

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 Pepl 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.

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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 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, 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 meetings 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.

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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

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(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.

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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	<p>778 women accessed 1,134 advice sessions provided by LAWRS advisors.</p> <p>Advice was given on the following issues:</p> <ul style="list-style-type: none"> • 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 <p>203 women accessed our legal surgeries with ITN and Duncan Lewis solicitors:</p> <ul style="list-style-type: none"> • 103 received immigration legal advice • 116 received family and children's rights legal advice <p>In total, 246 sessions were provided.</p>
Women supported through counselling and overcoming trauma	<p>254 women accessed our counselling services:</p> <ul style="list-style-type: none"> • 89 women received an initial need assessment • 109 received 1-2-1 therapy • 56 women accessed emotional support sessions <p>In total 1,294 sessions were provided.</p>
Women survivors of violence supported to find safety	<p>341 women accessed 1,806 sessions of VAWG advice</p> <ul style="list-style-type: none"> • 116 of the women supported have No Recourse to Public Funds <p>24 women accessed 20 sessions of peer-to-peer support.</p>
Women accessing services through the Helpline ²	<p>736 women accessed initial advice and referrals to services through the Helpline.</p>

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.

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- Workshops and training

Objective of workshops and training	Indicator progress ³
Women participate in workshops to strengthen their knowledge, skills, and capacities	<p>Number of workshops per theme</p> <ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • 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.

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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.

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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.

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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

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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

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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 Runnymede, 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](#).

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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

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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

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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.

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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.

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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

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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. Alarming, 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.

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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.

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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.

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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.

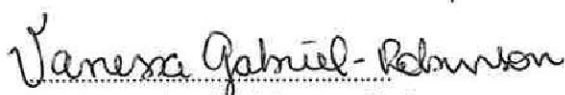
The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time of the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding 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 – 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.

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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

LATIN AMERICAN WOMEN'S RIGHTS SERVICE

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

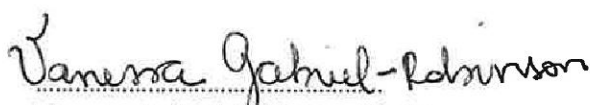
The statement of financial activities includes all gains and losses recognised in the year.

BALANCE SHEET AS AT 31 MARCH 2023

	<u>Notes</u>	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 - Chair


Sandra Hayne - Trustee

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2023

	<u>Notes</u>	2023 £	2022 £
Cash flows from operating activities:			
Net cash provided by (used in) operating activities	18	<u>(186,666)</u>	<u>48,874</u>
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		<u>(3,170)</u>	<u>(1,713)</u>
Cash flows from financing activities			
Change in cash and cash equivalents in the reporting period		<u>(189,836)</u>	<u>47,161</u>
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		<u>465,536</u>	<u>655,372</u>

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 apolplied 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	Restricted	2023	2022
	funds	funds		
	£	£	£	£
Comic Relief	-	116,394	116,394	101,693
Oak Foundation	80,000	5,583	85,583	155,000
Esme 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	Restricted	2023	2022
	funds	funds		
	£	£	£	£
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
	<u>803,447</u>	<u>820,993</u>

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	<u>23.3</u>	<u>24.5</u>

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	<u>19,406</u>
DEPRECIATION	
As at 1st April 2022	8,211
Charge for the year	2,865
Disposals	(637)
As at 31st March 2023	<u>10,439</u>
NET BOOK VALUE	
As at 31st March 2023	<u>8,967</u>
As at 31st March 2022	<u>6,354</u>

9. DEBTORS

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

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
	<u>122,954</u>	<u>208,897</u>

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
	<u>458,920</u>	<u>285,104</u>	<u>(273,303)</u>	<u>-</u>	<u>470,721</u>

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
	<u>422,638</u>	<u>356,429</u>	<u>(320,147)</u>	<u>-</u>	<u>458,920</u>

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 comprehensive programme of support Trust For London (2019/22 grant)	- 31,989	65,000 -	(50,000) (31,989)	- -	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)	-	-
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 comprehensive 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)	-	47,834	(47,834)	-	-
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	-	38,948	(9,175)	-	29,773
and campaigns work	-	39,985	(7,852)	-	32,133
Rosa 2021/22 grant	-	5,000	-	-	5,000
Baring Foundation	-	19,215	(19,215)	-	-
Home Office	-	15,004	(15,004)	-	-
London Borough of Southwark EU Settlement	-	15,004	(15,004)	-	-
Scheme phase 2	-	-	0.00	-	-
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: 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).

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 accommodation.

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)
	<u>234,721</u>	<u>236,000</u>	<u>65,693</u>	<u>536,414</u>

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)
	<u>253,920</u>	<u>205,000</u>	<u>164,395</u>	<u>623,315</u>

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	-	-
	<u>38,047</u>	<u>43,660</u>

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	<u>(186,666)</u>	<u>48,874</u>

