYSIS OF MOVEMENTS IN RESTRICTED FUNDS

	Balance As at 1.4.2021 £	Incoming resources £	Outgoing resources £	Transfers	Funds As at 31.3.2022 £
London Councils Advice & Counselling	-	72,861	(72,861)	-	-
London Councils Ending Harmful Practices	-	36,860	(36,860)	-	-
London Councils Prevention	-	27,095	(27,095)	-	-
Paul Hamlyn Foundation	69,628	-	(46,768)	-	22,860
Comic Relief compehensive programme of support	19,299	20,262	(39,561)	-	-
London Borough of Southwark Community Capacity Programme (2019/21 grant)	1,449	-	(1,449)	-	-
Rosa 2019/21 grant	17,044	-	(17,044)	-	-
Trust For London (2019/22 grant)	27,683	47,000	(42,694)	-	31,989
City Bridge Trust (2019/21 grant)	17,181	10,500	(27,681)	-	-
Mayor's Office on Policing and Crime (MOPAC) Prevention and Action Through Community Engagement and Training	3,079	52,027	(55,106)	-	-
Mayor's Office on Policing and Crime (MOPAC) Delivery of London-wide Advice and Support for Survivors of VAWG	-	47,834	(47,834)	-	-
National Lottery Community Fund	1,000	-	(1,000)	-	-
City Bridge Trust TNLCF COVID-19 Response Fund ADAPT project	5,446	6,919	(12,365)	-	-
City Bridge Trust TNLCF COVID-19 Response Fund CLAUK project	3,475	-	(3,475)	-	-
London Borough of Southwark Community Capacity Programme (2021/23 grant)	-	18,500	(18,500)	-	-
London Borough of Wandsworth	8,197	10,811	(19,008)	-	-
Capital International Ltd (2022/23 grant)	-	18,000	(18,000)	-	-
London Borough of Southwark EU Settlement Scheme phase 1	-	15,004	(15,004)	-	-
Mayor's Office on Policing and Crime (MOPAC) Domestic Abuse and Sexual Violence Funding	-	76,111	(76,111)	-	-
Comic Relief No Recourse No Safety	-	25,442	(13,369)	-	12,073
Comic Relief Migrant Women Unbound project	-	40,000	(18,330)	-	21,670
Comic Relief Pathway to Recovery Project	-	15,989	(15,989)	-	-
The Joseph Rowntree Charitable Trust	-	5,403	(2,278)	-	3,125
London Borough of Southwark Latin American Health Outreach Project	-	27,000	(21,228)	-	5,772
Lloyds Bank Foundation evidence-based policy and campaigns work	-	38,948	(9,175)	-	29,773
Rosa 2021/22 grant	-	39,985	(7,852)	-	32,133
Baring Foundation	-	5,000	-	-	5,000
Home Office	-	19,215	(19,215)	-	-
London Borough of Southwark EU Settlement Scheme phase 2	-	15,004	(15,004)	-	-
	173,481	691,770	(700,856)	-	164,395

Section 37 Statement

As can be seen from the above analysis of movements, the grants from The London Councils were expended for the purpose for what they were awarded.

NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2022

13. ANALYSIS OF MOVEMENTS IN RESTRICTED FUNDS - PRIOR YEAR

	Balance As at 1.4.2020 £	Incoming resources £	Outgoing resources £	Transfers	Funds As at 31.3.2021 £
London Councils Advice & Counselling	-	72,861	(72,861)	-	-
London Councils Ending Harmful Practices	-	36,860	(36,860)	-	-
London Councils Prevention	-	26,120	(26,120)	-	-
Mayor's Office on Policing and Crime (MOPAC) Pathway to Recovery 2017-20	3,092	7,037	(10,129)	-	-
Unbound Philanthropy	5,658	-	(5,658)	-	-
Paul Hamlyn Foundation	53,628	56,500	(40,500)	-	69,628
Comic Relief compehensive programme of support	18,956	40,045	(39,702)	-	19,299
London Borough of Southwark Community Capacity Programme (2019/21 grant)	339	18,000	(16,890)	-	1,449
Rosa	7,995	52,631	(43,582)	-	17,044
Greater London Authority	856	-	(856)	-	-
Lloyds Bank Foundation Transform Project (2019/20 project)	15,969	-	(15,969)	-	-
Trust For London (2019/22 project)	19,195	47,000	(38,512)	-	27,683
City Bridge Trust (2019/21 grant)	6,782	41,725	(31,326)	-	17,181
Mayor's Office on Policing and Crime (MOPAC) Prevention and Action Through Community Engagement and Training	-	56,128	(53,049)	-	3,079
Mayor's Office on Policing and Crime (MOPAC) Delivery of London-wide Advice and Support for Survivors of VAWG	-	68,712	(68,712)	-	-
Home Office EU Settlement Scheme	-	17,957	(17,957)	-	-
London Councils No Recourse To Public Funds	-	41,945	(41,945)	-	-
Capital International Ltd	-	17,000	(17,000)	-	-
National Lottery Community Fund	-	94,464	(93,464)	-	1,000
City Bridge Trust TNLCF COVID-19 Response Fund ADAPT project	-	41,976	(36,530)	-	5,446
City Bridge Trust TNLCF COVID-19 Response Fund CLAUK project	-	41,067	(37,592)	-	3,475
London Borough of Wandsworth	-	10,812	(2,615)	-	8,197
	132,470	788,840	(747,829)	-	173,481

NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2022

14. Purposes of restricted funds

London Councils Advice & Counselling: provision of specialist advice and counselling to survivors of violence against women and girls in key London boroughs as part of the London VAWG Consortium.

London Councils Ending Harmful Practices: provision of specialist advice and counselling on harmful practices to women survivors in key London boroughs as part of the London VAWG Consortium.

London Councils Prevention: providing specialist training on violence against women and girls and healthy relationships to young people and children in primary and secondary schools across London as part of the London VAWG Consortium.

Paul Hamlyn Foundation: supporting our "No Limits" programme working with Latin American young women and girls to increase their aspirations, develop their potential and assert their rights through the use of art.

Comic Relief: A comprehensive programme of support for BME Latin American migrant women (LAMW) through specialist VAWG information, advice and counselling, internal and external referrals and support to build a life post-violence through development and empowerment activities.

LB Southwark Community Capacity Programme 2019/21: supports community development work to ensure that local services address the needs of Latin American women and their families and that they are in turn informed of available local services.

Rosa 2019/21 grant: Project aimed at developing comprehensive approaches to tackling sexual harassment through collaboration with two grassroots unions

Trust For London 2019/22: policy project bringing visibility to the poor working conditions experienced by Latin American migrant women workers, calling for increased enforcement of employment rights and appropriate responses to victims of modern slavery.

City Bridge Trust 2019/21: supporting Latin American women on low incomes to access legal advice on welfare, housing, and debt, and acquire financial literacy skills to improve their living conditions.

Mayor's Office on Policing and Crime (MOPAC): Prevention and Action Through Community Engagement and Training

Mayor's Office on Policing and Crime (MOPAC): Delivery of London-wide Advice and Support for Survivors of VAWG

National Lottery Community Fund Coronavirus Community Support Fund: Coalition for Latin Americans Covid 19 emergency response.

City Bridge Trust TNLCF COVID-19 Response Fund ADAPT project: Reaching marginalised women, to strengthen our response to the increase in demand for services for BME migrant women.

City Bridge Trust TNLCF COVID-19 Response Fund CLAUK project: Coordinated reponse to the increased demand for services from Latin Americans affected by Covid.

LB Southwark Community Capacity Programme 2021/23: supports community development work to ensure that local services address the needs of Latin American women and their families and that they are in turn informed of available local services. Delivered in partnership with IRMO that supports the volunteering project.

London Borough of Wandsworth: Increasing 1-1 counselling provision in the boroughs of Wandsworth and Richmond due to high levels of demand.

Capital International financial literacy (2021-22 grant): supporting Latin American women on low incomes to acquire financial literary skills to improve their living conditions.

NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2022

14. Purposes of restricted funds (continued)

London Borough of Southwark EU Settlement Scheme phase 1: Advice services for Latin Americans on European passports who need support to access the EU Settlement Scheme due to language and other barriers (e.g. VAWG survivors, digital exclusion, older communities) delivered in partnership with IRMO.

Mayor's Office on Policing and Crime (MOPAC) Domestic Abuse and Sexual Violence Funding: To support victims' access to services.

Comic Relief No Recourse No Safety: Changing Narrative & Evidencing Impact of No recourse to public funds ('NRPF') on Violence against women and girls.

Comic Relief Migrant Women Unbound project: providing services for migrant survivors of violence and abuse subject to the no recourse to public funds condition.

Comic Relief Pathway to Recovery Project: Providing services for minoritised women survivors of domestic abuse.

The Joseph Rowntree Charitable Trust: Corportate Human rights due-diligence framework for domestic service sector supply chains that is informed by migrant workers' experiences in the oursourced cleaning sector. Project delivered in partnership with Focus on Labour Exploitation (FLEX).

London Borough of Southwark Latin American Health Outreach Project: information and outreach services for Latin American struggling to access to Covid-19 vaccination and other healthcare services. Delivered in partnership with IRMO.

Lloyds Bank Foundation evidence-based policy and campaigns work: - on migrant women's exclusion from services and justice focused on support for the establishment of safe reporting mechanisms.

Rosa 2122 grant: work in partnership with IWGB to develop trauma informed capabilities to respond to sexual harassment (SH) in the workplace as a form of VAWG. Training for union officers and members and development of specific campaign on SH.

Baring Foundation: Informational campaign on access to reliable advice on benefits, housing, homelessness and debt for Latin Americans who experience language and other barriers.

Home Office: Campaign to prevent modern slavery in the cleaning sector delivered in partnership Focus on Labour Exploitation (FLEX), Eastern European Resource Centre (EERC) and Gangmasters Labour Abuse Authority (GLAA).

London Borough of Southwark EU Settlement Scheme phase 2: Advice services for Latin Americans on European passports who need support to access the EU Settlement Scheme due to language and other barriers (e.g. VAWG survivors, digital exclusion, older communities) delivered in partnership with IRMO.

15. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	General fund £	Designated funds £	Restricted funds £	Total £
Tangible fixed assets	6,354	-	-	6,354
Current assets	456,463	205,000	164,395	825,858
Creditors falling due within one year	(208,897)	-	-	(208,897)
	253,920	205,000	164,395	623,315

NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2022

16. ANALYSIS OF NET ASSETS BETWEEN FUNDS - PREVIOUS YEAR

	General fund £	Designated funds £	Restricted funds £	Total £
Tangible fixed assets	7,925	-	-	7,925
Current assets	397,053	214,638	173,481	785,172
Creditors falling due within one year	(196,978)	-	-	(196,978)
	208,000	214,638	173,481	596,119

17. OPERATING LEASES

Total commitments under operating leases were as follows:

	2022 £	2021 £
For leases expiring:		
Within one year	36,218	33,117
Two to five years	7,442	12,404
Over five years	-	-
	43,660	45,521

18. RECONCILIATION OF NET INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2022 £	2021 £
Net income for the reporting period (as per the Statement of Financial Activities)	27,196	214,443
Adjustments for:		
Depreciation charges	3,419	2,364
Interest from investments	(135)	(80)
(Increase) / Decrease in debtors	6,475	21,016
Increase / (Decrease) in creditors	11,919	156,465
Net cash provided by (used in) operating activities	48,874	394,208

LATIN AMERICAN WOMEN'S RIGHTS SERVICE

England & Wales - Charity number 1075163

Accounts

COMPANY REGISTRATION NO. 3480722

REGISTERED CHARITY NO. 1075163

LATIN AMERICAN WOMEN'S RIGHTS SERVICE

(a company limited by guarantee)

REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2021

LATIN AMERICAN WOMEN'S RIGHTS SERVICE

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COMPANY INFORMATION

Trustees		Helen Aviles (resigned 10 August 2020) Laura Somoggi Vanessa Gabriel-Robinson Floralba Hague Sofia Collignon Catherine Boutet (appointed 24 April 2020) Daniella Dávila Aquije (appointed 26 April 2021) Renata Neuwirth Peppl (appointed 26 April 2021) Sandra Hayne (appointed 26 April 2021)
Secretary		Gisela Valle
Chief Executive Officer (known as Director)		Gisela Valle
Registered office		Tindlemanor 52 - 54 Featherstone Street London EC1Y 8RT
Bankers		Unity Trust Bank PO Box 782 Orpington BR6 1EN
	and	Lloyds Bank plc PO Box 1000 BX1 1LT
Auditors		Field Sullivan Neptune House, 70 Royal Hill London SE10 8RF
Company registration number		3480722
Registered charity number		1075163

REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2021

The trustees, who are directors of the company for Companies Act purposes, present their report and the audited financial statements for the year ended 31 March 2021. This is a directors' report required by S417 of the Companies Act 2006.

The trustees confirm that the financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and 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) (effective 1 January 2015).

STRUCTURE AND GOVERNANCE

Governing instrument

The Latin American Women's Rights Service (LAWRS) is a charitable company incorporated on 15 December 1997 and registered as a charity on 19 April 1999. 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. In the event of the company being wound up members are required to contribute an amount not exceeding £10.

Recruitment and appointment of directors

The directors of the company are also charity trustees for the purposes of charity law. Under the company's Articles they are known as company directors.

LAWRS is a membership organisation. Members (103 as of 31 March 2021), are entitled to vote and to stand for election to the Board of Directors at the AGM. Directors are elected to serve for one year at a time. Under the requirements of the Articles of Association, one third of the Board members, specifically those who have been longest in office since the last election, shall retire from office. A retiring officer shall be eligible for re-election. Directors are entitled to appoint new directors for vacancies on the Board to ensure it has a range of skills and competences.

Organisational structure

The Board of Directors is responsible for strategic direction, policy-making and overall control of the charity. Members bring a variety of backgrounds and skills relevant to their governance roles and LAWRS' work. The Company Secretary attends Board meetings but has no voting rights. In addition to office holding posts (chair, vice chair and treasurer), individual trustees support specific areas of the work as lead trustees for specific projects, and are accountable to the full committee.

The Board meets every two months, with additional meetings to respond to the Covid-19 challenges. The Board of Directors makes decisions on strategy, compliance, accountability and monitors risk, budget, and operations. As part of its work, the Board approves the charity's business plan, annual work programmes, annual budget and receives quarterly financial reports to control the charity's performance against budgets. Day-to-day operations, staff management and operational decisions are delegated to the Director who receives supervision from the Chair.

Directors' induction and training

Following election/appointment each new director receives a Trustee Information Pack detailing roles and responsibilities, legal and financial information of the company, its business plan and its operational policies. An in-house trustee induction is delivered following election of new members, which may include spending at least half a day in the offices of the charity to acquaint themselves with everyday operations, staff and services. The company secretary shares opportunities of external training with Board members. During the reporting year, all new trustees attended training on the role and responsibilities of charity trustees. They also attended or are scheduled to attend specialist training on Charity finances. Other members attended seminars on charity legislation and other topics relevant to their governance roles.

Risk mitigation

The trustees reviewed their risk assessment in February 2021. The trustees at various meeting during the year have examined likely risks of constitutional, financial, governance, management, operations, fundraising, external influences, human resources and health and safety and agreed measures to reduce and mitigate risks. Agreed actions, systems and procedures to mitigate risks have been implemented.

Policies and legislation affecting migrant women, cuts in the welfare system, reduced avenues to access justice, and the demonization of migration coupled with increased demand for services, against a reduction in funding continue to present risks to the financial sustainability of the organisation. The complexity of these risks increases in the context of Brexit and Covid-19. Despite good results this year, the Trustees continue to consider measures to mitigate risks associated with dependency on grant funding and continue attempting to diversify funding streams and secure financial sustainability.

OBJECTIVES AND ACTIVITIES

SUMMARY OF CHARITABLE OBJECTS

The purposes of the charity as set out in the Memorandum of Association are: "To promote any charitable purpose for the benefit of Latin American women and their children living in the UK by providing advice, information and support in the areas of welfare benefits, health, housing, education, employment and training, immigration, family and the relief of poverty and distress".

LAWRS' mission is "to pursue equal rights and social justice for all Latin American women and migrant women in the UK". The work of LAWRS is guided by three strategic drivers which are: combating poverty; tackling gender-based violence; and nurturing full participation in our new communities. These drivers are underpinned by a common thread which is to contribute to creating an environment that protects migrant women's physical integrity and security and provides us full and equitable economic, social and political rights.

Public benefit

The trustees have received briefing and training to ensure that the work of LAWRS adheres to the Charity Commission's guidance on "Charities and Public Benefit" and strictly furthers LAWRS' charitable purposes for public benefit. In implementing their duties under Section 4 of the Charities Act 2011, the trustees considered the restrictions to benefit a section of the public, based on ethnic/national origin, and gender, to strictly fall within our charitable objects. No other restrictions apply in terms of access to facilities, degree of need or any other factors, and our services are free.

Who used and benefited from our services?

Latin Americans are the second fastest growing Non-EU migrant groups in the UK (Towards Visibility, 2016), and approximately a quarter of a million in the UK.

Most Latin American migrant women are in employment but are seriously affected by "in-work poverty" surviving on incomes below the official poverty line. Despite being highly skilled, most of our service users (SUs) work in low-paid/low skilled jobs as domestics, cleaners, in catering, hospitality and generally in outsourced sectors that are gender segregated, over-exploitative, and unregulated. Most experience housing problems and "hidden homelessness" living in insecure and overcrowded, sub-standard private rented accommodation. Access to public services is low; and fewer than 20% access welfare support. Affected by intersectional discrimination on the basis of race, gender and migration status, most of our service users are also subjected to gender-based abuse.

Despite heightened vulnerability to abuse, factors such as - but not limited to - legal status, age, class, race, disability, lack of English skills and of system knowledge, make it harder for Latin American women to assert their rights. Brexit has also increased the cases of discrimination and hate crime. By offering specialist services with a holistic and user centred approach, LAWRS offers a much-needed response to women's complex and multiple needs; while continuing to uphold, promote and extend Latin American migrant women's rights.

ACHIEVEMENTS AND PERFORMANCE

The year of Covid-19: challenge, change and innovation

The Covid-19 outbreak and first lockdown in March 2020 have presented major challenges to our service users, as the pandemic's impacts have disproportionately hit BME communities (higher mortality rates due to Coronavirus and other health related conditions, an increase in domestic abuse rates, social isolation, mental health related issues, jobs losses, homelessness, financial destitution, childcare related issues, among others).

As Latin American women saw a rise and complexification of their needs, the barriers for them to access the necessary support also increased. In addition to the pre-known barriers (language, immigration status, No Recourse to Public Funds -NRPF, precarious living and working conditions, etc.), the main issues affecting SUs' access to services were: lack of capacity and interpreting services from local authorities and statutory agencies, inability to leave the house during lockdown, lack of a safe space to access services remotely (especially domestic violence survivors living with the perpetrator), deterioration of working and living situations and digital exclusion (lack of access to technology and the internet and poor digital literacy). All those challenges that were great by the beginning of the first lockdown, only deepened with the development of the pandemic and the subsequent second and third lockdowns.

For LAWRS and the team, adapting to the new working conditions imposed by the pandemic and at the same time dealing with the increasing complexity of the needs presented to us by the service users, has proved challenging. The service users' priorities changed, and we saw an increased demand for support related to employment rights (especially regarding furlough), welfare and benefits. The time needed for admin and casework increased dramatically. Every single task was affected:

It was and still is difficult to get in touch with service users for safety reasons;

- Contacting social services, local authorities and external agencies can take hours as their lines are congested due to lack of capacity and increase in demand;

- The underlying uncertainty resulting from the constant changes in legislation and in government guidelines, means that caseworkers have to devote a considerable amount of their time to research, in order to provide SUs with relevant up to date information;
- Monitoring data collection became very difficult as the priority is to address SUs' needs first and phone calls can only be held as long as it is safe for them.

Carrying out assessments and crisis interventions also became more time consuming as these involve admin tasks that were not previously needed, such as explaining and guiding the clients on how to access their inboxes or how to answer the consent form email, administrating the CORE and other forms through the telephone after their sessions. The lockdown also meant the loss of volunteering capacity, which combined with the sharp increase in demand, represented a real challenge for the team. Furthermore, the organisation had to digitize all its data and move to online platforms.

As an organisation, we are very proud of how well and quickly we were able to adapt to the really trying circumstances faced by us last year. We effectively managed to move the provision of our services entirely online and over the phone, including one to one advice, counselling and group activities, without any interruption in the delivery. This change in how to access the services has been widely advertised through our website, social media channels and WhatsApp groups.

Moreover, we have been able to produce and translate information about Covid-19, the furlough scheme, the EU settlement scheme and access to medical services for the Latin American migrant community, responding to the systematic restrictions they face accessing services due to the language barrier.

Staff wellbeing is another issue that needs to be highlighted, as the pandemic has also affected LAWRS' workers. Working from home and having to deal on one hand with the complexification of the service user's cases and needs together with their own personal issues, such as isolation, uncertainty, lack of an ideal workspace (with many of them carrying out work from their bedrooms or living rooms), home-schooling and difficulties in establishing boundaries and life/work balance. These difficulties exacerbated the effect of vicarious trauma and more frequent indicators of burnout and compassion fatigue were identified. Finally, most of LAWRS' staff have families in their home countries and being away from them during this period exacerbated feelings of stress and anxiety.

With the organisation aware of these challenges, LAWRS put more support in place. LAWRS have implemented check-ins and check-outs at the beginning and end of the week, increased frequency and access to clinical supervision for frontline workers, provided relevant training and support (including 10 sessions of resilience training with an external facilitator), conducted staff forums at the end of 2020, and have also offered more flexibility in terms of breaks during the day and lunch time. Trustees also put in place support for the Director in the form of access to an experienced organisational consultant.

Despite all the challenges mentioned above, LAWRS considers it has been able to achieve the expected outcomes, facilitating change and empowering women to overcome life challenges and embark on a life journey free from violence. Moreover, the context has also offered new opportunities. Being able to deliver online support enabled the organisation to reach new women and girls. We also saw a decrease in cancelations, as women no longer had to travel to the office to access support. Additionally, we have an increase in the number of Latin American migrant women in the UK that live outside London reaching us for support. We also saw an important increase in participation in trainings and sessions like the Language Café, which is a space to learn English in an informal, safe and community-based learning environment, (from 24 women in April to 211 in March), as people did not have to travel to access these services.

Despite the initial difficulties of migrating to a new, more efficient, case management system (Lamplight) and moving to an online platform, the organisation has now increased its capacities to manage data. Furthermore, it continued its revision of policies and procedures, including adaptations resulting from Covid-19 to safeguarding, risk management and health and safety.

1. Specialist services for Latin American migrant women in the UK

LAWRS successfully continued to deliver its service on general advice, prevention of violence against women and girls (VAWG) and counselling, following a holistic approach. This approach implies delivering multidisciplinary casework, creche services for service users' children (before lockdown), peer to peer support, access to empowerment and social change programmes, all this while recognising the intersectional needs of women and girls due to their cultural backgrounds and vulnerabilities arising from the intersection of gender, race and ethnicity, age, class, and immigration status. LAWRS approach and methodologies enables women and girls to access information on various issues and concerns that directly impact their rights, find safety after surviving exploitation, violence and abuse and gain support from their peers and counsellors to overcome trauma caused by different circumstances (including violence in all its forms).

LAWRS continued to be a well-known organisation in the Latin American community, the information about LAWRS is frequently spread by word of mouth from one service user to a potential service user. The following are some key figures that illustrate the reach of our work.

- **Advice and counselling**

Domain of change	Indicator progress[1]
Women accessing general advice and information, and support on the EU settlement scheme	409 women access 1,358 advice sessions, covering the following issues: • 147 cases on housing rights • 240 cases welfare benefits • 36 cases on money and debt • 105 cases on employment and employment rights • 4 suspected trafficking in persons • 69 other services 243 women access the EU settlement scheme service
Women supported through counselling to overcome trauma	251 women accessed 1,807 hours of counselling services provided by team following their initial needs assessment.
Women survivors of violence supported to find safety	327 women access 2,073 VAW advice sessions • 101 supported women have No Recourse to Public Funds 43 women accessed peer to peer support.

[1] Figures should not be read as cumulative. A woman may consult LAWRS on a variety of issues. Following our holistic approach, each team will refer cases to another team when a woman requires more information or support once she has given consent to pass forward her case.

LATIN AMERICAN WOMEN'S RIGHTS SERVICE

- **Workshops and training**

Objective of workshops and training	Indicator progress
Women participate in workshops to strengthen knowledge, skills and capacities	Number of workshops per theme • 4 employability • 1 Employment rights and Furlough • 12 Financial awareness and Tax/Welfare Benefits • 3 Brexit and EU settlement • 3 VAWG and harmful practices • 1 Harassment at the workplace • 3 Wellbeing and empowerment
Raising awareness workshops with the Latin American community and professionals	• 5 presentations on VAWG service in community settings • 4 training sessions for professionals on VAWG and harmful practices
Supporting women to access employment	19 women with NRPF accessed English for Speakers of Other Languages (ESOL) classes focused on employability. 113 women participated in the Language Café (52 NRPF).

Case study – Confronting violence

Maritza's story – How counselling enables women to grow and change

Maritza is a 39-year-old woman from Bolivia living with her partner and 4-year-old daughter. When I met Maritza she seemed to have very little to talk about and all she was able to think of was working hard to pay her bills. Maritza would often forget our sessions as she was running from place to place to work or pick up her daughter. It quickly became evident Maritza had several needs and it was difficult to think with her where to start.*

I learned Maritza was paying for most of the living expenses in her household as her partner has requested and insisted on him carrying all the finances at home. He had total control over her income even holding her debit card and only allowing her to use it when she was going to the supermarket. All her income was saved there. She was inadvertently experiencing financial violence from him. He would refuse to cook for Maritza and would only offer to cook for their daughter and collect her from school on some occasions with several excuses based on her being "the mom". This would make her feel very guilty for trying to be a working mother and also exhausted for having to carry so many responsibilities.

Her partner was also verbally abusive towards Maritza and wanted to control her by questioning all her decisions and the places she wanted to go, even when it meant she needed to work. It became evident how much Maritza needed the space of therapy to understand what was going on in her life and to think about her options.

Maritza had dreams and plans but had not talked to anybody about them as she was living an isolated life in the UK as many other women without the confidence to speak and develop a circle of friends and eventually integrate to society as an independent woman.

** Not her real name.*

The therapeutic work consisted of 15 sessions and began with the technological hurdles of working remotely and the lack of IT skills of Maritza to have Zoom sessions. She was willing to learn so when she learnt this, it became very empowering for her to be able to understand how to download the app and have her sessions

using something new. She was very happy when she achieved this. I can say this was the beginning of some other changes in her life. She gained confidence through talking about her plans, fears and frustrations.

She started to realise she needed more control over her finances and started to direct her energy into looking at the possibility of finding accommodation for herself and her daughter, away from her abusive partner. At this moment she was already being supported by the VAWG team, where she has been assessed and advised on options.

She started to put some boundaries in her relationship and her partner started to notice the changes and decided to change his attitude by ignoring Maritza instead of verbally abusing her. Maritza was also able to identify her needs and prioritise them so she enrolled the English classes at LAWRS and also researched options in her community library for after the lockdown. She bravely reorganised her job patterns and her therapy session to make room for this. It was very sobering to see her expressing her needs like this as she had never done that before.

Her will of progression in her life took her to learn how to use her email and through this she managed to enrol into a college course on Social Care Level 3 (nationally accredited course for health and social care workers). She was proud of herself for having done this but, at the same time, she was scared as she felt she did not have the level of English language, nor the IT skills required to perform well. Maritza was also planning on leaving her partner, she understood she did not need him, and his presence was hindering her growth. With the advice of the VAWG team she managed to recover the control of her only bank account. The VAWG team assessed risk with her every time she was going to make a decision to be able to make it safer for her and her child. Fortunately, the risk decreased and the plans of leaving her partner continued.

At the end of our 15 sessions, Maritza was in a better position to face her fears and push herself forwards. She explained that the therapy had given her that 'push' she needed to take control of her life and although recognises she is not the most confident of people, she feels she has got enough to continue her journey towards the changes she wants in her life. She feels stronger in herself and said her self-esteem had improved as a result of our sessions where she was able to find a non-judgemental space where she can trust someone and be heard.

I can say this service user was able to use the therapeutic space to grow and the sessions gave her momentum to make some changes in her life.

2. Speaking up: working for social justice



LAWRS together with the coalition of 53 organisations that form the "Step Up Migrant Women" (SUMW) Campaign and the Southall Black Sisters (SBS) influenced Parliament to make changes in the Domestic Abuse Bill by including measures on data protection to avoid data sharing for immigration purposes. Although the Government did not agree on our suggested amendments, it compromised its position and agreed on the inclusion of a Review process of victims personal data for immigration purposes in response to the super-complaint report, and calling on the Secretary of State to issue a Code of Practice following a consultation process to determine its content.

LAWRS, SBS and the End of Violence Against Women Coalition (EVAW) presented four amendments to the Bill that were discussed at Committee Stage (N19, N35, N36, N37). We achieved support of 18 MPs from the Labour, Liberal Democrats, and Green parties, on the safe reporting amendment (N27). With the support of Jess Phillips MP's team, we co-produced a campaigning video aiming to influence members of the House of Commons to support the migrant women amendments to the Bill. Gill Garcia, survivor and SUMW campaigner (see Gill's Story below), participated in the video. In preparation for the Bill moving to the House of Lords, we got the support of Baroness Helic, a Conservative Peer. She wrote an article at

Conservative Home citing information from "The Right to be Believed" report and endorsing the three amendments for which we are campaigning.

> *"I put on record the importance of consulting survivors and specialist organisations such as the Step Up Migrant Women campaign, which, incidentally, apart from doing a huge amount of work to support these women, has been a pillar of strength in the background, behind these debates in this House. It would be very helpful if the Minister could confirm that those survivors and organisations will be consulted. With the hope that the Minister can provide some assurance on these points, I will not oppose the Government's Motion."*
>
> Baroness Meacher, Debate on 27Apr 2021

LAWRS raised the awareness of the Domestic Abuse Commissioner for England and Wales (Nicole Jacobs) of the importance of addressing the needs of migrant survivors/victims of domestic abuse. This allowed us to build bridges and to introduce her and her team to smaller 'by and for' BME organisations members of the Step Up Migrant Women coalition. The Commissioner gave LAWRS and the SUMW coalition her active support and engagement throughout the discussions in Parliament of the Domestic Abuse Bill.

LAWRS has also raised the awareness of the shadow Home Secretary (Nick Thomas-Symonds) and the shadow Domestic Violence and Safeguarding minister (Jess Phillips) on key issues affecting migrant women as a result of Covid-19 and the lockdown measures. Furthermore, LAWRS participated in the consultation process of the Women's and Equalities Committee on the *Unequal impact: Coronavirus (Covid-19) and the impact on people with protected characteristics.*

> *"On this day of the royal assent of the Domestic Abuse Act, I wanted to thank you personally for all of the work and dedication you have given to this legislation. It has been an inspiring experience to see the sector working together so effectively and with such unity and it is leaders like you that are making that happen.*
>
> *We all feel a sense of disappointment today in the lack of provision for migrant women in this Act. But I also know that your dedication, work and leadership have created a heightened momentum with MPs, Lords, our sector and wider stakeholders to continue to fight for these changes. I hope to be alongside you every step of the way and to do all that I can.*
>
> *I look forward to our continued work together. Please pass this thanks along to your colleagues at LAWRS and SBS."*
>
> Message from the Domestic Abuse Commissioner
> Nicole Jacobs (29 April 2021)

LAWRS also continued its advocacy work to influence Gangmasters & Labour Abuse Authority (GLAA), Labour Exploitation Advisory Group (LEAG), Migrant and Refugee Advisory Panel (MRAP) for London, the Mayor's Office for Policing and Crime (MOPAC) Expert Group on VAWG, Home Office VAWG Stakeholder Group, Employment Legal Advice Network (ELAN) and work with private companies in the cleaning and hospitality sectors to place employment rights of migrant women workers at the centre of the agenda.

LAWRS improved its engagement with the GLAA, the MET and with government appointed officials such as the Independent Anti-Slavery Commissioner (IASC). Through the work with LEAG, the Independent Anti-Slavery Commissioner gained more understanding and became more vocal about the vulnerabilities of migrant workers, and engaged with our work on safe reporting mechanisms. The Commissioner was one of the speakers in the event co-organised by LAWRS and Focus on Labour Exploitation (FLEX): "Migrants reporting crime: building trust and improving police efficiency".

LATIN AMERICAN WOMEN'S RIGHTS SERVICE

LAWRS raised the awareness of MOPAC on the impacts of Covid-19 on Latin American migrant women workers, through its participation in the Modern Slavery Partnership Board. The organisation was asked by MOPAC to campaign on these issues in Spanish and Portuguese in order to increase the access of information on Covid-19 in the Latin American community. LAWRS also reported to IASC on the delays in EU Settlement Scheme (EUSS) and National Insurance Number (NINO) applications as a result of remote working provisions within the Home Office and Department for Work and Pensions (DWP) which were affecting Europeans' access to employment opportunities. This resulted in IASC getting in contact with the relevant authorities to enquire about the delays and if any measures were being taken to counteract these effects.

As part of this work, LAWRS also participated in various workshops, such as the 'Community and worker engagement within the new SEB' workshop to design new Single Enforcement Body, the All Party Parliamentary Group (APPG) on Migration's Britain's Future Immigration Policy: Implications for Decent Work in Low-paid Sectors, co-hosted by FLEX, UN Network on Migration Stakeholder Listening Session on Gender-specific Implications of the Covid-19 Pandemic on Migrants.

Finally, LAWRS has increased its intersectional advocacy and campaigning work addressing racial discrimination and the need for explicit anti-racist practices for the ending VAWG sector as a result of discussions with others in the context of the killing of George Floyd and the resurgence at a global scale of the Black Lives Matter movement. Understanding the need to address all forms of racism and discrimination in the VAWG sector, we joined a group of activists to open space for dialogue, action and the development of anti-racist standards and practices, launching a call to action as well as developing an anti-racism charter addressing structural inequalities, unequal partnerships and unhealthy power dynamics that result in the inequality of Black and minoritised women and girls.

Case study - Amplifying the voice of survivors

Gill's Story - Migrant Women can influence UK Parliament

Gill came to the UK in 2016 from Brazil. Her British partner convinced her that she would have a spousal visa, but he later refused to apply for one, leaving Gill undocumented. During this time, Gill endured multiple forms of domestic violence (financial, emotional, psychological, coercive control, and physical abuse) and repeatedly received threats of deportation if she reported the abuse to the police. After an incident of physical violence, she reported him to the police but was disbelieved and refused support because of her insecure immigration status. As Gill had no access to public funds, police suggested that her best option was to go back to Brazil and refer her to the Home Office. The response from the Home Office was that a voluntary return to Brazil would take a while to arrange. In the meantime, they could not help with accommodation or support. Gill and one of her children moved between temporary shelters and slept on the street for three days in mid-January. Gill came to LAWRS in 2017 and received culturally sensitive holistic wraparound support that has allowed her and her children to be safe and to regularise her status.

Since 2018, Gill has been actively participating in various activities as part of LAWRS and SUMW campaigning work. According to her, when she tells her story, she does not speak about an isolated case but a systemic issue that continues to affect many women.

In September 2020, Gill had the opportunity to raise her voice and asked MPs for action to effectively support women from violence with the Domestic Abuse Bill. She said: "The Domestic Abuse Bill is a great opportunity to ensure all women and children can access safety, support and justice because my story is not an exception. I have heard similar stories to mine, some of them just now during the lockdown."

Since the publication of the first draft of the Domestic Abuse Bill in 2019, she was actively engaged in the scrutiny progress of the Bill. Some of the activities in which Gill participated were presenting evidence before the Public Bill Committee of the Domestic Abuse Bill in June 2020. She also participated in an event organised by the London Victims Commissioner with members of the House of Lords calling on Peers to ensure the Bill

provided life-saving provisions for migrant victims. Gill has also featured in multimedia work and speaking to journalists.

> *"Recently, Gill, an abused Brazilian woman of insecure immigration status, spent three days in the middle of winter sleeping on our streets with one of her children. How she got there is a heartbreaking tale of police misunderstanding of the guidance, Home Office incompetence and, indeed, laws that are not fit for purpose. Gill's is one of several case studies presented to us by the Latin American Women's Rights Service, which is constantly seeing migrant victims of domestic abuse, as the right reverend Prelate has said. It sees the lack of trust and confidence that these victims have in our institutions, which are meant to protect them but often end up only harming them further. It knows, as does anyone who originates from a diaspora, that trust is a rare commodity and has to be built up step by step and law by law, as my noble friend Lord Rooker suggested in his reflections on the Home Office and the hostile environment."*
>
> Baroness Crawley, Debate on 1 Feb 2021

Her activism and skills to influence, led her to collaborate with Jess Phillips' team to produce a video that aimed to raise awareness and influence MPs about the Importance of supporting amendments led by LAWRS and other members of the Step Up Migrant Women campaign.

Gill is a powerful advocate that provides LAWRS policy work with an insightful understanding of the complexity of experiencing domestic abuse and other forms of VAWG and the relevance of undertaking influencing work that includes the needs and demands of survivors and victims from a bottom-up account. This joint work teaches us the need to open channels of communication to decision makers to amplify the voice of those women who survived violence and who constantly work to prevent.

Additionally, since the end of 2020, Gill has been co-coordinating LAWRS Brazilian peer support group alongside LAWRS VAWG manager. This space has allowed Gill to share her expertise and experiences with other women subjected to abuse.

LAWRS policy work has been established from a struggle-based perspective that advocates for social change and social justice. We believe that this work has to be done from a feminist standpoint that provides women who have experienced abuse with the opportunity to speak up and become vital and central figures of LAWRS campaigning activities. We understand that victims are usually silenced and overlooked by policymakers due to abuse exerted by perpetrators and by the state and institutions. For that reason, LAWRS advocacy strategies aim for representation, value the expertise of experts by experience. Since we created the Step Up Migrant Women campaign, we have worked to centre the voices and particular experiences of migrant women as vehicles for change and empowerment.

3. Migrant women as agents of structural and systemic change

Through the Sin Fronteras (young women and girls' activism and empowerment group) and Warmi (community organising and activism group) projects and the Volunteer Programme, LAWRS continued to support Latin American migrant women's (LAMW) capacities to organise and act as agents of social change within the Latin American Community. Both projects and programme continued to support migrant women and girls to become agents of social change. Currently, the Sin Fronteras group is formed of 70 young women and girls, the Warmi collective is formed of 31 women. Further, during the implementation period, 48 volunteers engaged with LAWRS' Volunteer Programme.

During the implementation period, the Warmi collective was actively engaging the Latin American community to raise awareness on the impacts of Covid-19. It published in Shado Magazine an article about the effects of Covid-19 on Latin American migrant women workers which included testimonies of different negatively impacted women (How centuries of state failure have left migrant workers destitute and unprotected).

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LAWRS also started to work with the group in the development of a "Cleaners Campaign". However, due to the Covid-19 Pandemic, LAWRS had to change the focus of its work in strengthening the capacities and skills of participants through online trainings, rather than developing and implementing mobilisation activities.

The Sin Fronteras group participated in group sessions, one-to-one appointments, university access appointments, referrals to other services, civil and social initiatives, and collaborative projects with partner organisations. The group wrote a blog to address the challenges posed by the pandemic. The blog served the community in many different ways:

- As a way to process their emotional and psychological experiences in lockdown and in the pandemic;
- As a tool to share advice and support with other Latin American Girls and Young Women (LAGYW) in the community and encourage them to participate in the project;
- As a space to learn about website programming; and
- As a platform to development their skills and self-confidence to actively participate in social change and in activities in the local authority and at decision making level.

This process increased their research, teamwork planning skills and developed their views on current issues and areas of their own interest. We saw an improvement in their writing skills and on ways to present these issues to engage with their audience.

In a collaborative process with our partner Fotosynthesis (art activists and educators who use images as a tool to connect, communicate, advocate and promote participation and inclusion of alternatives to mainstream narratives), 14 LAGYW attended a six-week participatory photography and video workshop at the end of 2020. A short film (to access video click here) and a virtual exhibition (to access the exhibition click here) were produced, both named '*This is who we are, Sin Fronteras. Voices of young Latin American migrant women in London*'. The short film and exhibition became vehicles to convey their views, needs and capacities as young women, migrants and citizens in British society. Through these outputs they found a new form of expression and a new channel for disseminating their *activism* message of social justice, gender equality, anti-racism and recognition of the Latin American community in the United Kingdom.

> *"These sessions help us to distract ourselves in times of pandemic and to connect with other young women who have very similar ideas to you."*
>
> *"I liked being able to express my thoughts or ideas".*
>
> *"It is a very fun workshop, where you have the opportunity to meet other girls and know that we all have something in common, and where we work together supporting each other".*
>
> Participants of the Group Sin Fronteras – LAWRS
> December 2020

Unfortunately, safeguarding concerns related to the pandemic and remote working reduced our capacity to involve service users' direct participation in meetings, conferences, events, interviews with the media, etc. Further, it led to a decrease in service users willing to engage, as their more pressing concerns took priority (e.g., retaining their employment or securing new employment). However, whenever possible, and with consent, LAWRS gave their cases visibility through the collection and use of case studies published in four public enquiries and media articles.

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LAWRS continued to implement its volunteer programme through which 48 LAMW supported the organisation in the implementation of its projects and services. The Volunteer Programme is designed to support both the volunteers and the organisation. On one hand, LAWRS strengthens volunteers' capacities and skills to become agents of social change, as well as more competitive professionals by increasing their professional skills to enable them to find paid employment at level of their skills and away from low-paid employment sectors, such as cleaning, hospitality and retail. Volunteers support the implementation of LAWRS' activities and services, through which they gain practical experience, professional and soft skills, and access trainings on various themes, including vocational training. At the end of their volunteer experience, 26 out of 28 volunteers secured employment. On the other side, volunteers support staff to successfully achieve the implementation of activities and services. For example, during the implementation period covering this report, volunteers dedicated 728 hours of language interpretation to support LAWRS SUs' access to mainstream services.

4. Accomplishments and lessons learned

During this year, LAWRS had three key accomplishments and lessons learned.

1) The successful implementation of its advocacy and campaign strategies to influence Parliament to include essential amendments on the Domestic Abuse Bill.

2) The importance to continue raising awareness among decision makers, stakeholders and the public opinion on the intersectional discrimination and inequality experienced by LAMW, having seen how it has disproportionately amplified the negative effects Covid-19. Moreover, having continued to evidence its direct relationship on cases of VAWG (see Maritza's Story).

3) Although the amendments to the Domestic Abuse Bill were not approved, LAWRS considers that the compromise of Government is a significant achievement, recognising the existing hostile environment against migrants in the UK and the majority that the government has in the House of Commons. This was the first time LAWRS implemented an advocacy strategy to influence Parliament decision making on legal procedures to protect rights of migrant survivors to be able to live from violence. Through this process, LAWRS amplified the voice of VAWG survivors (see Gill's Story above) and showed the importance of doing advocacy and campaign work following a bottom-up approach. Indeed, LAWRS accomplished to use the data and findings from supported cases to feed the advocacy and campaign strategies and to suggest recommendations on policy and procedures that would effectively eliminate intersectional barriers to access statutory services (language, immigration status, data-sharing, NRPF, precarious living and working conditions, digital exclusion). This illustrates the importance of interlinking the work done within the organisation and of being a service provider organisation that does advocacy work. Even more when it has become evident that cross sector organisations are demonstrating lack of knowledge and understanding of the practical barriers that intersectional inequality and discrimination experienced by migrant women in their access to the social safety net.

Through this process, LAWRS has become a recognised organisation by national key decision makers, raising its profile and enabling us to lead other similar processes to influence policy, legislation and decision making at the national level. Further evidence of this, is the invitation to be part of regular Covid-19 meeting with the Domestic Abuse Commissioner and government representatives such as: Association of Police and Crime Commissioners, Home Office, Ministry of Housing, Communities and Local Government, Ministry of Justice, Department for Work and Pensions, Department of Health and Social Care, Department for Education, Welsh Government, Local Government Association and National Police Chief's Council.

> *"It has been an honour to work with you and as a small charity you have punched above your weight at every stage, and I feel confident that no government action in this area will ever be even suggested without them feeling that you must be consulted. When we finally*

> *change this, and we will, it will be with the heart of LAWRS and all the women you represent that it happened."*
>
> Message from Shadow Minister for Domestic Violence and Safeguarding, Jess Phillips (29 April 2021)

Unfortunately, we also learned that the pandemic not only made more evident the inequalities in our society, but also shone a light into how the intersectionality of multiple barriers (language, immigration status, NRPF, precarious living and working conditions, digital exclusion) plays a fundamental role in the maintenance and deepening of these inequalities. Another contributing factor is the UK's government consistently failing to recognise intersectional discrimination and the need to tackle VAWG within a wider human rights framework. There is an increasingly hostile public policy environment towards migrants and draconian legislation that has heightened the vulnerability of women with insecure migration status experiencing VAWG. Furthermore, women's rights have fast receded from political agendas and austerity cutbacks (to legal aid, welfare benefits and services) negatively impacted access to justice and minimum safety nets to migrant women.

Furthermore, during this year LAWRS had important learning processes that strengthened the organisation's operation. Staff learned how to improve the use of technology, not only to file and document processes, but to reach more Latin American women. A key achievement was the development of LAWRS' helpline that went live on March 2021, after six months of design and operational work. This has enabled us to reach Latin American women at a national level, providing them with essential information in Spanish and Portuguese on what their rights are and how to assert them, which is also culturally appropriate. We expect to continue having high demand for this service, as there are limited service providers outside of London who are able to provide linguistically specialist services tailored to the needs of our beneficiaries. For this reason, we are in the process of seeking long term funding to continue its provision.

Finally, we culminated a two year process of redesigning our website, which has made it easier to navigate for our beneficiaries. We also upgraded our case management system to Lamplight, enabling us to record all the journey of a woman through LAWRS' services, following GDPR regulations. This enabled us to better capture data for reporting, advocacy and communication purposes.

PLANS FOR 2021-2022

- Continue our work to support Latin American women through the Covid-19 crisis by providing reliable and accessible information, advice and counselling in community languages and providing spaces to engage in advocacy and campaigning to address the inequalities evidenced by the pandemic.
- Start our new business plan process. This will be done through a wide consultation with staff, volunteers, trustees, beneficiaries and stakeholders and the development of a comprehensive theory of change.
- Engage with government departments and local authorities on the implementation of the Domestic Abuse Act, including the super complaint review on data sharing.
- Engage with national and local government on the development of the new VAWG strategies.
- Continue supporting Latin American women during the exit from the EU process by providing advice and support to apply to the EU Settlement Scheme and advocacy on the need to ensure that survivors of domestic abuse are not excluded from this process.
- Continue advocating for employment protections for migrant women workers in the context of changes to immigration rules and legislation that could increase their vulnerability to exploitation and trafficking.

- Make our services more accessible and appropriate to the needs of women with no recourse to public funds (NRPF) and LGBTQ+; and continue efforts to reach out to other underrepresented groups including domestic workers, women in prostitution, Afro-Latin Americans, older women, and women with disabilities.
- Strengthen our work with Latin American young women and girls, ensuring that they continue leading on all aspects of their project and that LAWRS becomes more accessible to, and inclusive of young women's voices.

AND A BIG THANK YOU:

It has been a challenging and difficult year which makes us more than ever grateful to our amazing team of staff and volunteers. Without their commitment and their passion to support other Latin American women going through extremely difficult circumstances we would not have been able to continue our social justice work.

Many others contributed their skills and talents to our work, and the list of supporters to thank is very long. But we wish to highlight our appreciation to Capital International, Lloyds Bank consultants, and to our pro-bono supporters, including: ITN Solicitors, Duncan Lewis Solicitors, Cardinal Hume Centre, and Katten Muchin Rosenman LLP.

Our work would not have been possible without support from our funders and our partners. We are particularly grateful to our funders who supported us with the resources needed to respond to the scale of the emergency and whose contributions have helped us ensure Latin American women's safety. We are grateful to all of them.

FINANCIAL REVIEW

Review of fundraising activities

We derived income from various funding sources to which we are very grateful for their contributions that made our work possible and effective during this year.

Financial results

Income in 2020/21 totalled £1,148,142 and expenditure was £933,699, resulting in a surplus of £214,443. Restricted funds increased by £41,011 – due to Covid-19, expenditure on some projects was slower than planned. Unrestricted funds show a surplus of £173,432. In total, the level of expenditure is around 37% higher than in 2019/20.

The highly unusual results have come about due to three key factors:

- Expenditure increased due to the need to increase staffing to meet the needs of the LAWRS service users, many of whom had complex needs arising from Covid-19, and in some cases BREXIT. In addition, LAWRS was the lead partner on two projects funding CLAUK, a Coalition of Latin American organisations in the UK, to facilitate support to the Latin American community during Covid-19. LAWRS was fortunate in securing emergency and other short-term grants from both existing and new funders to support our work during this time.

- Some of the additional costs arising from Covid-19 which were budgeted in 2020/21, and for which funds were raised, have been deferred to 2021/22 – for example the works required to adapt the office to post-Covid-19 working. This has contributed to the surplus in unrestricted funds in 2020/21. Furthermore, the higher staffing required to support the needs of service users is

expected to continue through much of 2021/22. The additional Covid-19-related costs budgeted in 2021/22 amount to £155,000, and the surplus in Unrestricted Funds in 2020/21 will be used to fund these additional costs, as explained below.

- Income includes £45,172 made up of portions of annual unrestricted grants received in 2020/21 but intended to support expenditure in 2021/22. The funds are budgeted to be fully spent in 2021/22 and so cannot be regarded as general funds. This represents a change in interpretation of the SORP (Charities Statement of Recommended Practice) accounting rules on income recognition by our auditors compared to previous years.

To summarise, the unrestricted surplus of £173,432 arises entirely due to receiving unrestricted funds in 2020/21 that are required to fund the LAWRS budget for 2021/22 and there is no question of LAWRS holding excessive reserves or having raised funds that are not needed.

Reserves policy

The trustees are committed to maintaining an adequate, justified and reasonable level of reserves in line with guidance from the Charity Commission. It is the Trustees' aim to ensure that reserves are available equivalent to three months' running costs. The target amount at the balance sheet date is £208,000.

In addition, the trustees have identified the need to designate funds to cover potential staff sickness (£5,000); premises (£15,000); income (£45,172); and Covid-19-related costs in 2021/22 (£149,466). Further information is set out in note 12 on page 31.

Overall, the target unrestricted reserves above amount to £422,638 which equals total unrestricted reserves at 31 March 2021. The level of reserves is regarded as adequate but not excessive given the need to fund substantial additional costs in 2021/22. The trustees expect that unrestricted reserves will return to a more normal level as the post-Covid-19 environment settles down and the demands from service users return to pre-pandemic levels. The trustees will continue to monitor reserves closely to ensure that LAWRS holds adequate funds to cover its future needs.

Covid-19

As set out above, additional Covid-19-related costs in 2021/22 are estimated at £155,000. The designated fund of £149,466 will largely fund this – the remainder will be funded from 2021/22 income.

STATEMENT OF TRUSTEES' RESPONSIBILITIES

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

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

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

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time of 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.

So far as each of the trustees is aware at the time the report is approved:

- there is no relevant audit information of which the charitable company's auditors are unaware; and
- 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.

This report has been prepared in accordance with the special provisions relating to companies subject to the small companies regime within Part 15 of the Companies Act 2006.

Approved by the trustees on 4th December 2021 and signed on its behalf by:

Vanessa Gabriel-Robinson

Vanessa Gabriel-Robinson – Chair

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF LATIN AMERICAN WOMEN'S RIGHTS SERVICE

Opinion

We have audited the financial statements of Latin American Women's Rights Service (the 'charitable company') for the year ended 31 March 2021 which comprise Statement of financial activities, balance sheet, cash flow statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2021 and of its incoming resources and application of resources, including its income and expenditure, for the 31 March 2021 then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Conclusions relating to going concern

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

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the entity'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 trustees are responsible for the other information. The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. 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. In connection with our audit of the financial statements, 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 audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. 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' report, which includes the directors' report prepared for company law purposes, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report included within the trustees' 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' 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~~

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on page 18 the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditor's responsibilities for the audit of the financial statements

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

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

Discussions were held with the directors with a view to identifying those laws and regulations that could be expected to have a material impact on the financial statements.

The following laws and regulations were identified as being of significance to the entity:

- Those laws and regulations considered to have a direct effect on the financial statements include UK financial reporting standards and Company Law and Charity Law.
- It is considered that there are no laws and regulations for which non-compliance may be fundamental to the operating aspects of the business.

Audit procedures undertaken in response to the potential risks relating to irregularities (which include fraud and non-compliance with laws and regulations) comprised of: inquiries of management and those charged with governance as to whether the entity complies with such laws and regulations; enquiries with the same concerning any actual or potential litigation or claims; inspection of relevant legal correspondence; review of board minutes; testing the appropriateness of entries in the nominal ledger, including journal entries; reviewing transactions around the end of the reporting period; and the performance of analytical procedures to identify unexpected movements in account balances which may be indicative of fraud.

No instances of material non-compliance were identified. However, the likelihood of detecting irregularities, including fraud, is limited by the inherent difficulty in detecting irregularities, the effectiveness of the entity's controls, and the nature, timing and extent of the audit procedures performed. Irregularities that result from fraud might be inherently more difficult to detect than irregularities that result from error. As explained above, there is an unavoidable risk that material misstatements may not be detected, even though the audit has been planned and performed in accordance with ISAs (UK).

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: https://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.

Timothy Sullivan (Senior Statutory Auditor)
For and on behalf of Field Sullivan Limited, Statutory Auditor
70 Royal Hill
Greenwich
SE10 8RF

10 December 2021

STATEMENT OF FINANCIAL ACTIVITIES (INCLUDING INCOME AND EXPENDITURE ACCOUNT)

FOR THE YEAR ENDED 31 MARCH 2021

	Note	Unrestricted funds 2021 £	Restricted funds 2021 £	Total funds 2021 £	Unrestricted funds 2020 £	Restricted funds 2020 £	Total funds 2020 £
Income:							
Grants, donations and legacies	2	350,407	468,365	818,772	121,732	333,315	455,047
Charitable activities	3	8,805	320,475	329,280	7,894	213,079	220,973
Other trading activities - Membership Subscriptions		10	-	10	670	-	670
Investments - Bank Interest		80	-	80	200	-	200
Total income		359,302	788,840	1,148,142	130,496	546,394	676,890
Expenditure:							
Cost of raising funds	4	14,253	-	14,253	10,581	-	10,581
Expenditure on charitable activities	4	171,617	747,829	919,446	116,864	553,835	670,699
Total expenditure		185,870	747,829	933,699	127,445	553,835	681,280
Net income / (expenditure) and net movement in funds for the year		173,432	41,011	214,443	3,051	(7,441)	(4,390)
Reconcillation of funds							
Total funds brought forward		249,206	132,470	381,676	246,155	139,911	386,066
Total funds carried forward		422,638	173,481	596,119	249,206	132,470	381,676

The statement of financial activities includes all gains and losses recognised in the year.

LATIN AMERICAN WOMEN'S RIGHTS SERVICE (Company no 3480722)

BALANCE SHEET AS AT 31 MARCH 2021

	Notes	2021 £	2020 £
FIXED ASSETS			
Tangible assets	8	7,925	3,390
Total Fixed Assets		**7,925**	**3,390**
CURRENT ASSETS			
Debtors	9	176,961	197,977
Cash at bank and in hand		608,211	220,822
Total Current Assets		**785,172**	**418,799**
LIABILITIES			
CREDITORS: Amount falling due within one year	10	(196,978)	(40,513)
NET CURRENT ASSETS		**588,194**	**378,286**
TOTAL ASSETS LESS CURRENT LIABILITIES/NET ASSETS		**596,119**	**381,676**
FUNDS			
Unrestricted funds - General		208,000	189,206
Unrestricted funds - Designated	11	214,638	60,000
Restricted funds	12	173,481	132,470
TOTAL CHARITY FUNDS		**596,119**	**381,676**

The financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime and with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015).

They were approved by the Board on 4th December 2021 and signed on its behalf by:

Vanessa Gabriel-Robinson

Vanessa Gabriel-Robinson - Chair

Sandra Hayne

Sanda Hayne - Trustee

LATIN AMERICAN WOMEN'S RIGHTS SERVICE

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 MARCH 2021

	Notes	2021 £	2020 £
Cash flows from operating activities:			
Net cash provided by (used in) operating activities	18	394,208	(145,016)
Cash flows from investing activities:			
Interest income		80	200
Purchase of tangible fixed assets		(6,899)	-
Net cash provided by (used in) investing activities		(6,819)	200
Cash flows from financing activities			
Change in cash and cash equivalents in the reporting period		387,389	(144,816)
Cash and cash equivalents at the beginning of the reporting period		220,822	365,638
Cash and cash equivalents at the end of the reporting period		608,211	220,822

NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2021

1 ACCOUNTING POLICIES

1.1 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) (effective 1 January 2015) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006. The date of transition to FRS102 was 1 April 2015.

1.2 Preparation of the accounts on a going concern basis

Almost all the funding required for 2021/22 has been raised - this includes income to cover anticipated additional costs arising from the Covid-19 epidemic, as set out in the Financial Review. The trustees are confident that there will not be a deficit. Much of this funding is on 2-4 year contracts; a proportion of these end in 2021/22 but funding needs for 2022 and beyond have been determined, sources of funds are being identified and applications are being made to secure the necessary funding for 2022/23 and beyond. This should ensure viability beyond 2021/22 and demonstrate that LAWRS is a going concern.

1.3 Incoming resources

Donations, grants and other forms of voluntary income are recognised as incoming resources when receivable, except insofar as they are incapable of financial measurement. Income is shown net of VAT where applicable. Latin American Women's Rights Service is not registered for VAT.

1.4 Investment in associated undertakings

Unlisted investments are included at the best estimate of their market value where it is practicable to obtain this. Where no reliable valuation can be obtained or it is considered that the cost of obtaining one outweighs the benefit to the users of the financial statements, the investments are included at cost and reviewed for impairment at each year end.

1.5 Tangible fixed assets and depreciation

Tangible fixed assets are depreciated in accordance with the charity's accounting policy. Depreciation is provided at rates calculated to write off the cost of the asset less any estimated residual value over its expected useful life, as follows:

Fixtures, fittings and equipment	25% straight line

Items of equipment are capitalised where the purchase price exceeds £200.

1.6 Fundraising costs

Fundraising expenses relate to costs incurred in inducing people and organisations to contribute towards the charity's work.

1.7 Resources expended

Resources expended are included in the statement of financial activities of an accruals basis, inclusive of VAT.

Certain expenditure is directly attributable to specific activities and has been included in those cost categories.

Certain other costs, which are attributable to more than one activity, are apportioned across categories on the of staffing on each project.

NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2021

1 ACCOUNTING POLICIES (continued)

1.8 Funds

Unrestricted funds are donations and other incoming resources receivable or generated for the objects of the charity without further specified purposes and are available as general funds.

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are wide and varied in pursuance of the charity's main objectives.

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

1.9 Leases

Rentals paid under operating leases are charged to the statement of financial activities on a straight line basis over the lease term.

1.10 Corporation Taxation

The charity is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2021

2. INCOME FROM GRANTS AND DONATIONS

	Unrestricted funds £	Restricted funds £	2021 £	2020 £
National Lottery Community Fund	-	94,464	94,464	-
London Community Response Fund	-	83,043	83,043	-
Paul Hamlyn Foundation	20,000	56,500	76,500	52,000
Open Society Foundations	72,043	-	72,043	-
Oak Foundation	80,000	-	80,000	80,000
Rosa	-	52,631	52,631	47,364
Unbound Philanthropy	63,077	-	63,077	-
Trust for London	-	47,000	47,000	44,000
City Bridge Trust	-	41,725	41,725	30,675
Comic Relief	-	40,045	40,045	39,598
Esmee Fairbairn Foundation	37,500	-	37,500	-
Capital International Ltd	13,700	17,000	30,700	17,000
London Borough of Southwark Community Capacity Programme	-	18,000	18,000	18,000
Home Office	-	17,957	17,957	39,963
The Indigo Trust	25,000	-	25,000	-
Lloyds Bank Foundation	25,000	-	25,000	61,918
GMSP Foundation	5,000	-	5,000	-
AB Charitable Trust	-	-	-	10,000
Greater London Authority	-	-	-	4,940
Donations	9,087	-	9,087	9,589
	350,407	468,365	818,772	455,047

3. INCOME FROM CHARITABLE ACTIVITIES

	Unrestricted funds £	Restricted funds £	2021 £	2020 £
London Councils	-	177,786	177,786	143,945
Mayor Office for Policing and Crime (MOPAC)	-	131,877	131,877	51,010
London Borough of Wandsworth	-	10,812	10,812	-
Healthwatch Islington	3,550	-	3,550	5,640
PICUM	2,255	-	2,255	-
Department for Digital, Culture, Media and Sport	-	-	-	18,124
LGBT Foundation	-	-	-	1,954
Other	3,000	-	3,000	300
	8,805	320,475	329,280	220,973

LAWRS benefits greatly from the involvement and enthusiastic support of its many volunteers, details of which are given in our annual report. In accordance with FRS 102 and the Charities SORP (FRS 102), the economic contribution of general volunteers is not recognised in the accounts.

NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2021

4. TOTAL RESOURCES EXPENDED

	Cost of Raising Funds	Charitable Activities	2021 £	2020 £
Salaries	12,681	696,592	709,273	526,857
Consultancy / Supervision	-	23,536	23,536	13,252
ESOL teachers	-	904	904	-
Evaluation	-	2,240	2,240	-
Event costs and room hire	-	2,549	2,549	18,208
Grants to partners	-	98,870	98,870	19,828
"No Limits" project activities	-	3,818	3,818	9,810
Publications and videos	-	1,628	1,628	1,297
Quality Assurance	-	1,644	1,644	4,044
Training staff and volunteers	-	7,656	7,656	3,552
"Transform" project activities	-	-	-	7,603
"Unbound" project activities	-	-	-	3,146
Crisis payments to service users	-	3,925	3,925	-
Volunteers expenses	-	314	314	11,848
Support costs (see below)	1,572	75,770	77,342	61,835
	14,253	919,446	933,699	681,280

5. SUPPORT COSTS

	Cost of Raising Funds	Charitable Activities	2021 £	2020 £
Rent, rates and services	766	31,439	32,205	32,408
Audit and accounting	-	4,348	4,348	2,882
Bank charges	10	420	430	460
Cleaning	-	-	-	1,021
Currency losses	-	6,926	6,926	(3,527)
Depreciation	56	2,309	2,365	2,408
Equipment	92	3,780	3,872	-
Insurance	75	3,063	3,138	2,722
Membership fees	40	1,644	1,684	3,810
Printing, postage and stationery	49	2,001	2,050	3,914
Publicity and promotion	106	4,356	4,462	1,023
Recruitment	48	1,977	2,025	2,716
Telecommunications & IT	253	10,372	10,625	8,735
Website	43	1,748	1,791	-
Sundries	34	1,387	1,421	3,263
	1,572	75,770	77,342	61,835

NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2021

6. NET EXPENDITURE

	2021 £	2020 £
Net expenditure is stated after charging or crediting:		
Depreciation	2,364	2,409
Auditors remuneration	3,600	2,200

7. STAFF COSTS

	2021 £	2020 £
Salaries	644,330	480,178
Social security costs	52,222	36,809
Pension costs	12,721	9,870
	709,273	526,857

The average monthly head count was 26 staff (2020: 21 staff)

The average monthly number of full time equivalent employees during the year was as follows:

	2021 Number	2020 Number
Support and advice services	20.5	16

No employees earned over £60,000 in the year (2020 - nil).

No trustees received any remuneration during the year (2020: nil). Two trustees received expenses totalling £115 during the year (2020: one trustee; £50). No trustee or any other person related to the charity had any personal interest in any contract or transaction entered into by the charity during the year (2020: none).

NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2021

8. TANGIBLE FIXED ASSETS

	Fixtures, fittings and computers £
COST	
As at 1st April 2020	16,132
Additions	6,899
Disposals	-
As at 31st March 2021	23,031
DEPRECIATION	
As at 1st April 2020	12,742
Charge for the year	2,364
Disposals	-
As at 31st March 2021	15,106
NET BOOK VALUE	
As at 31st March 2021	7,925
As at 31st March 2020	3,390

9. DEBTORS

	2021 £	2020 £
Grants receivable	163,582	186,605
Prepayments and other debtors	13,379	11,372
	176,961	197,977

10. CREDITORS - AMOUNTS FALLING DUE WITHIN ONE YEAR

	2021 £	2020 £
Accruals	36,402	15,093
Sundry creditors	19,146	11,242
Tax and social security	16,480	14,178
Deferred income	124,950	-
	196,978	40,513

Deferred income of £0 was released during the year. Income of £124,950 was deferred during the year.

NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2021

11. ANALYSIS OF MOVEMENTS IN UNRESTRICTED FUNDS

	Balance as at 1.4.2020 £	Incoming resources £	Outgoing resources £	Transfers £	Funds as at 31.3.2021 £
General Fund	189,206	314,130	(185,870)	(109,466)	208,000
Designated Sickness and maternity fund	5,000	-	-	-	5,000
Designated Premises fund	15,000	-	-	-	15,000
Designated COVID-19 fund	-	-	-	149,466	149,466
Designated Income Fund	-	45,172	-	-	45,172
Designated "Brexit" fund	40,000	-	-	(40,000)	-
	249,206	359,302	(185,870)	-	422,638

The Sickness and maternity fund provides some cover for longer-term staff sick leave; previously it also included some cover for maternity leave but this is now regarded as a routine cost.

The premises fund recognises that LAWRS may incur exceptional expenditure in the next 1 to 2 years and earmarks some funds to meet these exceptional costs.

The Covid-19 fund recognises that LAWRS has budgeted for exceptional Covid-related expenditure in 2021/22 and earmarks some funds to meet these exceptional costs.

The designated income fund comprises portions of annual unrestricted grants received in 2020/21 but intended to support expenditure in 2021/22. The funds are budgeted to be fully spent in 2021/22 and so cannot be regarded as general funds.

The BREXIT fund is no longer regarded as necessary.

ANALYSIS OF MOVEMENTS IN UNRESTRICTED FUNDS - PRIOR YEAR

	Balance as at 1.4.2019 £	Incoming resources £	Outgoing resources £	Transfers £	Funds as at 31.3.2020 £
General Fund	186,155	130,496	(127,445)	-	189,206
Designated Sickness and maternity fund	5,000	-	-	-	5,000
Designated Premises fund	15,000	-	-	-	15,000
Designated "Brexit" fund	40,000	-	-	-	40,000
	246,155	130,496	(127,445)	-	249,206

NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2021

12. ANALYSIS OF MOVEMENTS IN RESTRICTED FUNDS

	Balance As at 1.4.2020 £	Incoming resources £	Outgoing resources £	Transfers	Funds As at 31.3.2021 £
London Councils Advice & Counselling	-	72,861	(72,861)	-	-
London Councils Ending Harmful Practices	-	36,860	(36,860)	-	-
London Councils Prevention	-	26,120	(26,120)	-	-
Mayor's Office on Policing and Crime (MOPAC) Pathway to Recovery 2017-20	3,092	7,037	(10,129)	-	-
Unbound Philanthropy	5,658	-	(5,658)	-	-
Paul Hamlyn Foundation	53,628	56,500	(40,500)	-	69,628
Comic Relief	18,956	40,045	(39,702)	-	19,299
London Borough of Southwark Community Capacity Programme (2019/21 grant)	339	18,000	(16,890)	-	1,449
Rosa	7,995	52,631	(43,582)	-	17,044
Greater London Authority	856	-	(856)	-	-
Lloyds Bank Foundation Transform Project (2019/20 project)	15,969	-	(15,969)	-	-
Trust For London (2019/22 project)	19,195	47,000	(38,512)	-	27,683
City Bridge Trust (2019/21 grant)	6,782	41,725	(31,326)	-	17,181
Mayor's Office on Policing and Crime (MOPAC) Prevention and Action Through Community Engagement and Training	-	56,128	(53,049)	-	3,079
Mayor's Office on Policing and Crime (MOPAC) Delivery of London-wide Advice and Support for Survivors of VAWG	-	68,712	(68,712)	-	-
Home Office EU Settlement Scheme	-	17,957	(17,957)	-	-
London Councils No Recourse To Public Funds	-	41,945	(41,945)	-	-
Capital International Ltd	-	17,000	(17,000)	-	-
National Lottery Community Fund	-	94,464	(93,464)	-	1,000
City Bridge Trust TNLCF COVID-19 Response Fund ADAPT project	-	41,976	(36,530)	-	5,446
City Bridge Trust TNLCF COVID-19 Response Fund CLAUK project	-	41,067	(37,592)	-	3,475
London Borough of Wandsworth	-	10,812	(2,615)	-	8,197
	132,470	788,840	(747,829)	-	173,481

Section 37 Statement

As can be seen from the above analysis of movements, the grants from The London Councils were expended for the purpose for what they were awarded.

NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2021

13. ANALYSIS OF MOVEMENTS IN RESTRICTED FUNDS - PRIOR YEAR

	Balance As at 1.4.2019 £	Incoming resources £	Outgoing resources £	Transfers	Funds As at 31.3.2020 £
City Bridge Trust (2016/19 grant)	4,453	-	(4,453)	-	-
London Councils Advice & Counselling	-	72,861	(72,861)	-	-
London Councils Ending Harmful Practices	-	37,504	(37,504)	-	-
London Councils Prevention	122	33,580	(33,702)	-	-
Lloyds Bank Foundation Transform Project (2017/19 project)	16,151	-	(16,151)	-	-
Trust For London (2017/19 project)	15,579	-	(15,579)	-	-
Department for Digital, Culture, Media and Sport - Specialist support for LGBT women	12	18,124	(18,136)	-	-
Mayor's Office on Policing and Crime (MOPAC) Pathway to Recovery 2017-20	145	28,147	(25,200)	-	3,092
Unbound Philanthropy	42,741	-	(37,083)	-	5,658
London Borough of Southwark Community Capacity Programme (2018/19 grant)	1,515	-	(1,515)	-	-
Mayor's Office on Policing and Crime (MOPAC) Training for Professionals on Harmful Practices	-	9,412	(9,412)	-	-
Paul Hamlyn Foundation	46,653	52,000	(45,025)	-	53,628
Comic Relief	12,540	39,598	(33,182)	-	18,956
London Borough of Southwark Community Capacity Programme (2019/21 grant)	-	18,000	(17,661)	-	339
Rosa	-	47,364	(39,369)	-	7,995
Greater London Authority	-	4,940	(4,084)	-	856
Capital International Ltd	-	17,000	(17,000)	-	-
Home Office EU Settlement Scheme	-	39,963	(39,963)	-	-
Lloyds Bank Foundation Transform Project (2019/20 project)	-	39,775	(23,806)	-	15,969
Trust For London (2019/22 project)	-	44,000	(24,805)	-	19,195
City Bridge Trust (2019/21 grant)	-	30,675	(23,893)	-	6,782
Mayor's Office on Policing and Crime (MOPAC) Prevention and Action Through Community Engagement and Training	-	6,021	(6,021)	-	-
Mayor's Office on Policing and Crime (MOPAC) Delivery of London-wide Advice and Support for Survivors of VAWG	-	7,430	(7,430)	-	-
	139,911	546,394	(553,835)	-	132,470

NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2021

14. Purposes of restricted funds

London Councils Advice & Counselling: provision of specialist advice and counselling to survivors of violence against women and girls in key London boroughs as part of the London VAWG Consortium.

London Councils Ending Harmful Practices: provision of specialist advice and counselling on harmful practices to women survivors in key London boroughs as part of the London VAWG Consortium.

London Councils Prevention: providing specialist training on violence against women and girls and healthy relationships to young people and children in primary and secondary schools across London as part of the London VAWG Consortium.

Mayor's Office on Policing and Crime (MOPAC) Pathway to Recovery: a partnership of 3 specialist VAWG organisations providing specialist advice, counselling, and group support to women survivors.

Unbound Philanthropy: community organising project enabling women with lived experiences of VAWG and/or labour exploitation to engage and lead social change.

Paul Hamlyn Foundation: supporting our "No Limits" programme working with Latin American young women and girls to increase their aspirations, develop their potential and assert their rights through the use of art.

Comic Relief: A comprehensive programme of support for BME Latin American migrant women (LAMW) through specialist VAWG information, advice and counselling, internal and external referrals and support to build a life post-violence through development and empowerment activities.

LB Southwark Community Capacity Programme 2019/21: supports community development work to ensure that local services address the needs of Latin American women and their families and that they are in turn informed of available local services.

Rosa: Project aimed at developing comprehensive approaches to tackling sexual harassment through collaboration with two grassroots unions

Greater London Authority: BREXIT project aimed at informing Latin Americans with European citizenships about the need to apply for the EU Settlement Scheme and how to do it.

Lloyds Bank Foundation Transform Project 2019/20: campaigning work aimed at securing safe reporting mechanisms for women facing Violence Against Women and Girls with insecure immigration status, calling for the protection of victims' rights above immigration control.

Trust For London 2019/22: policy project bringing visibility to the poor working conditions experienced by Latin American migrant women workers, calling for increased enforcement of employment rights and appropriate responses to victims of modern slavery.

City Bridge Trust 2019/21: supporting Latin American women on low incomes to access legal advice on welfare, housing, and debt, and acquire financial literacy skills to improve their living conditions.

NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2021

14. **Purposes of restricted funds (continued)**

Mayor's Office on Policing and Crime (MOPAC): Prevention and Action Through Community Engagement and Training

Mayor's Office on Policing and Crime (MOPAC): Delivery of London-wide Advice and Support for Survivors of VAWG

Home Office EU Settlement Scheme: project supporting Latin American women with European

London Councils No Recourse To Public Funds: Support for women and girls who are victims of violence and who have no access to public funds.

Capital International financial literacy (2020-21 grant): supporting Latin American women on low incomes to acquire financial literary skills to improve their living conditions.

National Lottery Community Fund Coronavirus Community Support Fund: Coalition for Latin Americans Covid 19 emergency response.

City Bridge Trust TNLCF COVID-19 Response Fund ADAPT project: Reaching marginalised women, to

City Bridge Trust TNLCF COVID-19 Response Fund CLAUK project: Coordinated reponse to the increased demand for services from Latin Americans affected by Covid.

London Borough of Wandsworth: Increasing 1-1 counselling provision in the boroughs of Wandsworth and Richmond due to high levels of demand.

15. **ANALYSIS OF NET ASSETS BETWEEN FUNDS**

	General fund £	Designated funds £	Restricted funds £	Total £
Tangible fixed assets	7,925	-	-	7,925
Current assets	397,053	214,638	173,481	785,172
Creditors falling due within one year	(196,978)	-	-	(196,978)
	208,000	214,638	173,481	596,119

NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2021

16. ANALYSIS OF NET ASSETS BETWEEN FUNDS - PREVIOUS YEAR

	General fund £	Designated funds £	Restricted funds £	Total £
Tangible fixed assets	3,390	-	-	3,390
Current assets	226,329	60,000	132,470	418,799
Creditors falling due within one year	(40,513)	-	-	(40,513)
	189,206	60,000	132,470	381,676

17. OPERATING LEASES

Total commitments under operating leases were as follows:

	2021 £	2020 £
For leases expiring:		
Within one year	33,117	32,534
Two to five years	12,404	22,960
Over five years	-	-
	45,521	55,494

18. RECONCILIATION OF NET INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2021 £	2020 £
Net income for the reporting period (as per the Statement of Financial Activities)	214,443	(4,390)
Adjustments for:		
Depreciation charges	2,364	2,409
Interest from investments	(80)	(200)
(Increase) / Decrease in debtors	21,016	(100,388)
Increase / (Decrease) in creditors	156,465	(42,447)
Net cash provided by (used in) operating activities	394,208	(145,016)