IMKAAN

England & Wales · Charity number 1105976

Details

Status	Registered
Legal form	Charitable company
Company number	04943395
Registered	2004-09-22
Register	View on the Charity Commission register

Contact

Address	Longcroft House 2-4 Victoria Avenue London EC2M 4NS
Phone	02078428525
Email	info@imkaan.org.uk
Website	www.imkaan.org.uk

Activities

Objects: THE CHARITY'S OBJECTS ARE THE RELIEF OF NEED OF ASIAN AND OTHER WOMEN AND CHILDREN WHO HAVE EXPERIENCED DOMESTIC VIOLENCE IN PARTICULAR:(A) TO UNDERTAKE RESEARCH AND CONSULTATIVE PROCESSES RELEVANT TO THE NEEDS OF ASIAN AND OTHER WOMEN WHO HAVE EXPERIENCED DOMESTIC VIOLENCE AND DISSEMINATE THE RESULTS OF THIS RESEARCH PRIMARILY TO POLICY MAKERS;(B) TO PROVIDE TRAINING TO PEOPLE WORKING WITH ASIAN AND OTHER WOMEN AND CHILDREN WHO HAVE EXPERIENCED DOMESTIC VIOLENCE;(C) TO PROVIDE SERVICES TO SUPPORT THE NEEDS OF ASIAN AND OTHER WOMEN AND CHILDREN WHO HAVE EXPERIENCED DOMESTIC VIOLENCE.

Activities: Imkaan is a UK-based, black feminist organisation dedicated to addressing violence against women and girls. As a second-tier, human rights organisation, with national membership, Imkaan represents the expertise and perspectives of front-line specialist women's services that work to prevent and respond to violence against women and girls.

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Classification

- **How:** Provides Advocacy/advice/information, Sponsors Or Undertakes Research, Acts As An Umbrella Or Resource Body, Other Charitable Activities
- **What:** General Charitable Purposes, Education/training, The Advancement Of Health Or Saving Of Lives, Economic/community Development/employment, Human Rights/religious Or Racial Harmony/equality Or Diversity, Other Charitable Purposes
- **Who:** People Of A Particular Ethnic Or Racial Origin, Other Charities Or Voluntary Bodies, Other Defined Groups

Geography

- **Area of benefit:** NATIONAL
- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£687,625	£984,138	£2,144,206	10
2024-03-31	£1,934,699	£1,173,452	£2,440,719	9
2023-03-31	£2,124,548	£2,101,769	£1,679,472	12
2022-03-31	£2,156,146	£1,004,294	£1,656,693	15
2021-03-31	£1,607,501	£1,343,782	£504,841	9

Trustees

Name	Role	Appointed
ANBER RAZ	Chair	
Carlinda Lopes		2024-12-10
Jean-Ann Ndow		2021-10-18
Kassandra Biggemann		2024-12-10
Nadeshda Jayakody		2024-12-10
Rina Mehta		2021-10-13

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IMKAAN

England & Wales - Charity number 1105976

Accounts

COMPANY NUMBER: 04943395
REGISTERED CHARITY NUMBER: 1105976

IMKAAN

(Company Limited by Guarantee without Share Capital)

REPORT & FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2025

IMKAAN

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FOR THE YEAR ENDED 31 MARCH 2025

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IMKAAN

TRUSTEES' ANNUAL REPORT (INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MARCH 2025

The Trustees presents their report and financial statements for the year ended 31 March 2025, which are also prepared to meet the requirements for a directors' report and accounts for Companies Act purposes. This report has been prepared in accordance with the Statement of Recommended Practice – Accounting and Reporting by Charities (FRS 102) and in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to smaller entities.

1 REFERENCE AND ADMINISTRATIVE INFORMATION

Charity Name	IMKAAN
Company number	04943395
Charity number	1105976
Registered office and Operational address	Tindlemanor, 3rd Floor 52-54 Featherstone Street London EC1Y 8RT

Directors and Trustees

The Board of Trustees constitutes directors of the company for the purpose of company law and trustees for the purpose of charity law. The trustees serving during the year and since the year end were as follows:

Anber Raz	Co Chair
Jean-Ann Ndow	Co Chair
Carlinda Lopes	Treasurer (Appointed 10 December 2024)
Rina Mehta	
Kassandra Tejero	Appointed 10 December 2024
Nadeshda Jayakody	Appointed 10 December 2024
Nafisa Gudal	Resigned 01 August 2024
Kaveri Sharma	Resigned 10 December 2024

The trustees are elected at the Annual General Meeting. No trustee received any remuneration for services during the year (2024-Nil), nor have any beneficial interest in any contract with the charity.

Senior Management Team

The day-to-day management of the charity is delegated to the Executive Directors.

Ghadah Alnasseri	
Mary Clarke	(left 30 June 2025)

Bankers	The Co-operative Bank PLC P.O. Box 250 Skelmersdale WN8 6WT
Statutory Auditors	Barcant Beardon Limited Chartered Accountants & Statutory Auditors 8 Blackstock Mews London N4 2BT

2 *STRUCTURE, GOVERNANCE AND MANAGEMENT*

The organisation is a charitable company limited by guarantee, incorporated in 1999 as a joint initiative by Newham Asian Women's Project and Brent Asian Women's Resource Centre. The company is governed by its Memorandum of Association. It was registered as a charity with the Charity Commission on 22nd September 2004. In the event of the company being wound up, all members present, and 12 months past are required to contribute an amount not exceeding £ 1.

As aspects of the organisation's work have continued to evolve since its inception, the charity will be periodically reviewing its governance documents to ensure that the governance frameworks are fit for purpose and reflective of the current landscape. These documents were last reviewed in March 2023 and remain relevant to the charity's purpose. Period reviews will be done in line with a review of all governance frameworks.

Recruitment and appointment of the Trustees

The Directors of the company are also charity trustees for the purposes of Charity Law and under the company's Articles are known as members. Imkaan recruits potential Trustees through a variety of methods. Recruitment follows Charity Commission guidelines which include 'word of mouth', advertisements which are placed on Imkaan's own website and publications which are sent to Imkaan's key stakeholders including refuges, statutory, voluntary and community-based agencies, funders and other key agencies. Imkaan may also advertise in national newspapers to recruit Trustees.

Imkaan has a strong public profile within the sector and therefore potential members are also attracted through referral through partner agencies, through Imkaan's involvement and representation at external events, conferences, and strategic meetings. Imkaan's Trustees are able to contribute a wealth of skills and expertise to the organisation in the areas of men's violence against women, the needs of Black and minoritised communities, social and economic justice, development of international rights-based work addressing the needs of diaspora communities, leadership, and organisational development.

All trustees applying to join the board are asked to submit an up-to-date CV and complete a Board of Trustees skills audit. Imkaan complies with due diligence in the appointment of Trustees by taking up references, attending a comprehensive induction on the policies, governance framework and work of the organisation, and by completing the data protection and confidentiality statement.

Trustee induction and training

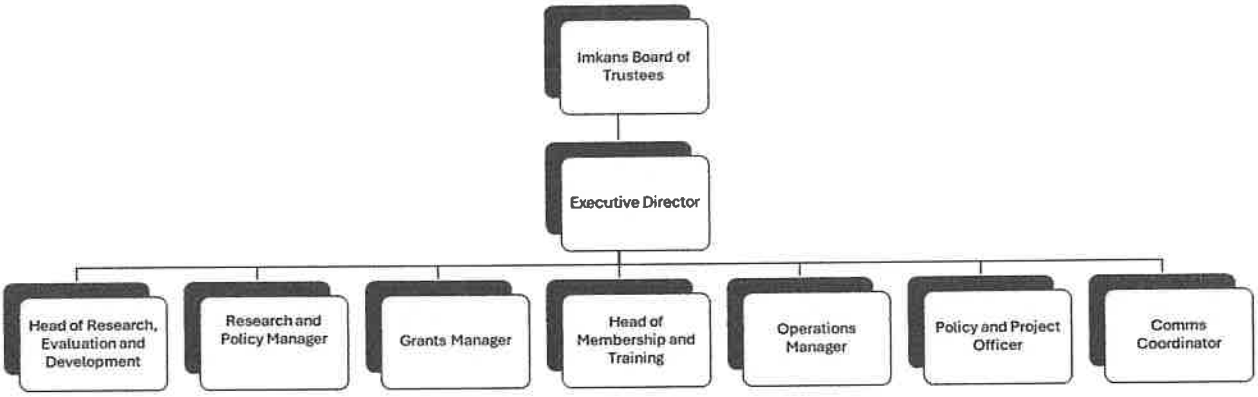
The existing Trustees approve new trustees and appointments are reviewed on a rolling basis. Trustees are appointed for the skills and experience that they bring and their ability to assist Imkaan to meet its charitable objectives. All new trustees must undergo an induction with the Executive Director who covers the history, vision, mission, purpose of organisation and its everyday operations. All new trustees are provided with copies of Imkaan's annual report, accounts, publications and documents that explain Imkaan's history. All new trustees also receive a copy of the Charity's operational policies and procedures as well as guidance material published by the Charity Commission on the responsibilities of being a Trustee. Trustees must sign the organisation's confidentiality agreement before attending the first meeting. Trustees also have the opportunity of accessing on-going support and mentoring from existing Trustees as they get to how the organisation. Trustees can also join sub-committees and with groups organised by Imkaan addressing specific themes of the work that is delivered.

Organisational structure and decision making

Imkaan's Board of Trustees is responsible for the overall direction and strategic focus of the organisation. This involves overseeing the organisation's progress, addressing personnel issues that require Trustee input, and deal with financial matters that may have a substantial impact on the organisation. Trustees meet as a full board six times each year and additional meetings are held as and when required. The Board of Trustees is responsible for the overall governance and strategic development of the organisation. The Board of Trustees delegates strategic development and operational delivery to the Executive Director of the organisation. They delegates operational delivery to the Senior Management and Managers team.

The Executive Director reports to the board through a series of reports highlighting performance and progress of work, risks arising, financial considerations, HR considerations and emerging issues. The organisation's risk register, policy review framework covering governance, and strategic plan goals and priorities are reported annually to the board. The board receives the management accounts on a six-monthly basis and a report on income and expenditure on a two-monthly basis. In addition, the organisation has employed specific project staff throughout the year to work on a sessional, part-time and/or temporary basis.

Organisational Structure 2025



Risk management

The Board is aware of its responsibility to identify and review the major risks to which the organisation is exposed and to implement systems to mitigate those risks. Risks are reported to the board in two ways: on the highlight report which is received by the board every two months covering project and organisational risk and on the risk, register reported every six months covering overall risks to Imkaan and its operations. The report highlights the top ten risks to the organisation every two months alongside a risk mitigation plan addressing how risks have been managed through risk mitigation strategies implemented by the organisation. The report enables the Board to assess the direction of risk and adopt strategies as needed to address risk.' Through this process, the Board regularly conducts a review of the major risks to which charity is exposed. Trustees will review Imkaan's position, risks and opportunities every two months and on an annual basis with the aim of supporting Imkaan to access further resources to support the charity's future expansion and development. Internal control risks are minimised through the implementation of appropriate financial management procedures.

3 OBJECTIVES, ACTIVITIES, ACHIEVEMENTS AND PERFORMANCE

Objectives and Public Benefit

The organisation's mission and vision were reviewed at our strategic planning day with board and team members in January 2014 and following consultation with members.

Our Vision

Imkaan's Vision is Self Determination and Autonomy for every Black and minoritised Woman and Girl.

Our Mission

Imkaan works to end violence against Black and minoritised Women and Girls by amplifying our diverse voices.

Imkaan Membership

Imkaan membership is open to organisations led by and for Black and minoritised women, working towards ending violence against women and girls. Imkaan currently has 38 members across England, Scotland and Wales, based in Birmingham, Blackburn, Bradford, Cardiff, Coventry, Darlington, Durham, Edinburgh, Glasgow, Huddersfield, Ipswich, Leicester, Liverpool, London, Manchester, Merthyr Tydfil, Middlesborough, Newcastle, Newport, Rochdale, Rotherham, Sheffield, Swansea and Wrexham.

Our Values

- Social justice
- Equality
- Integrated approach to end violence against Black and minoritised women and girls
- Black and minoritised feminist
- Empowering
- 'Voice'
- Human Rights approach
- Authenticity

Imkaan is a Black feminist organisation, working for and with other Black and minoritised violence against women and girls (VAWG) 'by and for'organisations. We center anti-racism as a key component to tackling VAWG. Imkaan refer to Black and minoritised women whose herstories originate from Africa, Asia, the Caribbean and Latin America. Imkaan uses as shorthand the term 'by and for' organisations or services to refer to frontline women's support services set up and led and run by and for Black and minoritised women, but we recognise that there are many other kinds of 'by and for' services such as those supporting disabled women, LGBT+ and others.

Our approach is rooted in an understanding not only of men's violence against women and girls, but also the way intersecting factors such as race, age, class, caste, ethnicity, sexual orientation and disability can affect girls and women's journeys and experiences. As such we actively promote the leadership, autonomy and self-determination of Black and minority ethnic women and girls. At Imkaan, we recognise that VAWG is a fundamental violation of our human rights and one that has implications within a range of human rights frameworks. We are committed to utilising (and expanding) existing human rights approaches in our work to end violence against women and girls. Imkaan aims to create safe spaces for black and minority ethnic women and girls, to define our perception of human rights, identify our own priorities and to strengthen our voices at national and international levels. The organisation initially set out to provide services for refuges working with South Asian women and children. Since our consultation with stakeholders in December 2005, Imkaan provides advice, information and practical assistance including networking forums, capacity building and training to Black and minoritised women's organisations and services in England, Scotland and Wales.

Imkaan was first established in direct response to an expressed need by front-line refuge staff and local second-tier service providers. The need for Imkaan's work as a second-tier umbrella organisation is documented through continuous consultation with our members who provide up-to-date information on the issues and concerns they experience on the frontline of service delivery. Imkaan is clear in its vision to elevate voices of Black and minoritised women and girls and ensure their representation in spaces where policy, funding and service delivery concerns are addressed. Strategic advocacy therefore forms a critical part of the work, they connect Imkaan to the members and frames issues ensuring the narratives of Black and minoritised women and girls are moved from the margin to the centre of the work.

Imkaan holds extensive experience with knowledge in the following areas: violence against women and girls (including so- called honour-based violence, sexual abuse and exploitation, sexual harassment including other areas of VAWG), human rights (international and regional convention and national law, Black and minoritised feminism (theory and practice), legal knowledge (family, housing, equality, welfare rights, migrant women's issues and migration, and other related fields), legal justice covering commissioning law and local authority practices (focusing on the public sector equality duty) social policy expertise and social justice (from social policy administration to race, gender and class inclusion in the reform of welfare systems), influencing work, Charities law, social development policy, among other related areas.

Imkaan has skills in the following areas: qualitative research and evaluation methodology and epistemic thought, Black and minoritised feminist research in theory and application, assessment and quality assurance and use of participatory frameworks, management and governance, advocacy, organisation and movement building, capacity building, networking, specialist VAWG training and training for trainers' accreditation, policy analysis and development, among other related areas.

Imkaan supports members through a number of key areas of expertise including qualitative research and evaluation methodology and epistemic thought, Black and minoritized feminist research in theory and application, assessment and quality assurance and use of participatory frameworks, management and governance, advocacy, organisation and movement building, capacity building, networking, specialist VAWG training and training for trainers accreditation, policy analysis and development, among other related areas. This work is done in a number of ways including through strategic consultation and feed into policy and planning work, participation in sector-wide and strategic meetings (local, Pan-London and central government), and by influencing commissioning and other initiatives. Imkaan also provides ongoing support and development of the specialist Black and minoritised women VAWG sector through sustainability support, quality assurance, policy development and accredited training delivered to our members as well as through robust evidence based research to ensure the voices of Black and minoritised women are represented.

Impact Of Imkaan's Work Over the Year

Imkaan is a national feminist organisation, dedicated to addressing violence against Black and minoritised women and girls. We are proud to support 38 'by and for' member organisations, representing the expertise and perspectives of frontline, specialist and dedicated Black and minoritised women's organisations, that work to prevent and respond to VAWG every day. Our members provide vital, dedicated specialist services including advice, advocacy, safe housing, and mental health support. We provide capacity building and sustainability support to our member organisations and undertake research, strategic advocacy and policy work from a Black and minoritised feminist intersectional perspective. Imkaan has played a key role in shaping national standards and guidance on funding. Our strategic advocacy has led to the inclusion and recognition of the distinct role of specialist, 'by and for' organisations and VAWG Commissioning Toolkit (2016, updated 2022) which is accompanied by a National Statement of Expectations (2022). Imkaan has developed specific 'by and for' sector quality assurance standards to guide funders and commissioners on how best to develop high quality specialist support provision for Black and minoritised women and girls subjected to VAWG. The standards reflect well evidenced and established 'by and for' knowledge and expertise of delivering independent, non-statutory, holistic, trauma-informed, survivor informed support underpinned by an intersectional and human rights
approach

Imkaan joins as a permanent member of the VAWG Strategy Advisory Group. Imkaan has been invited to join as a permanent member of the Government's VAWG Strategy Advisory Group (VSAG). The VAWG Strategy Advisory Board is being established to bring together key VAWG sector stakeholders and delivery partners to inform the development of the Government's new VAWG Strategy. The new cross-government VAWG Strategy will set out the strategic direction and outline concrete actions the government will take to achieve its ambition of halving VAWG within a decade.

The Executive Director of Imkaan gave oral evidence to the Home Affairs Committee as part of its inquiry into funding for tackling VAWG in April 2025. Her contribution focused on the structural funding inequalities faced by 'by and for' organisations led by Black and minoritised women.

It was highlighted how competitive tendering processes exclude small, specialist providers who cannot meet minimum threshold requirements, while larger, mainstream organisations equipped with greater administrative and financial resources are better positioned to navigate complex bids, offering shorter delivery times and lower costs. This dynamic forces smaller organisations into unequal partnerships where they often lack control over referrals and resources. In some instances, white-led organisations retain up to 70% of total funding, undermining the sustainability and specialism of 'by and for' services. During the oral evidence Imkaan called for national, multi-year, ring-fenced funding for these services to ensure they survive and continue to meet the needs of Black and minoritised victim-survivors. It also noted that for every £1 in grant income received by Imkaan members, £4 is reinvested into the local economy.

On the issue of measurement, was stressed that systemic racism influences how VAWG is reported and addressed, and that 90% of Imkaan members lack dedicated monitoring and evaluation staff due to chronic underfunding. It emphasised the value of 'by and for' services in offering holistic, intersectional, and culturally responsive support, noting that survivors repeatedly express greater trust and safety with these services compared to statutory bodies. The full oral evidence session can be viewed here https://parliamentlive.tv/Event/Index/a88922e2-0cb3-4988-b4c6-833b1581036a#player-tabs).

Imkaan has actively contributed to several parliamentary inquiries, ensuring the voices and experiences of Black and minoritised women and girls are reflected in national policy discussions.

- In January 2025, Imkaan submitted evidence to the inquiry on the Mental Health Bill, highlighting how mental health legislation must recognise and respond to the intersection of race, gender, and trauma, particularly the ways in which Black and minoritised women are disproportionately subject to coercive mental health interventions.
- That same month January 2025, Imkaan also responded to the inquiry on Community Cohesion, stressing the need for structural investment in community-led organisations and calling out the harmful effects of state-led narratives that securitise and marginalise racially minoritised communities.
- In February 2025, Imkaan submitted evidence to the inquiry on Mental Health Community Services, emphasising the chronic underfunding of specialist 'by and for' organisations and the urgent need for culturally responsive, trauma-informed care models rooted in the lived experiences of the women they serve.
- In April 2025, Imkaan submitted two written evidence to the home affairs select committee on VAWG and funding available here (https://committees.parliament.uk/work/8944/tackling-violence-against-women-and-girls-funding/publications/written-evidence/?SearchTerm=imkaan).
- In April 2025, Imkaan responded to consultation on the proposed changes to the regulations Supported Housing (Regulatory Oversight) Act by Ministry of Housing, Communities and Local Government.

Imkaan, alongside other organisations in the VAWG sector, published a joint briefing paper (https://www.imkaan.org.uk/halving-what-measuring-vawg-briefing) on the UK Government's mission to halve VAWG. The briefing lays out clear principles and hard truths about the current state of measuring VAWG, exposing why existing metrics fall short of capturing the full picture. It highlights the blind spots in data collection - such as the exclusion of experiences faced by Black and minoritised women and girls - and challenges the overreliance on criminal justice statistics that miss the broader social, economic, and systemic factors at play. Importantly, this briefing also calls for a fundamental shift: developing new approaches that centre lived realities of those most affected; ensuring data drives policy that is inclusive, responsive, and effective in truly halving VAWG. It's a call to policymakers and experts to rethink how success is defined, tracked, and achieved in this vital mission.

Fundraising Standard Information

Imkaan has received £45,603 (2024 - £27,104) in public donations during the financial year. These were unsolicited donations, and Imkaan does not currently employ the services of a professional fundraiser. Imkaan has received no complaints regarding the its fundraising activities, and is developing a policy on fundraising
to ensure that any further activities in this regard do not:

- unreasonably intrude on a person's privacy.
- use unreasonably persistent approaches for the purpose of soliciting or otherwise procuring money or other property on behalf of the charity.
- place undue pressure on a person to give money or other property.

Financial review

Income generating activities include training for voluntary and statutory bodies, consultancy and research contracts, and other events. Total income for the year ended March 2025 was £687,625 a decrease of £1,247,074 (64%) from the March 2024 figure of £1,934,699. Total expenditure to March 2025 was £984,138 a decrease of £189,314 (16%) from expenditure of £1,173,452 in 2024.

The deficit of £296,513 is a decrease of £1,057,760 over the surplus of £761,247 (March 2024). At 31 March 2025 general unrestricted reserves were £320,813 (2024 - £401,906) and restricted reserves were £1,823,393 (2024 - £2,038,813).

Owing to the short-term nature i.e., one-to-two-year funding, agreements, the charity continues to submit relevant bids, as well as diversify its funding sources, to maintain its current level of activity. Both the board of trustees and the senior management team are well placed to respond to the challenges ahead.

Reserves Policy

The Trustees has established a policy whereby the unrestricted funds not committed or invested in tangible fixed assets ("the free reserves") held by the charity should be a minimum three months of the resources expended. This budgeted expenditure for 2024/25 is £1,036,441, however, of this figure £285,000 is for onward grant awards, and not part of Imkaan's day to day expenditure. Of the reduced figure of £751,441 the reserves target is between £187,860 and £375,720. Any further free reserves should be allocated to a designated fund for the provision of employment and staff costs, and for the capital expenditure on a new resource centre. At this level the Trustees feels that they would be able to continue the current activities of the charity in the event of a significant drop in funding.

At present, the free reserves, which amount to £320,813 are within the target level. Restricted funds are set aside in accordance with the terms and conditions laid down by the funds in question.

Pay Policy

The Trustees set the renumeration of the key management personnel by comparing job descriptions with similar roles in comparable organisations and other external data of its comparators.

Principal Funding Sources

Imkaan's core funders for the period included City Bridge Trust, which provided core grant funding; Oak Foundation Core Grant, which funded the organisation's core operations; and Oak Foundation Housing Project, which supported Imkaan in regranting funds to members to collect data and conduct research on various aspects of Black and minoritised women's housing experiences, helping to build a comprehensive understanding of these experiences to inform policy and strategic work. Comic Relief's Global Majority Fund funded Imkaan's development of regranting infrastructure within Imkaan and regrant funds to grassroots organisations. Lankelly Chase funded the development of a vision for the sector's ecosystem and its future sustainability. W.A.F.E (CAF) provided core support funding, covering work with Imkaan's members, capacity building, and training delivery. London Councils funded training and development in partnership with the London VAWG Consortium. Additional income was generated from revenue from research, evaluation work, and training.

How expenditure in the year has supported the key objectives of the charity

Funding for the year ended March 2025, has supported Imkaan to deliver on all aspects of its programmed objectives including community-based research, training, policy-work, and sustainability support for specialist Black and minoritised-led women's services.

Plans for Future Periods

- Continued development work with members expanding the accreditation and member training programs.
- Expansion of members' involvement and learning events.
- Increase of core membership.
- Increase and diversify funding strategy.
- Development of the Strategic Litigation Fund.
- Developing an effective communications strategy, rebranding and enhancing social media reach.
- Ensuring that the organisation is financially secure for the next 3-5 years.

Statement of the Trustees Responsibilities

The trustees, who are also the directors of Imkaan for the purpose of company law, are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and United Kingdom Generally Accepted Accounting Practice (UK GAAP).

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 company at the balance sheet date and of the income and expenditure of the company for the financial year. In preparing those financial statements, the Board is required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP 2019 (FRS 102);
- make judgments and estimates that are reasonable and prudent;
- state whether applicable UK accounting standards have been followed subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on a going concern basis unless it is inappropriate to presume that the charitable company will continue on that basis.

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

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditor is 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 auditor is aware of that information.

Public Benefit Statement

The Trustees confirm that they have complied with the duty in Section 4 of the Charities Act 2011 to have due regard to the Charity Commission's general guidance on public benefit, "'Charities and Public Benefits".

These financial statements have been prepared in accordance with the Charities Statement of Recommended Practice (FRS I 02) and in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small entities.

This report was approved by the Trustees and signed on its behalf by:

Jean-Ann Ndow
Co-chair

Carlinda Lopes
Treasurer

Date: 28 / 10 / 25

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

In our opinion the financial statements:

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

Basis for opinion

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

Conclusions relating to going concern

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

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

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2006

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

the information given in the trustees' report (incorporating the directors' report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and

Matters on which we are required to report by exception

In the light of our 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 directors' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

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

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on page 10, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditor's responsibilities for the audit of the financial statements

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

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

- the engagement partner ensured that the audit team had the appropriate competence, capability and skill to identify and recognise any non-compliance with applicable laws and regulations;
- we identified such laws and regulations applicable from our discussions with trustees and other management and from our knowledge and experience of the sector;
- we focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the charitable company, including the Companies Act 2006, the Charities Act 2011 and the Charity SORP (FRS 102);
- we considered the provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which might be fundamental to the charitable company's ability to operate or to avoid a material penalty, including the General Data Protection Regulation (GDPR), Anti-fraud, bribery and corruption legislation, Taxation legislation and Employment legislation;
- we assessed the extent of compliance with laws and regulations identified above through making enquiries of management and inspecting legal correspondence; and
- identified laws and regulations were communicated within the audit team and the team remained alert to instances of non-compliance throughout the audit.

We assessed the susceptibility of the charitable company's financial statements to material misstatement, including obtaining an understanding of how fraud might occur by:

- making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud; and
- considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations.

To address the risk of fraud through management bias and override of controls, we:

- performed analytical procedures to identify any unusual or unexpected relationships;
- tested journal entries to identify unusual transactions;
- assessed whether judgements and assumptions made in determining the accounting estimates were indicative of potential bias; and
- investigated the rationale behind significant or unusual transactions.

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- agreeing financial statement disclosures to underlying supporting documents
- reading the minutes of meetings of those charged with governance; and
- enquiring of management as to actual and potential litigation and claims.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities is available on the FRC's website at: https://www.frc.org.uk/auditors/audit-assurance/auditor-s-responsibilities-for-the-audit-of-the-fi/description-of-the-auditor%E2%80%99s-responsibilities-for. This description forms part of our auditor's report.

Use of our report

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

Date: 30 October 2025

Mukesh Khatri
Senior Statutory Auditor

For and on behalf of
BARCANT BEARDON LIMITED
Chartered Accountants
and
Statutory Auditors

8 Blackstock Mews
Islington
London N4 2BT

IMKAAN

STATEMENT OF FINANCIAL ACTIVITIES (INCLUDING INCOME AND EXPENDITURE ACCOUNT)

FOR THE YEAR ENDED 31 MARCH 2025

Income and Expenditure Summary

	Notes	Restricted Funds	Unrestricted Funds	Total Funds 2025	Total Funds 2024
		£	£	£	£
Income and endowments from:					
Donations and legacies	2	363,282	45,603	408,885	1,888,256
Charitable activities	3	252,713	26,027	278,740	46,443
Total income and endowments		615,995	71,630	687,625	1,934,699
Expenditure on:					
Charitable activities		828,419	155,719	984,138	1,173,452
Total expenditure	4	828,419	155,719	984,138	1,173,452
Net income/(expenditure)		(212,424)	(84,089)	(296,513)	761,247
Transfers between funds		(2,996)	2,996	-	-
Net movement in funds for the year		(215,420)	(81,093)	(296,513)	761,247
Reconciliation of funds					
Total funds brought forward	13	2,038,813	401,906	2,440,719	1,679,472
Total funds carried forward	13	1,823,393	320,813	2,144,206	2,440,719

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in note 13 to the financial statements.

The Statement of Financial Activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

IMKAAN

BALANCE SHEET

FOR THE YEAR ENDED 31 MARCH 2025

	Notes	2025 £	2024 £
Tangible Fixed Assets	9	8,401	12,793
Current Assets			
Debtors	11	1,235,368	1,679,739
Cash at bank and in hand		956,416	797,634
		2,191,784	2,477,373
Creditors: Amounts falling due within one year	12	(55,979)	(49,447)
Net Current Assets		2,135,805	2,427,926
Net Assets		2,144,206	2,440,719
Funds			
Restricted funds		1,823,393	2,038,813
Unrestricted funds - General funds	13	320,813	401,906
Total funds		2,144,206	2,440,719

These financial statements are prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

Signed on behalf of the board of trustees:

Jean-Ann Ndow
Co-chair

Carlinda Lopes
Treasurer

Date: 28/10/25

The notes on pages 16 - 28 form part of these financial statements.
Company Registration No. 04943395

IMKAAN

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2025

	Notes	2025 £	2024 £
Cash flow from operating activities Net cash provided by operating activities	18	160,780	(428,545)
Cash flow from investing activities Interest income		-	-
Purchase of tangible fixed assets		(1,998)	(3,873)
Net cash (used in)/provided by investing activities		(1,998)	(3,873)
Net increase in cash and cash equivalents in the year		158,782	(432,418)
Cash and cash equivalents at the beginning of the year		797,634	1,230,052
Cash and cash equivalents at the end of the year		956,416	797,634
Analysis of cash and cash equivalents			
Cash in bank and in hand		956,416	797,634
Cash and cash equivalents at the end of the year	18.1	956,416	797,634

1 Accounting Policies

Imkaan is a private company limited by guarantee with no share capital incorporated in England and Wales. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity. The address of the registered office is given in the charity information on page 1 of these financial statements. The nature of the charity's operations and principal activities are dedicated to ending violence against women and girls. As a second-tier umbrella human rights organisation with national membership, Imkaan represents the expertise and perspectives of frontline specialist women's services that work to prevent and respond to violence against women and girls. Imkaan does this by elevating the voices of Black and minoritised women and girls in policy, research and advocacy spaces.

1.1 General information and basis of preparation

The following are the more important policies adopted by the charity.

a) The charity constitutes a public benefit entity as defined by FRS 102. 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 issued in October 2019, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Charities Act 2011, the Companies Act 2006 and UK Generally Accepted Accounting Practice.

The financial statements are prepared on a going concern basis under the historical cost convention. The financial statements are presented in sterling, which is the functional currency of the company. Monetary amounts in these financial statements are rounded to the nearest £.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

b) All incoming resources are included in the Statement of Financial Activities (SoFA) when the charity is legally entitled to the income after any performance conditions have been met, the amount can be measured reliably and it is probable that the income will be received.

c) For donations to be recognised the charity will have been notified of the amounts and the settlement date in writing. If there are conditions attached to the donation and this requires a level of performance before entitlement can be obtained then income is deferred until those conditions are fully met or the fulfilment of those conditions is within the control of the charity and it is probable that they will be fulfilled.

d) Income from trading activities includes income earned from fundraising events and trading activities to raise funds for the charity. Income is received in exchange for supplying services in order to raise funds and is recognised when entitlement has occurred.

e) Income from government and other grants are recognised at fair value when the charity has entitlement after any performance conditions have been met, it is probable that the income will be received and the amount can be measured reliably. If entitlement is not met then these amounts are deferred.

f) Where practicable, gifts in kind donated for distribution to the beneficiaries of the charity are included in stock and donations in the financial statements upon receipt. If it is impracticable to assess the fair value at receipt or if the costs to undertake such a valuation outweigh any benefits, then the fair value is recognised as a component of donations when it is distributed and an equivalent amount recognised as charitable expenditure.

g) Gifts in kind donated for resale are included at fair value, being the expected proceeds from sale less the expected costs of sale. Where estimating the fair value is practicable upon receipt it is recognised in stock

and 'Income from other trading activities'. Upon sale, the value of the stock is charged against 'Income from other trading activities' and the proceeds are recognised as 'Income from other trading activities'. Where it is impracticable to fair value the items due to the volume of low value items they are not recognised in the financial statements until they are sold. This income is recognised within 'Income from other trading activities'. Fixed asset gifts in kind are recognised when receivable and are included at fair value. They are not deferred over the life of the asset.

h) Other income includes other income such as gains on disposals of tangible fixed assets.

i) Restricted funds are to be used for specified purposes as laid down by the donor. Expenditure which meets these criteria is identified to the fund.

j) Unrestricted funds are donations and other income received or generated for charitable purposes.

k) Fixed assets are for use by the charity in fulfilling its main charitable objects. Items are capitalised when the purchase price exceeds £500. Depreciation is provided on all fixed assets at rates calculated to write off the cost of each asset over its estimated useful life. The depreciation rates in use are as follows:

Office Equipment (inc Computers)	5 years straight line (20%)
Fixtures, Fittings & Equipment	5 years straight line (20%)
Building Work and Renovations	2 years straight line (50%)

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset and is recognised in net income/(expenditure) for the year.

At each reporting date, the charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss(if any).

l) All leases of equipment are operating leases, and rentals are charged to the statement of financial activities on a straight line basis over the length of the lease. No assets are held under hire purchase agreements.

m) Governance costs include the management of the charitable company's assets, organisational management and compliance with constitutional and statutory requirements. Cost of raising funds relates to the costs incurred by the charitable company in raising funds for the charitable work.

n) Debtors are recognised by the Charity when invoices issued by Imkaan for work that has been completed, as well as upon the signing of a grant agreement, or an amount that has been paid in advance for goods or services. Debtors also include amounts receivable on grant funding to which the charity is entitled.

o) Creditors are recognised by the Charity when invoices issued by a supplier, for work that has been completed, as well as upon the signing of a contractual agreement. Creditors also include amounts payable on authorised work or services to which the charity is committed.

1.2 Going Concern

The financial statements have been prepared on a going concern basis. The trustees have considered a period of one year from the date of approval of the financial statements. The charity had a surplus on unrestricted funds in the 12 month period ended 31 March 2022 of £535,160 and at that date had net current assets of £1,635,080.

The Board of Trustees having looked at the latest management accounts for 2022/23, together with the budget estimates for 2024/24 are confident that the current level of grants will be sustained, and that the training and

consultancy work will achieve a surplus on unrestrictive funds, thereby increasing those funds positive balance.

The trustees consider it appropriate to prepare the financial statements on a going concern basis because measures are being put in place which they consider will enable the charity to operate at a surplus and pay liabilities as they fall due. Additional funding is being actively sought.

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

The charity has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.
Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

In the application of the charity's accounting policies, the Trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

1.3 Key Assumptions

Staff Costs, are allocated in accordance with staff time, research & development fees, payments to partner organisations, bad debts written off and hire of premises are allocated on a direct basis on usage, all other costs are allocated based on usage.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

1.4 Bad Debt Provision

At each quarter-end and the end of each financial year the Trustees review overdue / outstanding balances based on the aged debtor's analysis of debts by Project.

At the end of each year trustees will be presented with a finance report regarding the likelihood of collecting these debts, based on previous experience. The result is either a decrease or an increase in the provision of this debt and will be reflected in Projects accounts.

2 *Income from Donations and Legacies*

	Restricted £	Unrestricted £	2025 £	2024 £
City Bridge Trust	-	-	-	1,202,900
Comic Relief	80,000	-	80,000	260,000
Golden Giving - Donations	-	25,603	25,603	27,104
ShareGift - Donation	-	20,000	20,000	
Joseph Rowntree Charitable Trust	21,116	-	21,116	51,446
Lankelly Chase	141,666	-	141,666	-
Oak Foundation - Core Funding (No 2)	115,500	-	115,500	115,500
Oak Foundation COVID	5,000	-	5,000	-
Paul Hamlyn Foundation Backbone Grant	-	-	-	16,000
Trust for London	-	-	-	45,600
WAFE -CAF[1] Funding	-	-	-	169,706
	363,282	45,603	408,885	1,888,256

2.1 Income from donations and legacies was £408,885 (2024 - £1,888,256) of which £363,282 (2024 - £1,845,152) was attributable to restricted funds and £45,603 (2024 - £43,104) was attributable to unrestricted funds.

3 *Income from Charitable Activities*

	Restricted 2025 £	Unrestricted 2025 £	Total 2025 £	Total 2024 £
Training and Consultancy	-	26,027	26,027	18,265
Performance related Grants				
London Council – Ascent Project	22,114	-	22,114	28,178
Oak foundation – Housing Project	230,599	-	230,599	-
	252,713	26,027	278,740	46,443

4 *Analysis of Expenditure on Charitable Activities – Current Year*

	Basis of allocation	Restricted Funds £	Unrestricted Funds £	Total 2025 £	Total 2024 £
Costs directly allocated to activities					
Staff costs	Staff time	493,624	66,584	560,208	456,633
Research & Development Fees	Direct	9,162	40,538	49,700	60,093
Payments to Partner Organisations	Direct	204,800	-	204,800	304,219
Monitoring & Evaluation	Direct	13,853	-	13,853	14,925
Hire of Premises	Direct	5,481	2,565	8,046	1,983
Accreditation Costs	Usage	752	-	752	581
Project Costs	Usage	1,392	941	2,333	5,050
Bad Debs Written Off	Direct	-	-	-	235,788
Staff Wellbeing	Direct	8,490	-	8,490	1,478
Staff Training & Recruitment	Direct	5,603	1,120	6,723	6,840
Staff Travel & Accommodation	Usage	9,996	371	10,367	3,631
Bursaries & Other Beneficiary Payments	Direct	3,130	-	3,130	-

1. Women's Aid Federation of England – Charities Aid Foundation

	Basis of allocation	Restricted Funds £	Unrestricted Funds £	Total 2025 £	Total 2024 £
Governance costs					
Legal & Professional Fees	Direct	3,580	3,022	6,602	7,120
Bookkeeping & Accountancy Fees	Direct	6,030	11,970	18,000	14,195
Auditor's Fees	Direct	8,565	4,011	12,576	10,560
Support costs					
Premises Costs	Usage	25,464	4,320	29,784	26,660
Insurance	Usage	3,000	257	3,257	2,252
Telephone	Usage	6,818	985	7,803	8,210
Office & General Expenses	Usage	16,008	15,316	31,324	6,748
Depreciation	Direct	2,671	3,719	6,390	6,486
		828,419	155,719	984,138	1,173,452

4.1 *Analysis of Expenditure on Charitable Activities – Previous Year*

	Basis of allocation	Restricted Funds £	Unrestricted Funds £	Total 2024 £	Total 2023 £
Costs directly allocated to activities					
Staff costs	Staff time	374,401	82,232	456,633	547,532
Research & Development Fees	Direct	34,646	25,447	60,093	285,935
Payments to Partner Organisations	Direct	304,219	-	304,219	1,015,430
Monitoring & Evaluation	Direct	14,925	-	14,925	-
Hire of Premises	Direct	1,983	-	1,983	-
Accreditation Costs	Usage	477	104	581	1,131
Project Costs	Usage	4,720	330	5,050	10,664
Bad Debs Written Off	Direct	229,664	6,124	235,788	-
Staff Wellbeing	Direct	1,102	376	1,478	-
Staff Training & Recruitment	Direct	6,022	818	6,840	21,962
Staff Travel & Accommodation	Usage	2,836	795	3,631	8,997
Bursaries & Other Beneficiary Payments	Direct	-	-	-	110,686
Governance costs					
Legal & Professional Fees	Direct	-	7,120	7,120	9,078
Bookkeeping & Accountancy Fees	Direct	8,755	5,440	14,195	22,185
Auditor's Fees	Direct	2,100	8,460	10,560	9,600
Support costs					
Premises Costs	Usage	16,639	10,021	26,660	27,261
Insurance	Usage	1,200	1,052	2,252	1,851
Telephone	Usage	3,850	4,360	8,210	12,199
Office & General Expenses	Usage	3,129	3,619	6,748	11,051
Depreciation	Direct	-	6,486	6,486	6,207
		1,010,668	162,784	1,173,452	2,101,769

5 *Net Incoming Resources for the Year*

	2025	2024
	£	£
This is stated after charging:		
Depreciation	6,390	6,486
Trustee's expenses (Note 15)	-	-
Auditor's fees	12,576	10,560
Operating lease rentals – Leasehold Property (Note 16)	25,688	23,540

6 *Staff Costs and Numbers*

	2025	2024
	£	£
Staff costs were as follows		
Salaries & Wages	505,096	406,261
Social Security Costs	44,178	42,400
Employer Pension Contributions	10,934	7,973
	560,208	456,633

6.1 There were 2 (2024 – 3) employees who received total employee benefits (excluding employers' pension contributions) of more than £60,000.

6.2 The average monthly head count was 10 (2024 - 9) and the monthly number of full-time equivalent employees (including casual and part time staff) during the year was as follows:

	2025	2024
Management	1.00	0.53
Project Work	8.03	8.02
Administration	0.67	0.42
	9.70	8.97

6.3 The total amount of employee benefits received by key management personnel is £150,419 (2024 - £92,449). The company considers its key personnel to comprise its Senior Management Team.

6.4 Included within 2025 salaries and wages is a termination payment made to two employees comprising of a payment in lieu of notice of £8,895 (2024 - £29,166) and an ex gratia payment of £7,350 (2024 - £4,038).

7. *Defined contribution pension*

The charitable company contributes to a defined contribution pension scheme for all qualifying employees, operated by NEST Pensions. The charge to income and expenditure account in respect of defined contribution schemes was £10,934 (2024 - £7,973).

8. *Taxation*

The charitable company is exempt from corporation tax as all its income is charitable and is applied for charitable purposes, under S466 to 493 CTA 2010.

9. *Tangible Fixed Assets*

	Building Works £	Office Equipment £	Fixtures & Fittings £	Total £
Cost				
At the start of the year	4,700	55,751	16,534	76,985
Additions	-	1,998	-	1,998
At the end of the year	4,700	57,749	16,534	78,983
Depreciation				
At the start of the year	4,700	46,333	13,159	64,192
Charge for the year	-	4,702	1,688	6,390
At the end of the year	4,700	51,035	14,847	70,582
Net Book Value				
At the start of the year	-	9,418	3,375	12,793
At the end of the year	-	6,714	1,687	8,401

10 *Financial Instruments*

	2025 £	2024 £
Carrying amount of financial assets		
Debt instruments measured at amortised cost	2,191,784	2,477,373
Carrying amount of financial liabilities		
Measured at amortised cost	55,979	49,447

11 *Debtors*

	2025 £	2024 £
Grants Receivable/ Accrued Income	1,209,130	1,670,157
Trade Debtors	23,950	7,593
Prepayments	2,288	1,989
	1,235,368	1,679,739

11.1 The grants receivable includes £987,600 (2024 - £1,096,700) from the City Bridge Foundation that is recoverable more than a year after 31st March 2025.

11.2 Of the total grants receivable £1,159,275 (2024 - £1,578,156) are attributable to the restricted funds and £49,855 (2024 - £92,000) unrestricted funds.

12 *Creditors: amounts falling due within one year*

	2025 £	2024 £
Taxation and Social Security	13,097	9,180
Trade Creditors	6,531	2,687
Other Creditors	2,307	2,030
Accruals	34,044	35,550
	55,979	49,447

13 *Analysis of charitable funds – Current year*

	1 April 2024 £	Incoming Resources £	Outgoing Resources £	Transfers £	31 March 2025 £
Restricted Funds					
City Bridge Foundation	1,202,900	-	(96,279)	-	1,106,621
Comic Relief	360,400	80,000	(94,850)	-	345,550
Department for DCMS[1]	64,789	-	-	-	64,789
God My Silent Partner	23,168	-	(23,168)	-	-
Joseph Rowntree Foundation	91,134	21,116	(71,195)	-	41,055
Lankelly Chase	247	141,666	(141,913)	-	-
London Councils – Ascent Project	1	22,114	(22,115)	-	-
Oak Foundation – Core Funding	26,208	115,500	(115,500)	-	26,208
Oak Foundation – Legal Defence Fund	195,000	-	(5,000)	-	190,000
Oak Foundation – Housing Project	-	230,599	(228,599)	-	2,000
Global Dialogue	-	5,000	(2,250)	-	2,750
Open Society Foundation	3,500	-	-	-	3,500
Tallawah Project	27,156	-	(27,550)	394	-
Tides Foundation	25,400	-	-	-	25,400
Treebeard Trust	3,390	-	-	(3,390)	-
Trust for London	15,520	-	-	-	15,520
Total Restricted Funds	2,038,813	615,995	(828,419)	(2,996)	1,823,393
Unrestricted funds					
General Funds	401,906	71,630	(155,719)	2,996	320,813
Total Funds	2,440,719	687,625	(984,138)	-	2,144,206

1. Department for Culture, Media & Sport

13.1 *Analysis of charitable funds – Previous year*

	1 April 2023 £	Incoming Resources £	Outgoing Resources £	Transfers £	31 March 2024 £
Restricted Funds					
Chanel Foundation	247,486	-	(247,486)	-	-
City Bridge Foundation	-	1,202,900	-	-	1,202,900
Comic Relief	120,000	260,000	(19,600)	-	360,400
Department for DCMS[1]	64,789	-	-	-	64,789
God My Silent Partner	25,918	-	(2,750)	-	23,168
Joseph Rowntree Charitable Trust	73,787	51,446	(34,099)	-	91,134
Lankelly Chase	61,210	-	(60,963)	-	247
London Councils – Ascent Project	-	28,178	(28,177)	-	1
Oak Foundation – Core Funding	26,208	115,500	(115,500)	-	26,208
Oak Foundation – Legal Defence Fund	195,000	-	-	-	195,000
Open Society Foundation	3,500	-	-	-	3,500
Tallawah Project	271,375	-	(304,219)	60,000	27,156
Tides Foundation	(400)	-	-	25,800	25,400
Treebeard Trust	3,390	-	-	-	3,390
Trust for London	(2,702)	45,600	(27,378)	-	15,520
WAFE – CAF[2]	790	169,706	(170,496)	-	-
Total Restricted Funds	1,090,351	1,873,330	(1,010,668)	85,800	2,038,813
Unrestricted funds					
General Funds	589,121	61,369	(162,784)	(85,800)	401,906
Total Funds	1,679,472	1,934,699	(1,173,452)	-	2,440,719

13.2 *Restricted funds description, nature and purposes*

Name of restricted fund	*Description, nature and purposes of the fund*
Chanel Foundation	Identify the ways BME women are impacted by inequality, work with small women's organisations addressing their needs and strengthening Imkaan member's network. This grant was awarded for a period of three years from Set 2021 to Aug 2025. The entire grant of £426,212 was recognised in the March 2022 year end accounts. By mutual agreement between Imkaan and Chanel Foundation, the program ended in August 2024. Against the income receivable of £426,212 Imkaan had expenditure of £196,548 and the balance of £229,664 has been written off as a bad debt as stated on page 22 of these accounts.

1. Department for Digital, Culture, Media & Sport
2. Women's Aid Federation of England – Charities Aid Foundation

City Bridge Trust	In September 2024, Imkaan was awarded a ten year grant by City Bridge Trust to support Imkaan in addressing gaps in policy, research, and data responses through engagement with our members as part of our membership work, aiming to enhance policy outcomes for Black and minoritised women.
Comic Relief	Awarded to Imkaan to offer onward grants focusing on the sustainability of Black and minoritised women and girls sector and crisis management during COVID.
Department for DCMS[1]	Onward grant located in Imkaan's Margin to Centre Fund covering Scotland and England to support BME women's organisations in the delivery of frontline work and to look at small-scale initiatives addressing sustainability
God My Silent Partner	To influence social policy and work towards transformative change. This funding pays the salary of a policy worker who sits in the Policy team and works on a number of policy projects over the course of the year such as Rwanda scheme, National Disability Strategy, Online Harms Bill, Victims' Bill Commission, participating in the Covid-19 Enquiry research evidence on the experience of the Black and minoritised sector.
Joseph Rowntree Charitable Trust	The project monitors the impact of structural inequalities int he policy environment and documents how these inequalities occur, where are the gaps in policy and responses to improved policy outcomes to Black and minoritised women.
Lankelly Chase	This project is a vision project. It is about developing a vision for the ecosystem and sector. the purpose of the project is to think about how we resource and develop movement in BME VAWG work. we have specialist consultants who are doing this work.
London Council – Ascent Project	The London Councils' grant contributes towards the development and delivery of training programmes to London-based frontline refuge staff on areas including housing, supporting people and immigration law. It also contributes towards the production of community-based research, policy and information bulletins, as well as ensuring that the needs of BAMER women and children are reflected within mainstream service planning and funding policies.
Oak Foundation - Core	The Oak Foundation is a core grant towards the post of the Executive Director and the Operations Coordinator and to cover any additional core costs of the organisation including overhead.
Oak Foundation - Legal	Oak Foundation Legal Justice Fund is dedicated to strategic litigation in cases where there have been microaggressions and/or breaches of specific duties (Equality Act, Competition Law, Human Rights Law and the Social Value Act) by public authorities in tendering and commissioning. The fund will support organisations to under legal actions where there have been breaches.

1. Department for Culture, Media & Sport

Oak Foundation – Housing Project	Recognising the significant gap in housing policy analysis from the perspective of Black and minoritised women leaving violence in the UK, this national project brings together Black and minoritised women's organisations in collaborative work. Imkaan has regranted seven of our members organisations as core funding of £25,000 per annum for three years for their participation and engagement in the project. The project partners are all Imkaan members who provide refuge, move-on accommodation, and housing-related support for women forced to leave their homes due to violence. The project aims to use research methods and ensure that women with lived experience help to steer the work.
Global Dialogue	Also referred to as the contingency fund. The £5,000 allocated to Imkaan for onward granting to support the financial needs of members in the aftermath of the racist riots of the summer of 2024. The project documents these experiences and advocates for resources to address the disproportionate impact of racist violence on Black and minoritised women.
Open Society Foundation	A project focused on assessing the impact of the dual pandemics – VAWG and COVID 19 – on Black and Minoritised Women and Girls towards long term sustainability with the following activities: policy analysis, consultation with members, and review of practice.
Tallawah Project	Oak Foundation Tallawah Project establishes a community resource for black and minoritised women creating the foundation for more equitable resourcing and grant management. While the project is independent, it involved Imkaan in the development of the work. Imkaan serves as fiscal host for the project with some governance responsibilities.
Tides Foundation	To support the activities of the anti-racism working group for the VAWG sector to deliver a series of workshops on the charter and develop the website.
Treebeard Trust	To deliver work addressing sector sustainability focusing on strategic issues covering development and planning to identify responses to risks and challenges facing the sector.
Trust for London	This funding is for an project focusing on housing policy addressing the needs of Black and minoritised women leaving violence and facing homelessness and other housing insecurity due to the lack of emergency accommodation and move-on housing options in London.
Unbound Philanthropy	Support the work of the Policy team at Imkaan to deliver a range of activities related to policy responses, analysis and developing policy positions.
WAFE – CAF[1]	Women's Aid Federation of England – Charities Aid Foundation - Core support covering work with members, capacity building, and training delivery.

1. Women's Aid Federation of England – Charities Aid Foundation

13.3 Unrestricted funds description, nature and purposes

General funds	The "free reserves" after allowing for any designated funds.

14 Analysis of Net Assets Between Funds – Current Year

	Restricted Funds 2025 £	Unrestricted Funds 2025 £	Total 2025 £
Tangible Fixed Assets	-	8,401	8,401
Cash at Bank and in Hand	664,118	292,298	956,416
Other Net Current Assets/(liabilities)	1,159,275	20,114	1,179,389
Net Assets as at 31 March 2025	1,823,393	320,813	2,144,206

14.1 Analysis of Net Assets Between Funds – Previous Year

	Restricted Funds 2024 £	Unrestricted Funds 2024 £	Total 2024 £
Tangible Fixed Assets	-	12,793	12,793
Cash at Bank and in Hand	460,657	336,977	797,634
Other Net Current Assets/(liabilities)	1,578,156	52,136	1,630,292
Net Assets as at 31 March 2024	2,038,813	401,906	2,440,719

15 Trustee Members' Remuneration & Expenses

No Trustees and no persons closely connected with them were paid any expenses (2024 - £Nil). No Trustees received any remuneration for their services – (2024 - £Nil).

16 Operating Leases

At the reporting end date, the charitable company had outstanding commitments for future minimum lease payments under non-cancellable operating leases which fall due as follows.

	Office Equipment 2025 £	2024 £	Leasehold Property 2025 £	2024 £
Within One Year	-	-	25,894	25,894
Between Two and Five Years	-	-	-	-

17 Related Party Transactions

There were no related party transactions during the year (2024 – £Nil).

18 *Reconciliation of Net Income to Net Cash Flow from Operation Activities*

	2025 £	2024 £
Net Income for the year	(296,513)	761,247
Adjustment for:		
Depreciation	6,390	6,487
(Increase)/decrease in debtors	444,371	(1,057,304)
Increase/(decrease) in creditors	6,532	(138,975)
	160,780	(428,545)

18.1 *Analysis of changes in Net Debt*

	1 April 2024 £	Cash flow £	31 March 2025 £
Cash in bank and in hand	797,634	158,782	956,416

IMKAAN

England & Wales - Charity number 1105976

Accounts

COMPANY NUMBER: 04943395
REGISTERED CHARITY NUMBER: 1105976

IMKAAN
(Company Limited by Guarantee without Share Capital)

REPORT & FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2024

IMKAAN

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FOR THE YEAR ENDED 31 MARCH 2024

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IMKAAN

TRUSTEES'ANNUAL REPORT (INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MARCH 2024

The Trustees presents their report and financial statements for the year ended 31 March 2024, which are also prepared to meet the requirements for a directors' report and accounts for Companies Act purposes. This report has been prepared in accordance with the Statement of Recommended Practice – Accounting and Reporting by Charities (FRS 102) and in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to smaller entities.

1 REFERENCE AND ADMINISTRATIVE INFORMATION

Charity Name	IMKAAN
Company number	04943395
Charity number	1105976
Registered office and Operational address	Tindlemanor, 3rd Floor 52-54 Featherstone Street London EC1Y 8RT

Directors and Trustees

The Board of Trustees constitutes directors of the company for the purpose of company law and trustees for the purpose of charity law. The trustees serving during the year and since the year end were as follows:

Anber Raz	Co Chair
Jean-Ann Ndow	Co Chair (Elected 26 Mar 2024)
Ruth Atkinson	Co Chair and Secretary (Resigned 14 June 2023)
Kaveri Sharma	Treasurer
Rina Mehta	
Nafisa Gudal	Resigned 02 August 2024
Mandana Hendessi	Resigned 02 October 2023

The trustees are elected at the Annual General Meeting. No trustee received any remuneration for services during the year (2023-Nil), nor have any beneficial interest in any contract with the charity.

Senior Management Team

Mary Clarke, who joined Imkaan in November 2023, and Ghadah Alnasseri, who joined in January 2024, serve as Co-Executive Directors. The day-to-day management of the charity is delegated to the Directors.

Bankers	The Co-operative Bank PLC P.O. Box 250 Skelmersdale WN8 6WT
Statutory Auditors	Barcant Beardon Limited Chartered Accountants & Statutory Auditors 8 Blackstock Mews London N4 2BT

2 *STRUCTURE, GOVERNANCE AND MANAGEMENT*

The organisation is a charitable company limited by guarantee, incorporated in 1999 as a joint initiative by Newham Asian Women's Project and Brent Asian Women's Resource Centre. The company is governed by its Memorandum of Association. It was registered as a charity with the Charity Commission on 22nd September 2004. In the event of the company being wound up, all members present and 12 months past are required to contribute an amount not exceeding £ 1.

As aspects of the organisation's work have continued to evolve since its inception, the charity will be periodically reviewing its governance documents to ensure that the governance frameworks are fit for purpose and reflective of the current landscape. These documents were last reviewed in March 2023 and remain relevant to the charity's purpose. Period reviews will be done in line with a review of all governance frameworks.

2.1 Recruitment and appointment of the Trustees

The Directors of the company are also charity trustees for the purposes of Charity Law and under the company's Articles are known as members. Imkaan recruits potential Trustees through a variety of methods. Recruitment follows Charity Commission guidelines which include 'word of mouth', advertisements which are placed on Imkaan's own website and publications which are sent to Imkaan's key stakeholders including refuges, statutory, voluntary and community-based agencies, funders and other key agencies. Imkaan may also advertise in national newspapers to recruit Trustees.

Imkaan has a strong public profile within the sector and therefore potential members are also attracted through referral through partner agencies, through Imkaan's involvement and representation at external events, conferences, and strategic meetings. Imkaan's Trustees are able to contribute a wealth of skills and expertise to the organisation in the areas of men's violence against women, the needs of Black and minoritised communities, social and economic justice, development of international rights-based work addressing the needs of diaspora communities, leadership, and organisational development.

All trustees applying to join the board are asked to submit an up-to-date CV and complete a Board of Trustees skills audit. Imkaan complies with due diligence in the appointment of Trustees by taking up references, attending a comprehensive induction on the policies, governance framework and work of the organisation, and by completing the data protection and confidentiality statement.

2.2 Trustee induction and training

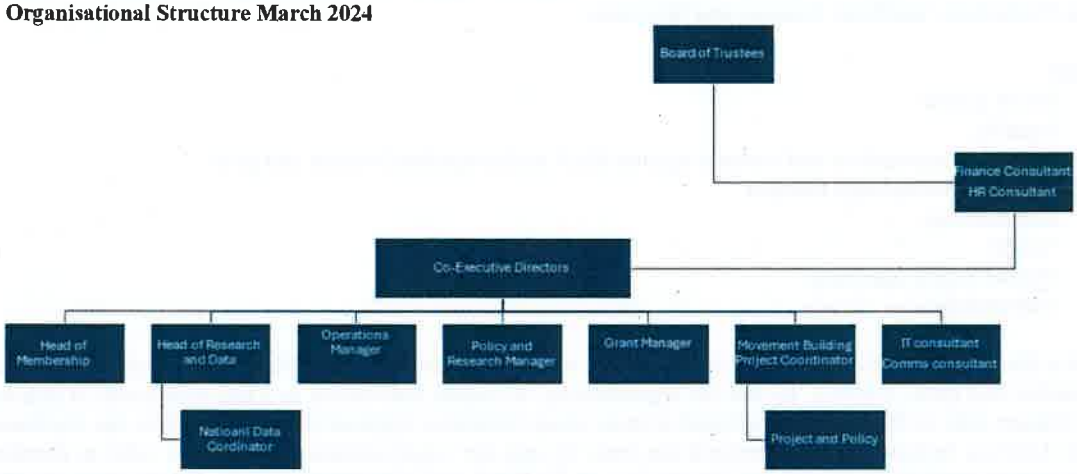
The existing Trustees approve new Trustees and appointments are reviewed on a rolling basis. Trustees are appointed for the skills and experience that they bring and their ability to assist Imkaan to meet its charitable objectives. All new Trustees must undergo an induction with the Executive Directors who covers the history, vision, mission, purpose of organisation and its everyday operations. All new Trustees are provided with copies of Imkaan's annual report, accounts, publications and documents that explain Imkaan's history. All new Trustees also receive a copy of the Charity's operational policies and procedures as well as guidance material published by the Charity Commission on the responsibilities of being a Trustee. Trustees must sign the organisation's confidentiality agreement before attending the first meeting. Trustees also have the opportunity of accessing on-going support and mentoring from existing Trustees as they get to how the organisation. Trustees can also join sub-committees and with groups organised by Imkaan addressing specific themes of the work that is delivered.

2.3 Organisational structure and decision making

Imkaan's Board of Trustees is responsible for the overall direction and strategic focus of the organisation. This involves overseeing the organisation's progress, addressing personnel issues that require Trustee input, and deal with financial matters that may have a substantial impact on the organisation. Trustees meet as a full board six times each year and additional meetings are held as and when required. The Board of Trustees is responsible for the overall governance and strategic development of the organisation. The Board of Trustees delegates strategic development and operational delivery to the Co-Executive Directors of the organisation. They delegate operational delivery to the Senior Management and Managers team. The Co-Executive Directors report to the board through a series of reports

highlighting performance and progress of work, risks arising, financial considerations, HR considerations and emerging issues. The organisation's risk register, policy review framework covering governance, and strategic plan goals and priorities are reported annually to the board. The board receives the management accounts on a six-monthly basis and a report on income and expenditure on a two-monthly basis.

Organisational Structure March 2024



In addition, the organisation has employed specific project staff throughout the year to work on a sessional, part-time and/or temporary basis.

2.4 Risk management

The Board is aware of its responsibility to identify and review the major risks to which the organisation is exposed and to implement systems, to mitigate those risks. Risks are reported to the board in two ways: on the highlight report which is received by the board every two months covering project and organisational risk and on the risk register reported every six months covering overall risks to Imkaan and its operations. The report highlights the top ten risks to the organisation every two months alongside a risk mitigation plan addressing how risks have been managed through risk mitigation strategies implemented by the organisation. The report enables the Board to assess the direction of risk and adopt strategies as needed to address risk.' Through this process, the Board regularly conducts a review of the major risks to which charity is exposed. Trustees will review Imkaan's position, risks and opportunities every two months and on an annual basis with the aim of supporting Imkaan to access further resources to support the charity's future expansion and development. Internal control risks are minimised through the implementation of appropriate financial management procedures.

3 OBJECTIVES, ACTIVITIES, ACHIEVEMENTS AND PERFORMANCE

3.1 Objectives and Public Benefit

The organisation's mission and vision were reviewed at our strategic planning day with board and team members in January 2014 and following consultation with members.

Our Vision
Imkaan's Vision is Self Determination and Autonomy for every Black and minoritised Woman and Girl.

Our Mission
Imkaan works to end violence against Black and minoritised Women and Girls by amplifying our diverse voices.

Imkaan Membership

Imkaan membership is open to organisations led by and for Black and minoritised women, working towards ending violence against women and girls. Imkaan currently has 38 members across England, Scotland and Wales, based in Birmingham, Blackbum, Bradford, Cardiff, Coventry, Darlington, Durham, Edinburgh, Glasgow, Huddersfield, Ipswich, Leicester, Liverpool, London, Manchester, Merthyr Tydfil, Middlesborough, Newcastle, Newport, Rochdale, Rotherham, Sheffield, Swansea and Wrexham.

Our Values

- Social justice
- Equality
- Integrated approach to end violence against Black and minoritised women and girls
- Black and minoritised feminist
- Empowering
- 'Voice'
- Human Rights approach
- Authenticity

Imkaan is a Black and minoritised feminist organisation, working for and with other Black and minoritised violence against women and girls (VAWG) 'by and for'organisations. We center anti-racism as a key component to tackling VAWG. Imkaan refer to Black and minoritised women whose herstories originate from Africa, Asia, the Caribbean and Latin America. Imkaan uses as shorthand the term 'by and for' organisations or services to refer to frontline women's support services set up and led and run by and for Black and minoritised women, but we recognise that there are many other kinds of 'by and for' services such as those supporting disabled women, LGBT+ and others.

Our approach is rooted in an understanding not only of men's violence against women and girls, but also the way intersecting factors such as race, age, class, caste, ethnicity, sexual orientation and disability can affect girls and women's journeys and experiences. As such we actively promote the leadership, autonomy and self-determination of Black and minority ethnic women and girls.

At Imkaan, we recognise that VAWG is a fundamental violation of our human rights and one that has implications within a range of human rights frameworks. We are committed to utilising (and expanding) existing human rights approaches in our work to end violence against women and girls. Imkaan aims to create safe spaces for black and minority ethnic women and girls, to define our perception of human rights, identify our own priorities and to strengthen our voices at national and international levels.

The organisation initially set out to provide services for refuges working with South Asian women and children. Since our consultation with stakeholders in December 2005, Imkaan provides advice, information and practical assistance including networking forums, capacity building and training to Black and minoritised women's organisations and services in England, Scotland and Wales.

Imkaan was first established in direct response to an expressed need by front-line refuge staff and local second-tier service providers. The need for Imkaan's work as a second-tier umbrella organisation is documented through continuous consultation with our members who provide up-to-date information on the issues and concerns they experience on the frontline of service delivery. Imkaan is clear in its vision to elevate voices of Black and minitorised women and girls and ensure their representation in spaces where policy, funding and service delivery concerns are addressed. Strategic advocacy therefore forms a critical part of the work, they connect Imkaan to the members and frames issues ensuring the narratives of Black and minoritised women and girls are moved from the margin to the centre of the work.

Imkaan holds extensive experience with knowledge in the following areas: violence against women and girls (including so- called honour-based violence, sexual abuse and exploitation, sexual harassment including other areas of VAWG), human rights (international and regional convention and national law, Black and minoritised feminism (theory and practice), legal knowledge (family, housing, equality, welfare rights, migrant women's issues and migration, and other related fields), legal justice covering commissioning law and local authority practices (focusing on the public sector equality duty) social policy expertise and social justice (from social policy administration to

race, gender and class inclusion in the reform of welfare systems), influencing work, Charities law, social development policy, among other related areas.

Imkaan has skills in the following areas: qualitative research and evaluation methodology and epistemic thought, Black and minoritised feminist research in theory and application, assessment and quality assurance and use of participatory frameworks, management and governance, advocacy, organisation and movement building, capacity building, networking, specialist VAWG training and training for trainers' accreditation, policy analysis and development, among other related areas.

Imkaan supports members through a number of key areas of expertise including qualitative research and evaluation methodology and epistemic thought, Black and minoritized feminist research in theory and application, assessment and quality assurance and use of participatory frameworks, management and governance, advocacy, organisation and movement building, capacity building, networking, specialist VAWG training and training for trainers accreditation, policy analysis and development, among other related areas. This work is done in a number of ways including through strategic consultation and feed into policy and planning work, participation in sector-wide and strategic meetings (local, Pan-London and central government), and by influencing commissioning and other initiatives. Imkaan also provides ongoing support and development of the specialist Black and minoritised women VAWG sector through sustainability support, quality assurance, policy development and accredited training delivered to our members as well as through robust evidence-based research to ensure the voices of Black and minoritised women are represented.

Impact Of Imkaan's Work Over the Year

Imkaan is a national feminist organisation, dedicated to addressing violence against Black and minoritised women and girls. We centre anti-racism as a key component to tackling violence against women and girls (VAWG). Imkaan are proud to support 38 member organisations, representing the expertise and perspectives of frontline, specialist and dedicated Black and minoritised women's organisations, that work to prevent and respond to VAWG every day. Imkaan also work with 21 local and regional networks of Black and minoritised women and girls who are not Imkaan members to create the foundation for wider movement building work.

Imkaan has highlighted a significant disparity in the provision of 'by and for' services within the Violence Against Women and Girls (VAWG) sector. According to the National Domestic Abuse Commissioner, only 51% of Black and minoritised survivors who sought specialist 'by and for' support were able to access it. This figure drops further for other marginalised groups, with just 19% of LGBT+ survivors and 7% of disabled survivors receiving the support they needed. Alarmingly, only 2 out of 30 Deaf survivors could access specialist services. Extensive sector-wide data reveals that VAWG disproportionately affects Black and minoritised women and girls. Despite this, these groups remain consistently excluded from policy discussions on ending VAWG. This systemic exclusion not only exacerbates the challenges faced by survivors but also undermines the efforts of 'by and for' organisations working to protect them from violence and abuse. The UK Government policies, particularly those related to immigration, have severely hampered efforts to end VAWG. Hostile environment policies place migrant victim-survivors at risk of deportation if they report abuse, compounded by their exclusion from support due to the No Recourse to Public Funds (NRPF) condition. Also, the failure to address institutional racism, racial inequality, and misogyny within statutory sectors further marginalises Black and minoritised women and girls, increasing their vulnerability to violence. Imkaan's duty extends beyond addressing domestic abuse to confronting all forms of violence against Black and minoritised women, with a particular focus on the lack of support for disabled Black and minoritised survivors. In 2023, the Home Secretary recognised VAWG as a national threat, including it in the Strategic Policing Requirement alongside terrorism and serious organised crime.

Imkaan published a life-or-death report with Centre for Women's Justice January 2023. The life-or-death report examines the challenges encountered by Black and minoritised women who tragically lose their lives in instances of domestic homicide and suicide within the context of domestic abuse. It focuses on the additional challenges they face, over and above the difficulties faced by white women. The foundation of the report was based on themes identified by the 'by and for' Black and minoritised women's organisations in Imkaan member organisations within workshops we did with them. The themes of the report reflect the day-to-day experiences of the survivors the by and for services work with – and are also reflected in the experiences of the women who died. We have shown the way the issues have played out in their lives and deaths. The report 'Life or Death' highlights how barriers to reporting

and failures by police and other services, against a backdrop of intersecting race and sex discrimination have contributed to the tragic deaths of Black and minoritised women.

In light of recent violent racist, Islamophobic, and anti-migrant attacks instigated by far-right groups across the UK, Imkaan has prioritised the wellbeing of staff and survivors within Black and minoritised 'by and for' VAWG organisations. These events have highlighted the need for urgent action and resources to support organisations disproportionately impacted by such violence. These wave of attacks, incited by white supremacist groups, has created an environment of fear and distress for both service providers and the communities they serve. Imkaan's member organisations are confronting rising operational and emotional challenges, compounded by significant funding constraints. In response, Imkaan is calling for immediate, unrestricted hardship funding from funders and commissioners to help these organisations manage the unforeseen costs associated with emergency responses to racial violence and threats. Imkaan's members, already underfunded and under-resourced, are among those most acutely affected by these attacks. Imkaan has formally addressed letters to the Home Secretary, Minister for Safeguarding, Secretary of State for Housing, Communities and Local Government, Secretary of State for Health and Social Care, Secretary of State for Education, and Secretary of State for Culture, Media, and Sport, outlining urgent concerns and actionable requests. The letter emphasised that the recent far-right violence, including attacks on asylum accommodation, must be immediately addressed. These attacks are not isolated incidents but are the result of years of inflammatory rhetoric, minimisation of extremist activity, and lack of intervention from authorities. The murder of Alice Dasilva Aguiar, Bebe King, and Elsie Dot Stancombe—victims of male violence—has been exploited by far-right groups to fuel xenophobic attacks. This climate has heightened the vulnerability of Black and minoritised communities, particularly those within 'by and for' services. Imkaan urged the government to provide immediate protective measures for all Black and minoritised communities and organisations. Imkaan addressed that there is widespread fear that frontline services, including specialist refuges, will be directly targeted. Imkaan addressed the institutional racism within public agencies remains unaddressed.

Imkaan emphasised on that the UK lacks a comprehensive strategy to counter systemic and institutional racism, evident in the Windrush Compensation Scheme's failures and the hostile environment policies that have exacerbated vulnerabilities within minoritised communities. Imkaan called for government must end its minimisation of far-right extremism, Islamophobia, and anti-immigrant sentiment, which continues to incite violence. Recent attacks on hotels housing asylum seekers underscore the urgent need for safe, humane, and stable asylum housing policies. Imkaan and its members have observed significant police failures to intervene in violent incidents, further eroding trust among Black and minoritised communities. We called on law enforcement agencies to fully implement anti-racism strategies and prioritize the protection of all communities affected by racial, anti-migrant, and Islamophobic violence.

Imkaan also launched a joint best practice guide on survivor engagement with Welsh Women's Aid, Scottish Women's Aid, Women's Aid Federation Northern Ireland, Women's Aid Federation of England. The objective of developing the joint best practice to enable diverse survivors of domestic abuse and other forms of VAWG to have increased opportunities to influence local practice and national decision-making.

Imkaan will be launching a mental health report "Why should our rage by tidy" with the Women's and Girls' Network, and university of Warwick on the 26th of November 2024 emphasising the impact of mental health on Black and minority women. Imkaan's members are already involved in the content of the report through surveys, feedback, expertise, and suggestions for interventions. The launch of the report will be organised as a parliamentary event in the House of Commons. This event aims to shine a light on minoritised survivors' experiences of mental health in the context of violence-abuse'. The launch will be hosted by Dawn Butler MP and will feature other speakers, including the Domestic Abuse Commissioner Nicole Jacobs, report co-authors as well as one of the survivor-activists that guided this research.

Imkaan has developed the In Our Words manifesto to articulate our demands for a new government commitment to ending systemic inequality and violence against Black and minoritised women and girls. The manifesto outlines Imkaan's vision for collaboration with the next government and other Black and minoritised VAWG specialists, aiming to ensure that VAWG services for victim-survivors are accessible, effective, equitable, and intersectional.

This approach is critical to safeguarding Black and minoritised victim-survivors and responding to their specific needs. The broader legislative and policy decisions of the previous government have significantly hindered progress in ending VAWG, exacerbating challenges within frontline services and limiting the support available to victim-survivors. As a representative body for specialist Black and minoritised women's organisations, Imkaan brings a wealth of expertise and perspectives from these dedicated frontline organisations. Imkaan emphasise that limiting focus solely to domestic abuse, as is common in mainstream narratives, would neglect the broader scope of violence affecting Black and minoritised women. Imkaan is therefore committed to addressing all forms of violence experienced by these communities. Of particular concern is the significant lack of provisions and services available for disabled Black and minoritised victim-survivors, an area that demands urgent attention and government action. Imkaan's key requests include:

- End Gaslighting on Structural Racism: The next government must acknowledge and address structural racism, adopting an intersectional approach to ending violence against Black and minoritised women and girls.
- End Femicide: The next government must prioritise efforts to stop femicide among Black and minoritised women and girls.
- End Hostile Environment Policies: The next government must terminate hostile environment policies that weaponise immigration, harming Black and minoritised women and girls.
- Disaggregate Data: The next government must disaggregate data to reveal inequalities in service provision, in line with the Istanbul Convention.
- Address Health Inequality: The next government must tackle health disparities disproportionately affecting Black and minoritised women and girls.
- Ensure Sufficient Housing: The next government must secure adequate housing for Black and minoritised women and girls.

Imkaan have contributed and signed several joint letters during 2023-2024: letter to OFCOM in the Online Safety Act and VAWG, joint letter to Department for Science, Innovation and Technology re Super-Complaints Consultation, amendment to the criminal justice bill and joint call on the House of Lords to reject the Rwanda Bill.

Imkaan's participated in roundtables during 2023-2024:

- Imkaan have participated in GREVIO roundtables on the intersectionality: The specific situation of women with disabilities, women belonging to minorities, elderly women, women in prostitution, women substance abusers, LBTI women, etc, and their experiences of violence in England, Domestic violence: situation of shelters, role of the police, emergency barring and protection orders, support and protection of children, including custody issues and mediation.
- Imkaan met with the UN Special Rapporteur on violence against women and girls and attended the inequality and discrimination and funding and investment roundtables.
- Imkaan participated in the Ministerial Roundtable on the VAWG Strategy held on 22nd October. The roundtable was opened by Jess Phillips, Minister for Safeguarding and VAWG, who outlined the strategic approach and framework of the new cross-government VAWG Strategy. The strategy emphasises a heightened focus on prevention and aims to bring together multiple government departments to address VAWG in a coordinated manner. Minister Phillips highlighted the importance of the strategy's cross-government nature and noted that a new series of thematic roundtables would be instrumental in informing its ongoing development. Richard Clarke, Director General of the Safer Streets Mission, also provided an overview of the Safer Streets Mission, detailing its role in supporting the strategy's broader cross-government objectives. This Strategy, with input from key stakeholders to guide its formulation and implementation. Imkaan also attended the roundtable for migrant victims.
- Imkaan attended the roundtable on 22nd October, which focused on the Migrant Victims Domestic Abuse Concession (MVDAC). The session was chaired by Minister Jess Phillips and included a discussion on routes to settlement and wider support for migrant victims of domestic abuse. The discussion was framed around key questions related to improving the accessibility and effectiveness of support for migrant victims. Key points for consideration included: Designing an Effective Internal Firewall: A key question posed was how to best design an internal firewall to ensure that victims feel confident coming forward. This raised important considerations about the balance between safeguarding individuals' confidentiality and ensuring their access to support services without fear of immigration enforcement. Raising Awareness

of the Scheme: Another question explored how to ensure that victims are aware of the scheme. This highlighted the need for better communication and outreach to migrant communities, ensuring that victims know their rights and available support options. Discussions were on the improving the accessibility and efficiency of the application process, addressing barriers such as language, documentation, and the fear of immigration status scrutiny. The roundtable provided a valuable opportunity for key stakeholders to contribute their insights and advocate for changes that would better support migrant victims of domestic abuse, ensuring that they can access safety and justice without fear of deportation or discrimination.

Fundraising Standard Information

Imkaan has received £27,104 (2023 - £16,802) in public donations during the financial year. These were unsolicited donations, and Imkaan does not currently employ the services of a professional fundraiser.

Imkaan has received no complaints regarding the its fundraising activities, and is developing a policy on fundraising to ensure that any further activities in this regard do not:

- unreasonably intrude on a person's privacy.
- use unreasonably persistent approaches for the purpose of soliciting or otherwise procuring money or other property on behalf of the charity.
- place undue pressure on a person to give money or other property.

Financial review

Income generating activities Include training for voluntary and statutory bodies, consultancy and research contracts, and other events.

Total income for the year ended March 2024 was £1,934,699 a decrease of £189,849 (8.94%) from the March 2023 figure of £2,124,548. Total expenditure to March 2024 was £1,173,452 a decrease of £928,317 (44.17%) from expenditure of £2,101,769 (March 2023). The surplus of £761,247 is an increase of £738,468 over the surplus of £22,779 (March 2023). At 31 March 2024 general unrestricted reserves were £401,906 and restricted reserves were £2,038,813.

Owing to the short-term nature i.e., one-to-two-year funding, agreements, the charity continues to submit relevant bids, as well as diversify its funding sources, to maintain its current level of activity. Both the board of trustees and the senior management team are well placed to respond to the challenges ahead.

Reserves Policy

The Trustees has established a policy whereby the unrestricted funds not committed or invested in tangible fixed assets ("the free reserves") held by the charity should be a minimum three months of the resources expended. This budgeted expenditure for 2024/25 is £1,036,441, however, of this figure £285,000 is for onward grant awards, and not part of Imkaan's day to day expenditure. Of the reduced figure of £751,441 the reserves target is between £187,860 and £375,720. Any further free reserves should be allocated to a designated fund for the provision of employment and staff costs, and for the capital expenditure on a new resource centre. At this level the Trustees feels that they would be able to continue the current activities of the charity in the event of a significant drop in funding.

At present, the free reserves, which amount to £395,197 have exceeded the target level. Restricted funds are set aside in accordance with the terms and conditions laid down by the funds in question.

Pay Policy

The Trustees set the renumeration of the key management personnel by comparing job descriptions with similar roles in comparable organisations and other external data of its comparators.

Principal Funding Sources

Imkaan's core funders for the period included City Bridge Trust, which provided core grant funding; Oak Foundation Core Grant, which funded the organisation's core operations; and Oak Foundation Housing Project, which supported Imkaan in regranting funds to members to collect data and conduct research on various aspects of Black and minoritised women's housing experiences, helping to build a comprehensive understanding of these experiences to inform policy and strategic work. Comic Relief's Global Majority Fund funded Imkaan's development of regranting infrastructure within Imkaan and regrant funds to grassroots organisations. Lankelly Chase funded the development of a vision for the sector's ecosystem and its future sustainability. W.A.F.E (CAF) provided core support funding, covering work with Imkaan's members, capacity building, and training delivery. London Councils funded training and development in partnership with the London VAWG Consortium. Additional income was generated from revenue from research, evaluation work, and training.

How expenditure in the year has supported the key objectives of the charity

Funding for the year ended March 2024, has supported Imkaan to deliver on all aspects of its programmed objectives including community-based research, training, policy-work, and sustainability support for specialist Black and minoritised-led women's services.

Plans for Future Periods

- Continued development work with members expanding the accreditation and member training programs.
- Expansion of members' involvement and learning events.
- Increase of core membership.
- Increase and diversify funding strategy.
- Development of the Strategic Litigation Fund.
- Developing an effective communications strategy, rebranding and enhancing social media reach.
- Ensuring that the organisation is financially secure for the next 3-5 years.

Statement of the Trustees Responsibilities

he trustees, who are also the directors of Imkaan for the purpose of company law, are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and United Kingdom Generally Accepted Accounting Practice (UK GAAP).

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 company at the balance sheet date and of the income and expenditure of the company for the financial year. In preparing those financial statements, the Board is required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP 2019 (FRS 102);
- make judgments and estimates that are reasonable and prudent;
- state whether applicable UK accounting standards have been followed subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on a going concern basis unless it is inappropriate to presume that the charitable company will continue on that basis.

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

IMKAAN
TRUSTEES'ANNUAL REPORT (INCLUDING DIRECTORS' REPORT)
FOR THE YEAR ENDED 31 MARCH 2024

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In so far as the trustees are aware:
- there is no relevant audit information of which the charitable company's auditor is 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 auditor is aware of that information.

Public Benefit Statement

The Trustees confirm that they have complied with the duty in Section 4 of the Charities Act 2011 to have due regard to the Charity Commission's general guidance on public benefit, "'Charities and Public Benefits".

These financial statements have been prepared in accordance with the Charities Statement of Recommended Practice (FRS I 02) and in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small entities.

This report was approved by the Trustees on 10th December 2024 and signed on its behalf by:

Signed ..... Signed .....
Anber Raz Rina Mehta
Trustee Trustee

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

In our opinion the financial statements:

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

Basis for opinion

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

Conclusions relating to going concern

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

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

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2006

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

the information given in the trustees' report (incorporating the directors' report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and

Matters on which we are required to report by exception

In the light of our 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 directors' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

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

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on page 10, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditor's responsibilities for the audit of the financial statements

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

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

- the engagement partner ensured that the audit team had the appropriate competence, capability and skill to identify and recognise any non-compliance with applicable laws and regulations;

- we identified such laws and regulations applicable from our discussions with trustees and other management and from our knowledge and experience of the sector;

- we focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the charitable company, including the Companies Act 2006, the Charities Act 2011 and the Charity SORP (FRS 102);

- we considered the provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which might be fundamental to the charitable company's ability to operate or to avoid a material penalty, including the General Data Protection Regulation (GDPR), Anti-fraud, bribery and corruption legislation, Taxation legislation and Employment legislation;

- we assessed the extent of compliance with laws and regulations identified above through making enquiries of management and inspecting legal correspondence; and

- identified laws and regulations were communicated within the audit team and the team remained alert to instances of non-compliance throughout the audit.

We assessed the susceptibility of the charitable company's financial statements to material misstatement, including obtaining an understanding of how fraud might occur by:

- making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud; and

- considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations.

To address the risk of fraud through management bias and override of controls, we:

- performed analytical procedures to identify any unusual or unexpected relationships;
- tested journal entries to identify unusual transactions;
- assessed whether judgements and assumptions made in determining the accounting estimates were indicative of potential bias; and
- investigated the rationale behind significant or unusual transactions.

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- agreeing financial statement disclosures to underlying supporting documents
- reading the minutes of meetings of those charged with governance; and
- enquiring of management as to actual and potential litigation and claims.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities is available on the FRC's website at: https://www.frc.org.uk/auditors/auditassurance/auditor-s-responsibilities-for-the-audit-of-the-fi/description-of-the-auditor%E2%80%99s-responsibilitiesfor. This description forms part of our auditor's report.

Use of our report

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

23rd December 2024

Date

Mukesh Khatri
Senior Statutory Auditor

For and on behalf of
BARCANT BEARDON LIMITED
Chartered Accountants
and
Statutory Auditors

8 Blackstock Mews
Islington
London N4 2BT

IMKAAN

STATEMENT OF FINANCIAL ACTIVITIES (INCLUDING INCOME AND EXPENDITURE ACCOUNT)

FOR THE YEAR ENDED 31 MARCH 2024

Income and Expenditure Summary

	Notes	Restricted Funds	Unrestricted Funds	Total Funds 2024	Total Funds 2023
		£	£	£	£
Income and endowments from:					
Donations and legacies	2	1,845,152	43,104	1,888,256	2,070,596
Charitable activities	3	28,178	18,265	46,443	53,952
Total income and endowments		1,873,330	61,369	1,934,699	2,124,548
Expenditure on:					
Charitable activities		1,010,668	162,784	1,173,452	2,101,769
Total expenditure	4	1,010,668	162,784	1,173,452	2,101,769
Net income/(expenditure)		862,662	(101,415)	761,247	22,779
Transfers between funds		85,800	(85,800)	-	-
Net movement in funds for the year		942,462	(187,215)	761,247	22,779
Reconciliation of funds					
Total funds brought forward	13	1,090,351	589,121	1,679,472	1,656,693
Total funds carried forward	13	2,038,813	401,906	2,440,719	1,679,472

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in note 13 to the financial statements.

The Statement of Financial Activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

IMKAAN

BALANCE SHEET

FOR THE YEAR ENDED 31 MARCH 2024

	Notes	2024 £	2023 £
Tangible Fixed Assets	9	12,793	15,407
Current Assets			
Debtors	11	1,679,739	622,435
Cash at bank and in hand		797,634	1,230,052
		2,477,373	1,852,487
Creditors: Amounts falling due within one year	12	(49,447)	(188,422)
Net Current Assets		2,427,926	1,664,065
Net Assets		2,440,719	1,679,472
Funds			
Restricted funds		2,038,813	1,090,351
Unrestricted funds - General funds	13	401,906	589,121
Total funds		2,440,719	1,679,472

These financial statements are prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

Signed on behalf of the board of trustees:

Signed .....

Anber Raz
Trustee

Signed .....

Rina Mehta
Trustee

Date: 10.12.2024

The notes on pages 18 - 30 form part of these financial statements.
Company Registration No. 04943395

IMKAAN

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2024

	Notes	2024 £	2023 £
Cash flow from operating activities			
Net cash provided by operating activities	18	(428,545)	227,074
Cash flow from investing activities			
Interest income			
Purchase of tangible fixed assets		(3,873)	-
Net cash (used in)/provided by investing activities		(3,873)	-
Net increase in cash and cash equivalents in the year		(432,419)	227,074
Cash and cash equivalents at the beginning of the year		1,230,052	1,002,978
Cash and cash equivalents at the end of the year		797,634	1,230,052
Analysis of cash and cash equivalents			
Cash in bank and in hand		797,634	1,230,052
Cash and cash equivalents at the end of the year	18.1	797,634	1,230,052

1 Accounting Policies

Imkaan is a private company limited by guarantee with no share capital incorporated in England and Wales. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity. The address of the registered office is given in the charity information on page 1 of these financial statements. The nature of the charity's operations and principal activities are dedicated to ending violence against women and girls. As a second-tier umbrella human rights organisation with national membership, Imkaan represents the expertise and perspectives of frontline specialist women's services that work to prevent and respond to violence against women and girls. Imkaan does this by elevating the voices of Black and minoritised women and girls in policy, research and advocacy spaces.

1.1 General information and basis of preparation

The following are the more important policies adopted by the charity.

a) The charity constitutes a public benefit entity as defined by FRS 102. 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 issued in October 2019, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Charities Act 2011, the Companies Act 2006 and UK Generally Accepted Accounting Practice.

The financial statements are prepared on a going concern basis under the historical cost convention. The financial statements are presented in sterling, which is the functional currency of the company. Monetary amounts in these financial statements are rounded to the nearest £.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

b) All incoming resources are included in the Statement of Financial Activities (SoFA) when the charity is legally entitled to the income after any performance conditions have been met, the amount can be measured reliably and it is probable that the income will be received.

c) For donations to be recognised the charity will have been notified of the amounts and the settlement date in writing. If there are conditions attached to the donation and this requires a level of performance before entitlement can be obtained then income is deferred until those conditions are fully met or the fulfilment of those conditions is within the control of the charity and it is probable that they will be fulfilled.

d) Income from trading activities includes income earned from fundraising events and trading activities to raise funds for the charity. Income is received in exchange for supplying services in order to raise funds and is recognised when entitlement has occurred.

e) Income from government and other grants are recognised at fair value when the charity has entitlement after any performance conditions have been met, it is probable that the income will be received and the amount can be measured reliably. If entitlement is not met then these amounts are deferred.

f) Where practicable, gifts in kind donated for distribution to the beneficiaries of the charity are included in stock and donations in the financial statements upon receipt. If it is impracticable to assess the fair value at receipt or if the costs to undertake such a valuation outweigh any benefits, then the fair value is recognised as a component of donations when it is distributed and an equivalent amount recognised as charitable expenditure.

g) Gifts in kind donated for resale are included at fair value, being the expected proceeds from sale less the expected costs of sale. Where estimating the fair value is practicable upon receipt it is recognised in stock

and 'Income from other trading activities'. Upon sale, the value of the stock is charged against 'Income from other trading activities' and the proceeds are recognised as 'Income from other trading activities'. Where it is impracticable to fair value the items due to the volume of low value items they are not recognised in the financial statements until they are sold. This income is recognised within 'Income from other trading activities'. Fixed asset gifts in kind are recognised when receivable and are included at fair value. They are not deferred over the life of the asset.

h) Other income includes other income such as gains on disposals of tangible fixed assets.

i) Restricted funds are to be used for specified purposes as laid down by the donor. Expenditure which meets these criteria is identified to the fund.

j) Unrestricted funds are donations and other income received or generated for charitable purposes.

k) Fixed assets are for use by the charity in fulfilling its main charitable objects. Items are capitalised when the purchase price exceeds £500. Depreciation is provided on all fixed assets at rates calculated to write off the cost of each asset over its estimated useful life. The depreciation rates in use are as follows:

Office Equipment (inc Computers)	5 years straight line (20%)
Fixtures, Fittings & Equipment	5 years straight line (20%)
Building Work and Renovations	2 years straight line (20%)

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset and is recognised in net income/(expenditure) for the year.

At each reporting date, the charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss(if any).

l) All leases of equipment are operating leases, and rentals are charged to the statement of financial activities on a straight line basis over the length of the lease. No assets are held under hire purchase agreements.

m) Governance costs include the management of the charitable company's assets, organisational management and compliance with constitutional and statutory requirements. Cost of raising funds relates to the costs incurred by the charitable company in raising funds for the charitable work.

n) Debtors are recognised by the Charity when invoices issued by Imkaan for work that has been completed, as well as upon the signing of a grant agreement, or an amount that has been paid in advance for goods or services. Debtors also include amounts receivable on grant funding to which the charity is entitled.

o) Creditors are recognised by the Charity when invoices issued by a supplier, for work that has been completed, as well as upon the signing of a contractual agreement. Creditors also include amounts payable on authorised work or services to which the charity is committed.

1.2 Going Concern

The financial statements have been prepared on a going concern basis. The trustees have considered a period of one year from the date of approval of the financial statements. The charity had a surplus on unrestricted funds in the 12 month period ended 31 March 2022 of £535,160 and at that date had net current assets of £1,635,080.

The Board of Trustees having looked at the latest management accounts for 2022/23, together with the budget estimates for 2023/24 are confident that the current level of grants will be sustained, and that the training and

consultancy work will achieve a surplus on unrestrictive funds, thereby increasing those funds positive balance.

The trustees consider it appropriate to prepare the financial statements on a going concern basis because measures are being put in place which they consider will enable the charity to operate at a surplus and pay liabilities as they fall due. Additional funding is being actively sought.

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

The charity has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.
Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

In the application of the charity's accounting policies, the Trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

1.3 Key Assumptions

Staff Costs, are allocated in accordance with staff time, research & development fees, payments to partner organisations, bad debts written off and hire of premises are allocated on a direct basis on usage, all other costs are allocated based on usage.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

1.4 Bad Debt Provision

At each quarter-end and the end of each financial year the Trustees review overdue / outstanding balances based on the aged debtor's analysis of debts by Project.

At the end of each year trustees will be presented with a finance report regarding the likelihood of collecting these debts, based on previous experience. The result is either a decrease or an increase in the provision of this debt and will be reflected in Projects accounts.

2 *Income from Donations and Legacies*

	Restricted £	Unrestricted £	2024 £	2023 £
City Bridge Trust	1,202,900	-	1,202,900	-
Comic Relief	260,000	-	260,000	136,694
Department for Digital, Culture, Media and Sport	-	-	-	712,899
Esmee Fairbairn Foundation – Main Grant	-	-	-	6,000
GMSP foundation	-	-	-	35,200
Golden Giving – Donations	-	27,104	27,104	16,802
Joseph Rowntree	51,446	-	51,446	-
Lankelly Chase	-	-	-	141,666
Oak Foundation – Core Funding	115,500	-	115,500	116,000
Oak Foundation – Tallawah Project	-	-	-	187,375
Paul Hamlyn Foundation – Backbone Grant	-	16,000	16,000	4,000
Tallawah Project – Other Grants	-	-	-	342,304
Trust for London	45,600	-	45,600	26,500
Trust for London – WAHA	-	-	-	4,000
Unbound Philanthropy	-	-	-	120,000
WAFE – CAF Funding	169,706	-	169,706	221,156
	1,845,152	43,104	1,888,256	2,070,596

2.1 Income from donations and legacies was £1,888,256 (2023 - £2,070,596) of which £1,845,152 (2023 - £1,903,100) was attributable to restricted funds and £43,104 (2023 - £167,496) was attributable to unrestricted funds.

3 *Income from Charitable Activities*

	Restricted 2024 £	Unrestricted 2024 £	Total 2024 £	2023 £
Training and Consultancy	-	18,265	18,265	25,384
Performance related Grants				
London Council – Ascent Project	28,178	-	28,178	28,568
	28,178	18,265	46,443	53,952

4 *Analysis of Expenditure on Charitable Activities – Current Year*

	Basis of allocation	Restricted Funds £	Unrestricted Funds £	Total 2024 £	Total 2023 £
Costs directly allocated to activities					
Staff costs	Staff time	374,401	82,232	456,633	547,532
Research & Development Fees	Direct	34,646	25,447	60,093	285,935
Payments to Partner Organisations	Direct	304,219	-	304,219	1,015,430
Monitoring & Evaluation	Direct	14,925	-	14,925	-
Hire of Premises	Direct	1,983	-	1,983	-
Accreditation Costs	Usage	477	104	581	1,131
Project Costs	Usage	4,720	330	5,050	10,664

	Basis of allocation	Restricted Funds £	Unrestricted Funds £	Total 2024 £	Total 2023 £
Bad Debs Written Off	Direct	229,664	6,124	235,788	-
Staff Wellbeing	Direct	1,102	376	1,478	-
Staff Training & Recruitment	Direct	6,022	818	6,841	21,962
Staff Travel & Accommodation	Usage	2,836	795	3,631	8,997
Bursaries & Other Beneficiary Payments	Direct	-	-	-	110,686
Governance Costs					
Legal & Professional Fees	Direct	-	7,120	7,120	9,078
Bookkeeping & Accountancy Fees	Direct	8,755	5,440	14,195	22,185
Auditor's Fees	Direct	2,100	8,460	10,560	9,600
Support costs allocated to activities					
Premises Costs	Usage	16,639	10,021	26,660	27,261
Insurance	Usage	1,200	1,052	2,252	1,851
Telephone	Usage	3,850	4,360	8,210	12,199
Office & General Expenses	Usage	3,129	3,619	6,748	11,051
Depreciation	Direct	-	6,486	6,486	6,207
		1,010,668	162,784	1,173,452	2,101,769

4.1 Analysis of Expenditure on Charitable Activities – Previous Year

	Basis of allocation	Restricted Funds £	Unrestricted Funds £	Total 2023 £	Total 2022 £
Costs directly allocated to activities					
Staff costs	Staff time	435,924	111,608	547,532	533,256
Research & Development Fees	Direct	255,274	30,661	285,935	247,289
Payments to Partner Organisations	Direct	1,015,430	-	1,015,430	48,515
Hire of Premises	Direct	-	-	-	264
Accreditation Costs	Usage	1,055	76	1,131	650
Project Costs	Usage	9,739	925	10,664	11,369
Bad Debs Written Off	Direct	-	-	-	5,062
It Database	Direct	-	-	-	11,268
Staff Training & Recruitment	Direct	21,395	567	21,962	6,022
Staff Travel & Accommodation	Usage	12,236	(3,239)	8,997	3,332
Bursaries & Other Beneficiary Payments	Direct	110,686	-	110,686	31,517
Governance Costs					
Legal & Professional Fees	Direct	-	9,078	9,078	-
Bookkeeping & Accountancy Fees	Direct	12,601	9,584	22,185	19,613
Auditor's Fees	Direct	6,600	3,000	9,600	9,600
Support costs allocated to activities					
Premises Costs	Usage	20,445	6,816	27,261	32,210
Insurance	Usage	1,569	282	1,851	1,800
Telephone	Usage	6,441	5,758	12,199	13,714
Office & General Expenses	Usage	7,695	3,356	11,051	21,823
Depreciation	Direct	5,207	1,000	6,207	6,990
		1,922,297	179,472	2,101,769	1,004,294

5 *Net Incoming Resources for the Year*

	2024 £	2023 £
This is stated after charging:		
Depreciation	6,486	6,207
Trustee's Expenses (note 15)	-	-
Auditor's Fees	10,560	9,600
Operating lease rentals (note 16)		
Leasehold Property	23,540	23,723
Office Equipment	-	-

6 *Staff Costs and Numbers*

	2024 £	2023 £
Staff costs were as follows		
Salaries & Wages	406,261	491,705
Social Security Costs	42,400	48,191
Employer Pension Contributions	7,973	7,638
	456,633	547,534

6.1 There were 3 (2023 – 1) employees who received total employee benefits (excluding employers' pension contributions) of more than £60,000.

6.2 The average monthly head count was 9 (2023 - 12) and the monthly number of full-time equivalent employees (including casual and part time staff) during the year was as follows:

	2024 £	2023 £
Management	0.53	1.00
Project Work	8.02	9.70
Administration	0.42	1.00
	8.97	11.70

6.3 The total amount of employee benefits received by key management personnel is £92,449 (2023 - £75,541). The company considers its key personnel to comprise its Senior Management Team.

6.4 Included within 2023 salaries and wages is a termination payment to one employee comprising of a payment in lieu of notice of £29,166 and an ex gratia payment of £4,038.

7. *Defined contribution pension*

The charitable company contributes to a defined contribution pension scheme for all qualifying employees, operated by NEST Pensions.
The charge to income and expenditure account in respect of defined contribution schemes was £7,973 (2023 - £7,638).

8. *Taxation*

The charitable company is exempt from corporation tax as all its income is charitable and is applied for charitable purposes, under S466 to 493 CTA 2010.

9. *Tangible Fixed Assets*

	Building Works £	Office Equipment £	Fixtures & Fittings £	Total £
Cost				
At the start of the year	4,700	51,878	16,534	73,112
Additions	-	3,873	-	3,873
At the end of the year	4,700	55,751	16,534	76,985
Depreciation				
At the start of the year	4,700	41,535	11,470	57,705
Charge for the year	-	4,798	1,689	6,487
At the end of the year	4,700	46,333	13,159	64,192
Net Book Value				
At the start of the year	-	10,343	5,064	15,407
At the end of the year	-	9,418	3,375	12,793

10 *Financial Instruments*

	2024 £	2023 £
Carrying amount of financial assets		
Debt instruments measured at amortised cost	2,477,373	1,852,487
Carrying amount of financial liabilities		
Measured at amortised cost	49,447	188,422

11 *Debtors*

	2024 £	2023 £
Grants Receivable/ Accrued Income	1,670,157	572,330
Trade Debtors	7,593	45,007
Other Debtors	-	4,448
Prepayments	1,989	50
	1,679,739	622,435

11.1 The grants receivable includes £1,096,700 (2023 - £Nil) from the City Bridge Foundation that is recoverable more than a year after 31st March 2024.

11.2 Of the total grants receivable £1,578,156 (2023 - £392,329) are attributable to the restricted funds and £92,000 (2023 - £180,000 unrestricted funds.

12 *Creditors: amounts falling due within one year*

	2024 £	2023 £
Taxation and Social Security	9,180	14,261
Trade Creditors	2,687	14,660
Other Creditors	2,030	2,247
Deferred Income	-	86,625
Accruals	35,550	70,629
	49,447	188,422

12.1 Deferred income comprises of grants received in advance.

	£
Balance as at 1st April 2024	86,625
Amount released to income	(86,625)
Amount deferred in the year	-
Balance as at 31st March 2024	-

13 *Movements in Funds*

	As at 1 April 2023 £	Incoming Resources £	Outgoing Resources £	Transfers £	As at 31 March 2024 £
Restricted Funds - Current Year					
Chanel Foundation	247,486	-	(247,486)	-	-
City Bridge Foundation	-	1,202,900	-	-	1,202,900
Comic Relief	120,000	260,000	(19,600)	-	360,400
Department for DCMS[1]	64,789	-	-	-	64,789
God My Silent Partner	25,918	-	(2,750)	-	23,168
Joseph Rowntree Charitable Trust	73,787	51,446	(34,099)	-	91,134
Lankelly Chase	61,210	-	(60,963)	-	247
London Councils – Ascent Project	-	28,178	(28,177)	-	1
Oak Foundation – Core Funding	26,208	115,500	(115,500)	-	26,208
Oak Foundation – Legal Defence Fund	195,000	-	-	-	195,000
Open Society Foundation	3,500	-	-	-	3,500
Tallawah Project	271,375	-	(304,219)	60,000	27,156
Tides Foundation	(400)	-	-	25,800	25,400
Treebeard Trust	3,390	-	-	-	3,390
Trust for London	(2,702)	45,600	(27,378)	-	15,520
WAFE – CAF	790	169,706	(170,496)	-	-
Total Restricted Funds	1,090,351	1,873,330	(1,010,668)	85,800	2,038,813
Unrestricted funds – Current Year					
General Funds	589,121	61,369	(162,784)	(85,800)	401,906
Total Funds	1,679,472	1,934,699	(1,173,452)	-	2,440,719

1. Department for Digital, Culture, Media & Sport

Movements in Funds - continued

	As at 1 April 2022 £	Incoming Resources £	Outgoing Resources £	Transfers £	As at 31 March 2023 £
Restricted Funds - Previous Year					
Chanel Foundation	381,559	-	(134,073)	-	247,486
Comic Relief	-	120,000	-	-	120,000
Department for DCMS[1]	157,071	712,899	(805,181)	-	64,789
God My Silent Partner	-	35,200	(9,282)	-	25,918
Joseph Rowntree Charitable Trust	112,922	-	(39,135)	-	73,787
Lankelly Chase	-	141,666	(80,456)	-	61,210
London Councils – Ascent Project	-	28,568	(28,568)	-	-
Oak Foundation – Core Funding	25,998	116,000	(115,790)	-	26,208
Oak Foundation – Legal Defence Fund	195,000	-	-	-	195,000
Open Society Foundation	3,500	-	-	-	3,500
Tallawah Project	151,886	529,679	(410,190)	-	271,375
Tides Foundation	49,610	-	(50,010)	-	(400)
Treebeard Trust	3,390	-	-	-	3,390
Trust for London	-	26,500	(29,202)	-	(2,702)
Unbound Philanthropy	18,940	-	-	(18,940)	-
WAFE – CAF	44	221,156	(220,410)	-	790
Total Restricted Funds	1,099,920	1,931,668	(1,922,297)	(18,940)	1,090,351
Unrestricted funds – Previous Year					
General Funds	556,773	192,880	(179,472)	18,940	589,121
Total Funds	1,656,693	2,124,548	(2,101,769)	-	1,679,472

13.1 Restricted funds description, nature and purposes

Name of restricted fund	***Description, nature and purposes of the fund***
Chanel Foundation	Identify the ways BME women are impacted by inequality, work with small women's organisations addressing their needs and strengthening Imkaan member's network. This grant was awarded for a period of three years from Set 2021 to Aug 2024. The entire grant of £426,212 was recognised in the March 2022 year end accounts. By mutual agreement between Imkaan and Chanel Foundation, the program ended in August 2023. Against the income receivable of £426,212 Imkaan had expenditure of £196,548 and the balance of £229,664 has been written off as a bad debt as stated on page 22 of these accounts.
City Bridge Trust	In September 2023, Imkaan was awarded a ten year grant by City Bridge Trust to support Imkaan in addressing gaps in policy, research, and data responses through engagement with our members as part of our membership work, aiming to enhance policy outcomes for Black and minoritised women.

Comic Relief	Awarded to Imkaan to offer onward grants focusing on the sustainability of Black and minoritised women and girls sector and crisis management during COVID.
Department for DCMS[1]	Onward grant located in Imkaan's Margin to Centre Fund covering Scotland and England to support BME women's organisations in the delivery of frontline work and to look at small-scale initiatives addressing sustainability
God My Silent Partner	To influence social policy and work towards transformative change. This funding pays the salary of a policy worker who sits in the Policy team and works on a number of policy projects over the course of the year such as Rwanda scheme, National Disability Strategy, Online Harms Bill, Victims' Bill Commission, participating in the Covid-19 Enquiry research evidence on the experience of the Black and minoritised sector.
Joseph Rowntree Charitable Trust	The project monitors the impact of structural inequalities int he policy environment and documents how these inequalities occur, where are the gaps in policy and responses to improved policy outcomes to Black and minoritised women.
Lankelly Chase	This project is a vision project. It is about developing a vision for the ecosystem and sector. the purpose of the project is to think about how we resource and develop movement in BME VAWG work. we have specialist consultants who are doing this work.
London Council – Ascent Project	The London Councils' grant contributes towards the development and delivery of training programmes to London-based frontline refuge staff on areas including housing, supporting people and immigration law. It also contributes towards the production of community-based research, policy and information bulletins, as well as ensuring that the needs of BAMER women and children are reflected within mainstream service planning and funding policies.
Oak Foundation - Core	The Oak Foundation is a core grant towards the post of the Executive Director and the Operations Coordinator and to cover any additional core costs of the organisation including overhead.
Oak Foundation - Legal	Oak Foundation Legal Justice Fund is dedicated to strategic litigation in cases where there have been microaggressions and/or breaches of specific duties (Equality Act, Competition Law, Human Rights Law and the Social Value Act) by public authorities in tendering and commissioning. The fund will support organisations to under legal actions where there have been breaches.
Open Society Foundation	A project focused on assessing the impact of the dual pandemics – VAWG and COVID 19 – on Black and Minoritised Women and Girls towards long term sustainability with the following activities: policy analysis, consultation with members, and review of practice.

1. Department for Digital, Culture, Media & Sport

Tallawah Project	Oak Foundation Tallawah Project establishes a community resource for black and minoritised women creating the foundation for more equitable resourcing and grant management. While the project is independent, it involved Imkaan in the development of the work. Imkaan serves as fiscal host for the project with some governance responsibilities.
Tides Foundation	To support the activities of the anti-racism working group for the VAWG sector to deliver a series of workshops on the charter and develop the website.
Treebeard Trust	To deliver work addressing sector sustainability focusing on strategic issues covering development and planning to identify responses to risks and challenges facing the sector.
Trust for London	This funding is for an project focusing on housing policy addressing the needs of Black and minoritised women leaving violence and facing homelessness and other housing insecurity due to the lack of emergency accommodation and move-on housing options in London.
Unbound Philanthropy	Support the work of the Policy team at Imkaan to deliver a range of activities related to policy responses, analysis and developing policy positions.
WAFE - CAF	Women's Aid Federation of England – Charities Aid Foundation - Core support covering work with members, capacity building, and training delivery.

13.2 Unrestricted funds description, nature and purposes

General funds	The "free reserves" after allowing for any designated funds.

14 Analysis of Net Assets Between Funds – Current Year

	Restricted Funds 2024 £	Unrestricted Funds 2024 £	Total 2024 £
Tangible Fixed Assets	-	12,793	12,793
Cash at Bank and in Hand	384,137	413,497	797,634
Other Net Current Assets/(liabilities)	1,578,156	52,136	1,630,292
Net Assets as at 31 March 2024	1,962,293	478,426	2,440,719

14.1 Analysis of Net Assets Between Funds – Previous Year

	Restricted Funds 2023 £	Unrestricted Funds 2023 £	Total 2023 £
Tangible Fixed Assets	-	15,407	15,407
Cash at Bank and in Hand	656,871	573,181	1,230,052
Other Net Current Assets/(liabilities)	433,480	533	434,013
Net Assets as at 31 March 2023	1,090,351	589,121	1,679,472

15 Trustee Members' Remuneration & Expenses

No Trustees and no persons closely connected with them were paid any expenses (2023 - £Nil). No Trustees received any remuneration for their services – (2023 - £Nil).

16 Operating Leases

At the reporting end date, the charitable company had outstanding commitments for future minimum lease payments under non-cancellable operating leases which fall due as follows.

	Office Equipment 2024 £	2023 £	Leasehold Property 2024 £	2023 £
Within One Year	-	-	25,894	23,540
Between Two and Five Years	-	-	-	-

17 Related Party Transactions

There were no related party transactions during the year (2023 – £750).

18 Reconciliation of Net Income to Net Cash Flow from Operation Activities

	2024 £	2023 £
Net Income for the year	761,247	22,779
Adjustment for:		
Depreciation	6,487	6,206
(Increase)/decrease in debtors	(1,057,304)	159,882
Increase/(decrease) in creditors	(138,975)	38,207
	(428,545)	227,074

8.1 Analysis of changes in Net Debt

	As at 1 April 2023 £	Cash flow £	As at 31 March 2024 £
Cash in bank and in hand	1,230,052	(432,419)	797,634

IMKAAN

England & Wales - Charity number 1105976

Accounts

COMPANY NUMBER: 04943395
REGISTERED CHARITY NUMBER: 1105976

IMKAAN
(Company Limited by Guarantee without Share Capital)

REPORT & FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2023

IMKAAN

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FOR THE YEAR ENDED 31 MARCH 2023

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IMKAAN

TRUSTEES' ANNUAL REPORT (INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MARCH 2023

The Trustees presents their report and financial statements for the year ended 31 March 2022, which are also prepared to meet the requirements for a directors' report and accounts for Companies Act purposes. This report has been prepared in accordance with the Statement of Recommended Practice – Accounting and Reporting by Charities (FRS 102) and in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to smaller entities.

1 REFERENCE AND ADMINISTRATIVE INFORMATION

Charity Name	Imkaan
Company number	04943395
Charity number	1105976
Registered office and Operational address	Tindlemanor, 3rd Floor 52-54 Featherstone Street London EC1Y 8RT

Directors and Trustees

The Board of Trustees constitutes directors of the company for the purpose of company law and trustees for the purpose of charity law. The trustees serving during the year and since the year end were as follows:

Anber Raz	Co Chair
Ruth Atkinson	Co Chair and Secretary (Resigned 14 June 2023)
Jahnine Davis	Resigned 18 October 2022
Kaveri Sharma	Treasurer
Kafayat Okanlawon	
Rina Mehta	
Mandana Hendessi	
Jean-Ann Ndow	
Nafisa Gudal	

The trustees are elected at the Annual General Meeting. No trustee received any remuneration for services during the year (2022-Nil), nor have any beneficial interest in any contract with the charity.

Senior Management Team

Baljit Banga	Executive Director (Resigned 31 May 2023)

The day to day management of the charity is delegated to the Director.

Bankers	The Co-operative Bank PLC P.O. Box 250 Skelmersdale WN8 6WT
Statutory Auditors	Barcant Beardon Limited Chartered Accountants & Statutory Auditors 8 Blackstock Mews London N4 2BT

2 *STRUCTURE, GOVERNANCE AND MANAGEMENT*

The organisation is a charitable company limited by guarantee, incorporated in 1999 as a joint initiative by Newham Asian Women's Project and Brent Asian Women's Resource Centre. The company is governed by its Memorandum of Association. It was registered as a charity with the Charity Commission on 22nd September 2004. In the event of the company being wound up, all members present and 12 months past are required to contribute an amount not exceeding £1.

As aspects of the organisation's work have continued to evolve since its inception, the charity will be periodically reviewing its governance documents to ensure that the governance frameworks are fit for purpose and reflective of the current landscape. These documents were last reviewed March 2021 and remain relevant to the charity's purpose. Period reviews will be done in line with a review of all governance frameworks

2.1 Recruitment and appointment of the Trustees

The Directors of the company are also charity trustees for the purposes of Charity Law and under the company's Articles are known as members. Imkaan recruits potential Trustees through a variety of methods. Recruitment follows Charity Commission guidelines which include 'word of mouth', advertisements which are placed on Imkaan's own website and publications which are sent to Imkaan's key stakeholders including refuges, statutory, voluntary and community-based agencies, funders and other key agencies. Imkaan may also advertise in national newspapers to recruit Trustees.

Imkaan has a strong public profile within the sector and therefore potential members are also attracted through referral through partner agencies, through Imkaan's involvement and representation at external events, conferences, and strategic meetings. Imkaan's Trustees are able to contribute a wealth of skills and expertise to the organisation in the areas of men's violence against women, the needs of Black and minoritised communities, social and economic justice, development of international rights-based work addressing the needs of diaspora communities, leadership, and organisational development.

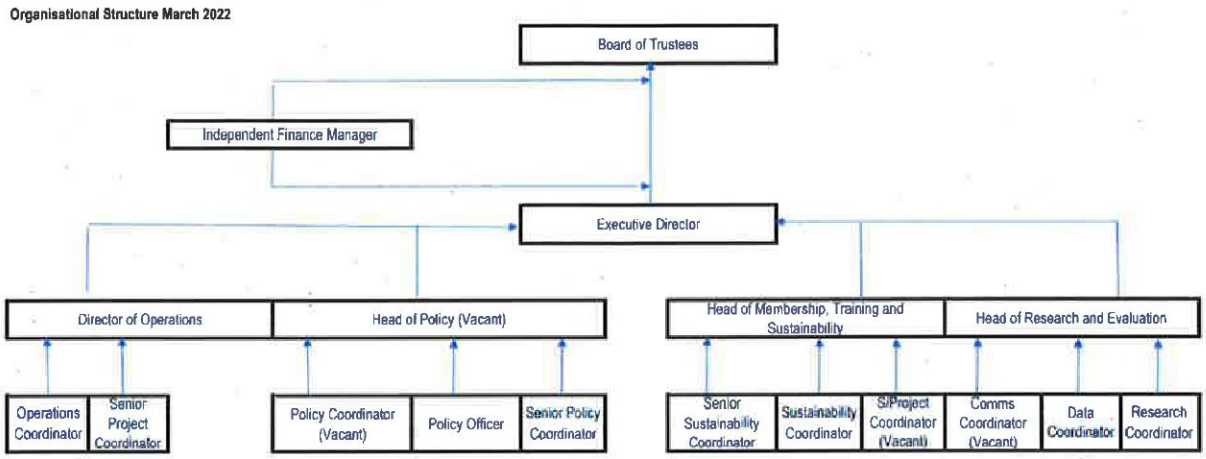
All Trustees applying to join the board are asked to submit an up-to-date CV and complete a Board of Trustees skills audit. Imkaan complies with due diligence in the appointment of Trustees by taking up references, attending a comprehensive induction on the policies, governance framework and work of the organisation, and by completing the data protection and confidentiality statement.

2.2 Trustee induction and training

The existing Trustees approve new Trustees and appointments are reviewed on a rolling basis. Trustees are appointed for the skills and experience that they bring and their ability to assist Imkaan to meet its charitable objectives. All new Trustees must undergo an induction with the Executive Director who covers the history, vision, mission, purpose of organisation and its everyday operations. All new Trustees are provided with copies of Imkaan's annual report, accounts, publications and documents that explain Imkaan's history. All new Trustees also receive a copy of the Charity's operational policies and procedures as well as guidance material published by the Charity Commission on the responsibilities of being a Trustee. Trustees must sign the organisation's confidentiality agreement before attending the first meeting. Trustees also have the opportunity of accessing on-going support and mentoring from existing Trustees as they get to how the organisation. Trustees can also join sub-committees and with groups organised by Imkaan addressing specific themes of the work that is delivered.

2.3 Organisational structure and decision making

Imkaan's Board of Trustees is responsible for the overall direction and strategic focus of the organisation. This involves overseeing the organisation's progress, addressing personnel issues that require Trustee input, and deal with financial matters that may have a substantial impact on the organisation. Trustees meet as a full board six times each year and additional meetings are held as and when required. The Board of Trustees is responsible for the overall governance and strategic development of the organisation. The Board of Trustees delegates strategic development and operational delivery to the Executive Director of the organisation. She delegates operational delivery to the Senior Management team. The Executive Director reports to the board through a series of reports highlighting performance and progress of work, risks arising, financial considerations, HR considerations and emerging issues. The organisation's risk register, policy review framework covering governance, and strategic plan goals and priorities are reported annually to the board. The board receives the management accounts on a six-monthly basis and a report on income and expenditure on a two-monthly basis.



In addition, the organisation has employed specific project staff throughout the year to work on a sessional, part-time and/or temporary basis

2.4 Risk management

The Board is aware of its responsibility to identify and review the major risks to which the organisation is exposed and to implement systems, to mitigate those risks. Risks are reported to the board in two ways: on the highlight report which is received by the board every two months covering project and organisational risk and on the risk register reported every six months covering overall risks to Imkaan and its operations. The report highlights the top ten risks to the organisation every two months alongside a risk mitigation plan addressing how risks have been managed through risk mitigation strategies implemented by the organisation. The report enables the Board to assess the direction of risk and adopt strategies as needed to address risk. Through this process, the Board regularly conducts a review of the major risks to which the charity is exposed. Trustees will review Imkaan's position, risks and opportunities every two months and on an annual basis with the aim of supporting Imkaan to access further resources to support the charity's future expansion and development. Internal control risks are minimised through the implementation of appropriate financial management procedures.

3 OBJECTIVES, ACTIVITIES, ACHIEVEMENTS AND PERFORMANCE

3.1 Objectives and Public Benefit

The organisation's mission and vision were reviewed at our strategic planning day with board and team members in January 2014 and following consultation with members.

Our Vision
Imkaan's Vision is Self Determination and Autonomy for every Black Woman and Girl

Our Mission
Imkaan works to end violence against Black Women and Girls by amplifying our diverse voices.

Imkaan Membership
Imkaan membership is open to organisations led by and for black and minority ethnic (BME) women, working towards ending violence against women and girls. Imkaan currently has 41 members across England, Scotland and Wales, based in Birmingham, Blackburn, Bradford, Cardiff, Coventry, Darlington, Durham, Edinburgh, Glasgow, Huddersfield, Ipswich, Leicester, Liverpool, London, Manchester, Merthyr Tydfil, Middlesborough, Newcastle, Newport, Rochdale, Rotherham, Sheffield, Swansea and Wrexham.

Our Values

- Aspiration / vision
- Social justice
- Equality
- Integrated approach to violence against women and girls
- Black feminist
- Empowering
- 'Voice'
- Human Rights approach
- By Black women for Black women
- Authenticity

Imkaan is a UK-based, black feminist organisation dedicated to ending violence against women and girls. As a second-tier umbrella human rights organisation with national membership, Imkaan represents the expertise and perspectives of frontline specialist women's services that work to prevent and respond to violence against women and girls. Imkaan does this by elevating the voices of Black and minoritised women and girls in policy, research and advocacy spaces.

Imkaan's work is focused on the needs and aspirations of black and minority ethnic women and girls. Imkaan uses the term Black in the political sense, to encompass all women whose herstories originate from Africa, Asia, the Caribbean and Latin America, including the indigenous peoples of Australasia, the Americas and the islands of the Atlantic, Indian and Pacific Oceans. Imkaan uses the term minoritised to indicate that global majority women are subjected to minority status is the UK through immigration status, race, country of origin regardless their current citizenship and through the ways in which they are subjected to structures of oppression.

Our approach is rooted in an understanding not only of men's violence against women and girls, but also the way intersecting factors such as race, age, class, caste, ethnicity, sexual orientation and disability can affect girls and women's journeys and experiences. As such we actively promote the leadership, autonomy and self-determination of black and minority ethnic women and girls.

At Imkaan, we recognise that violence against women and girls (VAWG) is a fundamental violation of our human rights and one that has implications within a range of human rights frameworks. We are committed to utilising (and expanding) existing human rights approaches in our work to end violence against women and girls. Imkaan aims to create safe spaces for black and minority ethnic women and girls, to define our perception of human rights, identify our own priorities and to strengthen our voices at national and international levels.

The organisation initially set out to provide services for refuges working with South Asian women and children. Since our consultation with stakeholders in December 2005, Imkaan provides advice, information and practical assistance including networking forums, capacity building and training to Black and minoritised women's organisations and services in England, Scotland and Wales.

Imkaan was first established in direct response to an expressed need by front-line refuge staff and local second-tier service providers. The need for Imkaan's work as a second-tier umbrella organisation is documented through continuous consultation with our members who provide up-to-date information on the issues and concerns they experience on the frontline of service delivery. Imkaan is clear in its vision to elevate voices of Black and minitorised women and girls and ensure their representation in spaces where policy, funding and service delivery concerns are addressed. Strategic advocacy therefore forms a critical part of the work, they connect Imkaan to the members and frames issues ensuring the narratives of Black and minoritised women and girls are moved from the margin to the centre of the work.

Imkaan holds extensive experience with knowledge in the following areas: violence against women and girls (including so-called honour-based violence, sexual abuse and exploitation, sexual harassment including other areas of VAWG), human rights (international and regional convention and national law, black feminism (theory and practice), legal knowledge (family, housing, equality, welfare rights, migrant women's issues and migration, and other related fields), legal justice covering commissioning law and local authority practices (focusing on the public sector equality duty) social policy expertise and social justice (from social policy administration to race, gender and class inclusion in the reform of welfare systems), influencing work, Charities law, social development policy, among other related areas.

Imkaan has skills in the following areas: qualitative research and evaluation methodology and epistemic thought, black feminist research in theory and application, assessment and quality assurance and use of participatory frameworks, management and governance, advocacy, organisation and movement building, capacity building, networking, specialist VAWG training and training for trainers' accreditation, policy analysis and development, among other related areas.

Impact Of Imkaan's Work Over the Year

Imkaan participated in the CSW Core Group to input content to the SW country report and submitted supporting evidence. We also participated at CSW65 presenting the paper called The Dual Pandemic: The Impact of COVID 19 and Violence on Black and Minoritised Women and Girls. At the start of CSW65, the UK government announced that it would not endorse collective rights. These rights cover issues such as indigenous land rights and interpret human rights as individual rights. The government's stance is also gender neutral as it will not support women's rights as such rights, in their view, undermine men's rights. While the UK government has ratified CEDAW, it has now taken a stand against CEDAW. This is understood as an indication that the government will be pulling out of IC as some right-wing European governments have done. Later in June, Imkaan provided evidence to the CEDAW People's Tribunal, again submitting the Alternative Bill as evidence, to help build a case for a Women's Bill of Rights incorporating CEDAW into domestic legislation.

Imkaan held the first Legal Justice Fund roundtable on and have commitment from Centre for Women's Justice, Public Law Project and Matrix Law to work with Imkaan to challenge commissioning decisions. The new strategy as agreed with the group of lawyers, barristers and QCs is to start the legal challenge at the start of a commissioning process, rather than after the outcome. The scope of any potential challenge will be expanded to include examples where organisations had been excluded from strategic meetings where commissioning decisions were made.

The new Policy Unit has launched with the following work programme: housing policy analysis, mapping microaggressions, structural inequalities, human rights, IC, Victim's Bill, DA Act 2021, Brexit and COVID recovery and recession, gender neutrality and funding.

A review is underway of all members focusing on the definition of by and for. The review could have a number of implications for the current membership including reduction of membership where members have not met the by and for criteria. The review will consider the following: by and for definition, membership categories relating the definition, membership growth and benefits.

An evaluation of Ascent of the LVAWGC has been completed. The findings will help inform Black and minoritised leadership development in funded programmes in other words, supporting organisations to lead bids.

The Shadow Rape Review is coming to end with evidence to be submitted to the Home Affairs Select Committee on rape prosecution and conviction.

The evaluation of sexual violence work with northern members led by the Angelou Centre is ongoing.

The evaluation of the WGN-led project called Courageous which focuses on young women and experiences of sexual violence is ongoing.

Imkaan produced the following briefings over the year: Joint Briefing on the Police, Crime, Sentencing and Courts Bill with Rights of Women, EVAW, and LAWRS; Section 4 Statutory Duty Guidance; VAWG Sector Call on Gender Neutrality.
Work has started on the creation of a national Imkaan database which will support evidence collection activities that can be used in funding, strategy and policy influencing work. Data gathering work is also being done with Bristol University.

Overall research capacity has increased 50% with experienced research and database coordinators in post.

Imkaan has representation on the National Housing Steering Group focusing on domestic violence refuge provision chaired by the Minister of DLUHC. The group meets quarterly to monitor the implementation of the Statutory Duty contained in Section 4 of the Domestic Abuse Act 2021. This duty covers composition of partnership boards, commissioning plans and strategies and local needs assessments feeding into commissioning frameworks. As part of this work, we have begun policy analysis on the intersection of race, class, gender and disability. Women's disability is a key priority of the work of this group. Our input will focus on race, gender, class and disability intersections. Our intervention has also focused on elevating the National Standard of Expectations to inform commissioning best practice and upcoming commissioning legislation in addition to making representations on behalf of our members. We are developing our own inclusive commissioning framework that will be fed into the group in addition to other work.

Imkaan participated in events bringing commissioners and funders to the table to shift the funding landscape and to support by and for services as follows: (1) DLUHC organised an event with 90 commissioners across the country focusing on commissioning outcomes for BME sector. The aim was to highlight the concerns we had and to advocate for change in commissioning frameworks ahead of the Green Paper Transforming Public Procurement. (2) Organised an event through the ACF VAWG group attended by 16 funders to highlight funding inconsistencies and how these might be addressed. The aim was to work towards a shift in funding landscapes. (3) Participated in the TSIP series to highlight concerns with regards to

grassroots funding. TSIP allocated the BME grassroots funds to by and for organisations. It was a concern that two-thirds of the grassroots BME recipients were led by white women. This remains a going concern and will be discussed with MOPAC which is the source of the fund.

Imkaan holds the fund for the ARWG. Over the last 12 months the Anti-racism Working Group where Imkaan is a member delivered a 12-month anti-racism charter workshop delivery plan focusing on specific elements of the charter at each workshop. This work will be published once the workshop programme is completed before the end of Year 2 of the grant. This publication will document all of the learning in a handbook that will serves as the legacy of the project as well as the implementation framework for the charter. To date, we have held 8 anti-racism working group meetings, 7 communication and policy sub-group meetings, 3 membership sub-group meetings, and 6 development sub-group meetings.

Fundraising Standard Information

Imkaan has received £55,329 (2021 - £56,072) in public donations during the financial year. These were unsolicited donations, and Imkaan does not currently employ the services of a professional fundraiser.

Imkaan has received no complaints regarding the its fundraising activities, and is developing a policy on fundraising to ensure that any further activities in this regard do not:

- unreasonably intrude on a person's privacy.
- use unreasonably persistent approaches for the purpose of soliciting or otherwise procuring money or other property on behalf of the charity.
- place undue pressure on a person to give money or other property.

Financial review

Income generating activities Include training for voluntary and statutory bodies, consultancy and research contracts, and other events.

Total income for the year ended March 2023 was £2,124,548 a decrease of £31,608 (1.46%) from the March 2022 figure of £2,156,146. Total expenditure to March 2023 was £2,101,769 an increase of £1,097,475 (109.3%) from expenditure of £1,004,294 (March 2022). The surplus of £22,779 is a decrease of £1,129,073 (98.02%) less than the surplus of £1,151,852 (March 2022). At 31 March 2023 general unrestricted reserves totaled £589121 and restricted reserves were £1,090,351.

Owing to the short-term nature i.e., one-to-two-year funding, agreements, the charity continues to submit relevant bids, as well as diversify its funding sources, to maintain its current level of activity. Both the board of trustees and the senior management team are well placed to respond to the challenges ahead.

Reserves Policy

The Trustees has established a policy whereby the unrestricted funds not committed or invested in tangible fixed assets ("the free reserves") held by the charity should between three to six months of the following years budgeted expenditure. This budgeted expenditure for 2023/24 is £965,488 the reserves target is between £241,462 and £482,924. Any further free reserves should be allocated to a designated fund for the provision of employment and staff costs, and for the capital expenditure on a new resource center. At this level the Trustees feels that they would be able to continue the current activities of the charity in the event of a significant drop in funding.

At present, the free reserves which amount to £573,714 have exceeded the target level. Restricted funds are set aside in accordance with the terms and conditions laid down by the funder in question.

Pay Policy

The Trustees set the renumeration of the key management personnel by comparing job descriptions with similar roles in comparable organisations and other external data of its comparators

Principal Funding Sources

Imkaan's core funders for the period were Oak Foundation that provided the core funding to the organisation, the Department for Digital, Culture, Media and Sport in England and Scotland (Tampon Tax) that funded Imkaan's Margin to Centre Fund which provided onward grants to BME Women's organisations for frontline work.
Lankelly Chase funded the development of a vision for the ecosysytem within the sector about future sustainability. WAFE (CAF) provided core support funding covering work with Imkaan's members, capacity building and training delivery, and London Councils that funded training and development working with the London VAWG Consortium. By financial year end, funding had been awarded by Esmee Fairbairn to come on line the following year to support policy development, advocacy and member sustainability and support activities. Other income came from revenue generated from research and evaluation work and training.

How expenditure in the year has supported the key objectives of the

Funding for the year ended March 2023, has supported Imkaan to deliver on all aspects of its programmed objectives including onward grants giving, community-based research, training, policy-work, and sustainability support for specialist BME led women's services.

Plans for Future Periods

- Continued development work with members expanding the accreditation and member training programmes.
- Expansion of members' involvement in forum and learning events.
- Increase of core membership.
- Increase and diversify funding strategy.
- Development of Imkaan's Policy Unit.
- Development of the Legal Justice Fund.
- Completion of the research on sexual violence called Reclaiming Voice and undertaking research launch and awareness raising activities.
- Development of Imkaan's Social Justice Project focusing on addressing structural inequality.
- Developing an effective communications strategy.
- Ensuring that the organisation is financially secure for the next 3-5 years.

Statement of the Trustees Responsibilities

The trustees, who are also the directors of Imkaan for the purpose of company law, are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and United Kingdom Generally Accepted Accounting Practice (UK GAAP).

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 company at the balance sheet date and of the income and expenditure of the company for the financial year. In preparing those financial statements, the Board is required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP 2019 (FRS 102);
- make judgments and estimates that are reasonable and prudent;
- state whether applicable UK accounting standards have been followed subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on a going concern basis unless it is inappropriate to presume that the charitable company will continue on that basis.

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

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditor is 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 auditor is aware of that information.

Public Benefit Statement

The Trustees confirm that they have complied with the duty in Section 4 of the Charities Act 2011 to have due regard to the Charity Commission's general guidance on public benefit, "'Charities and Public Benefits".

These financial statements have been prepared in accordance with the Charities Statement of Recommended Practice (FRS102) and in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small entities.

This report was approved by the Trustees on 12th December 2023 and signed on its behalf by:

Signed .....

Rina Mehta
Trustee

Signed .....

Nafisa Gudal
Trustee

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

In our opinion the financial statements:

have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and have been properly prepared in accordance with the requirement of the Companies Act 2006 give a true and fair view of the state of the charitable company's affairs as at 31 March 2023 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;

Basis for opinion

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

Conclusions relating to going concern

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

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

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2006

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

the information given in the trustees' report (incorporating the directors' report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and

Matters on which we are required to report by exception

In the light of our 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 directors' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

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

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on page 10, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditor's responsibilities for the audit of the financial statements

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

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

- the engagement partner ensured that the audit team had the appropriate competence, capability and skill to identify and recognise any non-compliance with applicable laws and regulations;

- we identified such laws and regulations applicable from our discussions with trustees and other management and from our knowledge and experience of the sector;

- we focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the charitable company, including the Companies Act 2006, the Charities Act 2011 and the Charity SORP (FRS 102);

- we considered the provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which might be fundamental to the charitable company's ability to operate or to avoid a material penalty, including the General Data Protection Regulation (GDPR), Anti-fraud, bribery and corruption legislation, Taxation legislation and Employment legislation;

- we assessed the extent of compliance with laws and regulations identified above through making enquiries of management and inspecting legal correspondence; and

- identified laws and regulations were communicated within the audit team and the team remained alert to instances of non-compliance throughout the audit.

We assessed the susceptibility of the charitable company's financial statements to material misstatement, including obtaining an understanding of how fraud might occur by:

- making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud; and

- considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations.

To address the risk of fraud through management bias and override of controls, we:

- performed analytical procedures to identify any unusual or unexpected relationships;
- tested journal entries to identify unusual transactions;
- assessed whether judgements and assumptions made in determining the accounting estimates were indicative of potential bias; and
- investigated the rationale behind significant or unusual transactions.

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- agreeing financial statement disclosures to underlying supporting documents
- reading the minutes of meetings of those charged with governance; and
- enquiring of management as to actual and potential litigation and claims.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities is available on the FRC's website at: https://www.frc.org.uk/auditors/auditassurance/auditor-s-responsibilities-for-the-audit-of-the-fi/description-of-the-auditor%E2%80%99s-responsibilitiesfor. This description forms part of our auditor's report.

Use of our report

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

Date 18th December 2023

Mukesh Khatri
Senior Statutory Auditor

For and on behalf of
BARCANT BEARDON LIMITED
Chartered Accountants
and
Statutory Auditors

8 Blackstock Mews
Islington
London N4 2BT

IMKAAN

STATEMENT OF FINANCIAL ACTIVITIES (INCLUDING INCOME AND EXPENDITURE ACCOUNT)

FOR THE YEAR ENDED 31 MARCH 2023

Income and Expenditure Summary

	Notes	Restricted Funds	Unrestricted Funds	Total Funds 2023	Total Funds 2022
		£	£	£	£
Income and endowments from:					
Donations and legacies	2	1,903,100	167,496	2,070,596	2,095,326
Charitable activities	3	28,568	25,384	53,952	60,820
Total income and endowments		1,931,668	192,880	2,124,548	2,156,146
Expenditure on:					
Charitable activities		1,922,297	179,472	2,101,769	1,004,294
Total expenditure	4	1,922,297	179,472	2,101,769	1,004,294
Net income/(expenditure)		9,371	13,408	22,779	1,151,852
Transfers between funds		(18,940)	18,940	-	-
Net movement in funds for the year		(9,569)	32,348	22,779	1,151,852
Reconciliation of funds					
Total funds brought forward	13	1,099,920	556,773	1,656,693	504,841
Total funds carried forward	13	1,090,351	589,121	1,679,472	1,656,693

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in note 13 to the financial statements.

The Statement of Financial Activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

IMKAAN

BALANCE SHEET

FOR THE YEAR ENDED 31 MARCH 2023

	Notes	2023 £	2022 £
Tangible Fixed Assets	8	15,407	21,613
Current Assets			
Debtors	10	622,435	782,317
Cash at bank and in hand		1,230,052	1,002,978
		1,852,487	1,785,295
Creditors: Amounts falling due within one year	11	(188,422)	(150,215)
Net Current Assets		1,664,065	1,635,080
Net Assets		1,679,472	1,656,693
Funds			
Restricted funds		1,090,351	1,099,920
Unrestricted funds			
- General funds	13	589,121	556,773
Total funds		1,679,472	1,656,693

These financial statements are prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

Signed on behalf of the board of trustees:

Rina Mehta
Trustee

Nafisa Gudal
Trustee

Date: 12th December 2023

The notes on pages 15 - 27 form part of these financial statements.
Company Registration No. 04943395

IMKAAN

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2023

	Notes	2023 £	2022 £
Cash flow from operating activities			
Net cash provided by operating activities	18	227,074	77,131
Cash flow from investing activities			
Interest income			
Purchase of tangible fixed assets		0	(22,397)
Net cash (used in)/provided by investing activities		0	(22,397)
Net increase in cash and cash equivalents in the year		227,074	54,734
Cash and cash equivalents at the beginning of the year		1,002,978	948,244
Cash and cash equivalents at the end of the year		1,230,052	1,002,978
Analysis of cash and cash equivalents			
Cash in bank and in hand		1,230,052	1,002,978
Cash and cash equivalents at the end of the year	18.1	1,230,052	1,002,978

1 Accounting Policies

Imkaan is a private company limited by guarantee with no share capital incorporated in England and Wales. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity. The address of the registered office is given in the charity information on page 1 of these financial statements. The nature of the charity's operations and principal activities are dedicated to ending violence against women and girls. As a second-tier umbrella human rights organisation with national membership, Imkaan represents the expertise and perspectives of frontline specialist women's services that work to prevent and respond to violence against women and girls. Imkaan does this by elevating the voices of Black and minoritised women and girls in policy, research and advocacy spaces.

1.1 General information and basis of preparation

The following are the more important policies adopted by the charity.

a) The charity constitutes a public benefit entity as defined by FRS 102. 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 issued in October 2019, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Charities Act 2011, the Companies Act 2006 and UK Generally Accepted Accounting Practice.

The financial statements are prepared on a going concern basis under the historical cost convention. The financial statements are presented in sterling, which is the functional currency of the company. Monetary amounts in these financial statements are rounded to the nearest £.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

b) All incoming resources are included in the Statement of Financial Activities (SoFA) when the charity is legally entitled to the income after any performance conditions have been met, the amount can be measured reliably and it is probable that the income will be received.

c) For donations to be recognised the charity will have been notified of the amounts and the settlement date in writing. If there are conditions attached to the donation and this requires a level of performance before entitlement can be obtained then income is deferred until those conditions are fully met or the fulfilment of those conditions is within the control of the charity and it is probable that they will be fulfilled.

d) Income from trading activities includes income earned from fundraising events and trading activities to raise funds for the charity. Income is received in exchange for supplying services in order to raise funds and is recognised when entitlement has occurred.

e) Income from government and other grants are recognised at fair value when the charity has entitlement after any performance conditions have been met, it is probable that the income will be received and the amount can be measured reliably. If entitlement is not met then these amounts are deferred.

f) Where practicable, gifts in kind donated for distribution to the beneficiaries of the charity are included in stock and donations in the financial statements upon receipt. If it is impracticable to assess the fair value at receipt or if the costs to undertake such a valuation outweigh any benefits, then the fair value is recognised as a component of donations when it is distributed and an equivalent amount recognised as charitable expenditure.

g) Gifts in kind donated for resale are included at fair value, being the expected proceeds from sale less the expected costs of sale. Where estimating the fair value is practicable upon receipt it is recognised in stock and 'Income from other trading activities'. Upon sale, the value of the stock is charged against 'Income from other trading activities' and the proceeds are recognised as 'Income from other trading activities'. Where it is impracticable to fair value

the items due to the volume of low value items they are not recognised in the financial statements until they are sold. This income is recognised within 'Income from other trading activities'. Fixed asset gifts in kind are recognised when receivable and are included at fair value. They are not deferred over the life of the asset.

h) Other income includes other income such as gains on disposals of tangible fixed assets.

i) Restricted funds are to be used for specified purposes as laid down by the donor. Expenditure which meets these criteria is identified to the fund.

j) Unrestricted funds are donations and other income received or generated for charitable purposes.

k) Fixed assets are for use by the charity in fulfilling its main charitable objects. Items are capitalised when the purchase price exceeds £500. Depreciation is provided on all fixed assets at rates calculated to write off the cost of each asset over its estimated useful life. The depreciation rates in use are as follows:

Office Equipment (inc Computers)	5 years straight line (20%)
Fixtures, Fittings & Equipment	5 years straight line (20%)
Building Work and Renovations	2 years straight line (20%)

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset and is recognised in net income/(expenditure) for the year.

At each reporting date, the charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss(if any).

l) All leases of equipment are operating leases, and rentals are charged to the statement of financial activities on a straight line basis over the length of the lease. No assets are held under hire purchase agreements.

m) Governance costs include the management of the charitable company's assets, organisational management and compliance with constitutional and statutory requirements. Cost of raising funds relates to the costs incurred by the charitable company in raising funds for the charitable work.

n) Debtors are recognised by the Charity when invoices issued by Imkaan for work that has been completed, as well as upon the signing of a grant agreement, or an amount that has been paid in advance for goods or services. Debtors also include amounts receivable on grant funding to which the charity is entitled.

o) Creditors are recognised by the Charity when invoices issued by a supplier, for work that has been completed, as well as upon the signing of a contractual agreement. Creditors also include amounts payable on authorised work or services to which the charity is committed.

1.2 Going Concern

The financial statements have been prepared on a going concern basis. The trustees have considered a period of one year from the date of approval of the financial statements. The charity had a surplus on unrestricted funds in the 12 month period ended 31 March 2022 of £535,160 and at that date had net current assets of £1,635,080.

The Board of Trustees having looked at the latest management accounts for 2022/23, together with the budget estimates for 2023/24 are confident that the current level of grants will be sustained, and that the training and consultancy work will achieve a surplus on unrestrictive funds, thereby increasing those funds positive balance.

The trustees consider it appropriate to prepare the financial statements on a going concern basis because measures are being put in place which they consider will enable the charity to operate at a surplus and pay liabilities as they fall due. Additional funding is being actively sought.

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

The charity has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received. Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

In the application of the charity's accounting policies, the Trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

Key Assumptions

Staff Costs, are allocated in accordance with staff time, research & development fees, payments to partner organisations, bad debts written off and hire of premises are allocated on a direct basis on usage, all other costs are allocated based on usage.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

Bad Debt Provision

At each quarter-end and the end of each financial year the Trustees review overdue / outstanding balances based on the aged debtor's analysis of debts by Project.

At the end of each year trustees will be presented with a finance report regarding the likelihood of collecting these debts, based on previous experience. The result is either a decrease or an increase in the provision of this debt and will be reflected in Projects accounts.

2 *Income from Donations and Legacies*

	Restricted £	Unrestricted £	2023 £	2022 £
Golden Giving – Donations	-	16,802	16,802	55,329
Chanel Foundation	-	-	-	426,212
Comic Relief	-	16,694	16,694	-
Comic Relief	120,000	-	120,000	-
Department for Digital, Culture, Media and Sport	712,899	-	712,899	167,079
Domestic Abuse Strategic Learning Partnership	-	-	-	39,565
Esmee Fairbairn Foundation – Main Grant	-	6,000	6,000	120,000
Esmee Fairbairn Foundation – No 1	-	-	-	54,000
GMSP foundation	35,200	-	35,200	33,500
Joseph Rowntree	-	-	-	115,181
Lankelly Chase	141,666		141,666	-
London Council – Ascent Project	-	-	-	36,285
Oak Foundation – Core Funding	116,000	-	116,000	116,356
Oak Foundation – Tallawah Project	187,375	-	187,375	321,825
Paul Hamlyn Foundation – Backbone Grant	-	4,000	4,000	200,000
Rosa Fund	-	-	-	9,450
Sony Pictures	-	-	-	29,581
Tallawah Project – Other Grants	342,304	-	342,304	3,000
Tallawah Project – Kiawah Trust	-	-	-	15,000
Tallawah Project – Panorama Global	-	-	-	29,429
Tides Foundation	-	-	-	71,128
Trust for London	26,500	-	26,500	13,250
Trust for London – WAHA	-	4,000	4,000	8,000
Unbound Philanthropy	-	120,000	120,000	-
WAFE – CAF Funding	221,156	-	221,156	231,156
	1,903,100	167,496	2,070,596	2,095,326

Of the £2,095,326 recognised in 2022, £500,410 was unrestricted funds and £1,594,916 was restricted funds.

GMSP Foundation granted Imkaan £35,200 (2022 - £33,500) of which £9,282 (2022 - £28,828) was spent on salaries and operating costs.

3 *Income from Charitable Activities*

	Restricted 2023 £	Unrestricted 2023 £	Total 2023 £	2022 £
Training and Consultancy	-	25,384	25,384	57,717
Performance related Grants				
London Council – Ascent Project	28,568	-	28,568	-
	28,568	25,384	53,952	57,717

3a *Other Income*

	Restricted 2023 £	Unrestricted 2023 £	Total 2023 £	2022 £
Other Incoming Sources	-	-	-	3,103
	-		-	3,103

4 *Analysis of Expenditure on Charitable Activities*

Current Year	Basis of allocation	Restricted Funds £	Unrestricted Funds £	Total 2023 £	Total 2022 £
Costs directly allocated to activities					
Staff costs	Staff time	435,924	111,608	547,532	533,256
Research & Development Fees	Direct	255,274	30,661	285,935	247,289
Payments to Partner Organisations	Direct	1,015,430	-	1,015,430	48,515
Hire of Premises	Direct	-	-	-	264
Accreditation Costs	Usage	1,055	76	1,131	650
Project Costs	Usage	9,739	925	10,664	11,369
Bad Debs Written Off	Direct	-	-	-	5,062
It Database	Direct	-	-	-	11,268
Staff Training & Recruitment	Direct	21,395	567	21,962	6,022
Staff Travel & Accommodation	Usage	12,236	(3,239)	8,997	3,332
Bursaries and Other Beneficiary Payments	Direct	110,686	-	110,686	31,517
Governance Costs					
Legal & Professional Fees	Direct	-	9,078	9,078	-
Bookkeeping & Accountancy Fees	Direct	12,601	9,584	22,185	19,613
Auditor's Fees	Direct	6,600	3,000	9,600	9,600
Support costs allocated to activities					
Premises Costs	Usage	20,445	6,816	27,261	32,210
Insurance	Usage	1,569	282	1,851	1,800
Telephone	Usage	6,441	5,758	12,199	13,714
Office & General Expenses	Usage	7,695	3,356	11,051	21,823
Depreciation	Direct	5,207	1,000	6,207	6,990
		1,922,297	179,472	2,101,769	1,004,294

4 *Analysis of Expenditure on Charitable Activities*

Previous Year	Basis of allocation	Restricted Funds £	Unrestricted Funds £	Governance £	Total 2022 £	Six Month Period Ended 31 March 2021 £
Costs directly allocated to activities						
Staff costs	Staff time	465,966	67,290	-	533,256	351,165
Seasonal Staff	-	-	-	-	-	-
Research & Development Fees	Direct	231,859	15,430	-	247,289	30,715
Payments to Partner Organisations	Direct	48,515	-	-	48,515	848,322
Bursaries & other Beneficiary payments	Direct	31,517	-	-	31,517	-
Hire of Premises	Direct	264	-	-	264	0
Catering/Subsistence	Usage	-	-	-	-	35
Accreditation Costs	Usage	650	-	-	650	650
Project Costs	Usage	10,931	438	-	11,369	2,522
Bad Debs Written Off	Direct	-	5,062	-	5,062	11,275
It Database	Direct	11,268	-	-	11,268	-
Staff Training & Recruitment	Direct	3,005	3,017	-	6,022	4,142
Staff Travel & Accommodation	Usage	1,745	1,587	-	3,332	2,388
Legal Fees	Direct	-	-	0	-	13
Accountancy & Professional Fees	Direct	-	-	19,613	19,613	16,665
Auditor's Fees	Direct	-	-	9,600	9,600	12,000
Support costs allocated to activities						
Premises Costs	Usage	13,410	18,800	-	32,210	22,418
Insurance	Usage	881	919	-	1,800	1,329
Telephone	Usage	8,730	4,984	-	13,714	12,660
Office & General Expenses	Usage	13,921	7,902	-	21,823	24,189
Depreciation	Direct	5,990	1,000	-	6,990	3,294
Allocated to Projects	-	6,348	22,865	(29,213)	-	-
		855,000	149,294	-	1,004,294	1,343,782

5 *Net Incoming Resources for the Year*

	2023 £	2022 £
This is stated after charging:		
Depreciation	6,207	6,990
Trustee's Expenses (note 15)	-	-
Auditor's Fees	9,600	9,600
Operating lease rentals (note 16)		
Leasehold Property	-	-
Office Equipment	-	-

6 *Staff Costs and Numbers*

	2023 £	2022 £
Staff costs were as follows		
Salaries & Wages	491,705	486,445
Social Security Costs	48,191	38,006
Employer Pension Contributions	7,638	8,805
	547,534	533,256

6.1 There was one employee who received total employee benefits (excluding employers' pension contributions) of more than £60,000 (2022 Nil).

6.2 The average monthly head count was 12 (2022 -15) and the monthly number of full-time equivalent employees (including casual and part time staff) during the year was as follows:

	2023 £	2022 £
Management	1.00	1.00
Project Work	9.70	11.20
Administration	1.00	1.40
	11.70	13.60

6.3 The total amount of employee benefits received by key management personnel is £75,541 (Year ended March 2022 - £56,606). The company considers its key personnel to comprise its Senior Management Team.

6.4 Included within salaries and wages is a termination payment received by one employee (2022 – none) of £33,204 comprising payment in lieu of notice of £29,166 and an ex gratia payment of £4,038 (2022 - £nil)

7. Taxation

The charitable company is exempt from corporation tax as all its income is charitable and is applied for charitable purposes, under S466 to 493 CTA 2010.

8. Tangible Fixed Assets

	Building Works £	Office Equipment £	Fixtures & Fittings £	Total £
Cost				
At the start of the year	4,700	51,878	16,534	73,112
Additions	-	-	-	0
At the end of the year	4,700	51,878	16,534	73,112
Depreciation				
At the start of the year	4,700	37,017	9,782	51,499
Charge for the year	-	4,518	1,688	6,206
At the end of the year	4,700	41,535	11,470	57,705
Net Book Value				
At the start of the year	-	14,861	6,752	21,613
At the end of the year	-	10,343	5,064	15,407

9 Financial Instruments

	2023 £	2022 £
Carrying amount of financial assets		
Debt instruments measured at amortised cost	1,852,487	1,785,295
Carrying amount of financial liabilities		
Measured at amortised cost	179,592	117,754

10 *Debtors*

	2023	2022
	£	£
Grants Receivable	572,330	759,594
Trade Debtors	45,007	22,723
Other Debtors	4,448	-
Prepayments	650	-
	622,435	782,317

11 *Creditors: amounts falling due within one year*

	2023	2022
	£	£
Taxation and Social Security	14,261	12,717
Trade Creditors	14,660	37,979
Other Creditors	2,247	2,517
Deferred Income	86,625	-
Accruals	70,629	97,002
	188,422	150,215

Deferred income comprises grants received in advance for work taking place after the year end date. During the course of the year one grant was deferred £86,625, (2022 - £Nil) there were £nil deferred grants brought forward, there is one deferred grant that we will carry forward into the next accounting period.

12 *Retirement Benefit Schemes*

The charitable company contributes to a defined contribution pension scheme for all qualifying employees, operated by NEST Pensions'.

The charge to income and expenditure account in respect of defined contribution schemes was £7,638 (2022 - £8,805).

13 *Movements in Funds*

	At 1 April 2022 £	Incoming Resources £	Outgoing Resources £	Transfers £	At 31 March 2023 £
Restricted Funds - Current Year					
London Councils – Ascent Project	-	28,568	(28,568)	-	-
Chanel Foundation	381,559	-	(134,073)	-	247,486
Oak Foundation – Core Funding (note 2)	25,998	116,000	(115,790)	-	26,208
Oak Foundation – Legal Defence Fund	195,000	-	-	-	195,000
Comic Relief	-	120,000	-	-	120,000
Department for Digital, Culture, Media & Sport	157,071	712,899	(805,181)	-	64,789
Trust for London	-	26,500	(29,202)	-	(2,702)
Lankelly Chase	-	141,666	(80,456)	-	61,210
Joseph Rowntree Foundation	112,922	-	(39,135)	-	73,787
WAFE – CAF	44	221,156	(220,410)	-	790
Open Society Foundation	3,500	-	-	-	3,500
Tides Foundation	49,610	-	(50,010)	-	(400)
Treebeard Trust	3,390	-	-	-	3,390
Tallawah Project	151,886	529,679	(410,190)	-	271,375
GMSP	-	35,200	(9,282)	-	25,918
Unbound Philanthropy	18,940	-	-	(18,940)	-
Total Restricted Funds	1,099,920	1,931,668	(1,922,297)	(18,940)	1,090,351
Unrestricted funds – Current year					
General Funds	556,773	192,880	(179,472)	18,940	589,121
Total Funds	1,656,693	2,124,548	(2,101,769)	-	1,679,472

Movements in Funds - continued

	At 1 April 2021 £	Incoming Resources £	Outgoing Resources £	At 31 March 2022 £
Restricted Funds – Previous Year				
London Councils – Ascent Project	-	36,285	(36,285)	-
Chanel Foundation	-	426,212	(44,653)	381,559
Oak Foundation – Core Funding (note 2)	12,000	116,356	(102,358)	25,998
Oak Foundation – Legal Defence Fund	195,000	-	0	195,000
Comic Relief	44,215	-	(44,215)	-
Department for Digital, Culture, Media & Sport	-	167,079	(10,008)	157,071
Trust for London	-	13,250	(13,250)	-
Rosa Fund	-	9,450	(9,450)	-
Joseph Rowntree Foundation	-	115,181	(2,259)	112,922
Domestic Abuse Strategic Learning Partnership	-	39,565	(39,565)	-
WAFE – CAF	-	231,156	(231,112)	44
Open Society Foundation	25,200	-	(21,700)	3,500
Unbound Philanthropy	80,199	-	(61,259)	18,940
Tides Foundation	-	71,128	(21,518)	49,610
Treebeard Trust	3,390	-	0	3,390
Tallawah Project	-	369,254	(217,368)	151,886
Total Restricted Funds	360,004	1,594,916	(855,000)	1,099,920
General Funds	144,837	561,230	(149,294)	556,773
Total Funds	504,841	2,156,146	(1,004,294)	1,656,693

Purposes of Restricted Funds

Name of restricted fund	***Description, nature and purposes of the fund***
London Council	The London Councils' grant contributes towards the development and delivery of training programmes to London-based frontline refuge staff on areas including housing, supporting people and immigration law. It also contributes towards the production of community based research, policy and information bulletins, as well as ensuring that the needs of BAMER women and children are reflected within mainstream service planning and funding policies.
Chanel	Chanel Foundation: Identify the ways BME women are impacted by inequality, work with small women's organisations addressing their needs and strengthening Imkaan member's network.
Oak Foundation	The Oak Foundation is a core grant towards the post of the Executive Director and the Operations Coordinator and to cover any additional core costs of the organisation including overheads.
Oak Foundation - Legal Defence Fund	Oak Foundation Legal Justice Fund is dedicated to strategic litigation in cases where there have been microaggressions and/or breaches of specific duties (Equality Act, Competition Law, Human Rights Law and the Social Value Act) by public authorities in tendering and commissioning. The fund will support organisations to under legal actions where there have been breaches.

Comic Relief	Awarded to Imkaan to offer onward grants focusing on the sustainability of Black and minoritised women and girls sector and crisis management during COVID.
Tallawah Project	Oak Foundation Tallawah Project establishes a community resource for black and minoritised women creating the foundation for more equitable resourcing and grant management. While the project is independent, it involved Imkaan in the development of the work. Imkaan serves as fiscal host for the project with some governance responsibilities.
Department for Digital, Culture, Media & Sport	Onward grant located in Imkaan's Margin to Centre Fund covering Scotland and England to support BME women's organisations in the delivery of frontline work and to look at small-scale initiatives addressing sustainability.
Trust for London	This funding is for an project focusing on housing policy addressing the needs of Black and minoritised women leaving violence and facing homelessness and other housing insecurity due to the lack of emergency accommodation and move-on housing options in London.
Rosa Fund	The Rosa Fund part supports the salary for the post of Communications Coordinator to deliver work related to awareness raising of racialised sexual harassment and to work with members to develop communications infrastructure.
Joseph Rowntree Foundation	The project monitors the impact of structural inequalities int he policy environment and documents how these inequalities occur, where are the gaps in policy and responses to improved policy outcomes to BME women.
Domestic Abuse Strategic Learning Partnership	Awarded to engage in sector-wide work focusing on the coping of Women's services during the period of the pandemic and identifying lessons learned towards ways of working.
Women's Aid Federation of England - Charities Aid Foundation	Core support covering work with members, capacity building, and training delivery.
Open Society Foundation	A project focused on assessing the impact of the dual pandemics – VAWG and COVID 19 – on Black and Minoritised Women and Girls towards long term sustainability with the following activities: policy analysis, consultation with members, and review of practice.
Unbound Philanthropy	Support the work of the Policy team at Imkaan to deliver a range of activities related to policy responses, analysis and developing policy positions.
Tides Foundation	To support the activities of the anti-racism working group for the VAWG sector to deliver a series of workshops on the charter and develop the website.
Treebeard Trust	To deliver work addressing sector sustainability focusing on strategic issues covering development and planning to identify responses to risks and challenges facing the sector.
Lankelly Chase	This project is a vision project. It is about developing a vision for the ecosystem and sector. the purpose of the project is to think about how we resource and develop movement in BME VAWG work. we have specialist consultants who are doing this work.

14 *Analysis of Net Assets Between Funds – Current Year*

	Restricted Funds 2023 £	Unrestricted Funds 2023 £	Total 2023 £
Tangible Fixed Assets	-	15,407	15,407
Cash at Bank and in Hand	656,871	573,181	1,230,052
Other Net Current Assets/(liabilities)	433,480	533	434,013
Net Assets as at 31 March 2023	1,090,351	589,121	1,679,472

Analysis of Net Assets Between Funds – Previous Year

	Restricted Funds 2022 £	Unrestricted Funds 2022 £	Total 2022 £
Tangible Fixed Assets	-	21,613	21,613
Cash at Bank and in Hand	616,555	386,423	1,002,978
Other Net Current Assets/(liabilities)	483,365	148,737	632,102
Net Assets as at 31 March 2022	1,099,920	556,773	1,656,693

15 *Trustee Members' Remuneration & Expenses*

No Trustees and no persons closely connected with them were paid any expenses – (2022 - Nil) No Trustees received any remuneration for their services – (2022 - Nil).

16 *Operating Leases*

At the reporting end date the charitable company had outstanding commitments for future minimum lease payments under non cancellable operating leases which fall due as follows.

	Office Equipment		Leasehold Property	
	2023 £	2022 £	2023 £	2022 £
Within One Year	-	-	23,540	-
Between Two and Five Years	-	-	-	-

17 *Related Party Transactions*

There was one transaction with Listen Up Consultancy, a limited company of which a trustee who served in the year is the sole shareholder and director. The transaction occurred after the date of resignation of the trustee from Imkaan. This was for a consultancy fee of £750 (2022– none). There were no outstanding balances in relation to this transaction at the year end.

18 *Reconciliation of Net Income to Net Cash Flow from Operation Activities*

	2023	2022
	£	£
Net Income for the year	22,779	1,151,852
Adjustment for:		
Depreciation	6,206	6,990
(Increase)/decrease in debtors	159,882	(716,285)
Increase/(decrease) in creditors	38,207	(365,426)
	227,074	77,131

18.1 Analysis of changes in Net Debt

	At 1 April 2022		At 31 March 2022
	£	£	£
Cash in bank and in hand	1,002,978	227,074	1,230,052

IMKAAN

England & Wales - Charity number 1105976

Accounts

COMPANY NUMBER 04943395
REGISTERED CHARITY NUMBER 1105976

IMKAAN

(Company Limited by Guarantee without Share Capital)

REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2022

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A16 30/12/2022 #132
COMPANIES HOUSE

IMKAAN

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FOR THE YEAR ENDED 31 MARCH 2022

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IMKAAN

REFERENCE AND ADMINISTRATIVE DETAILS

FOR THE YEAR ENDED 31 MARCH 2022

The Trustees presents their report and financial statements for the year ended 31 March 2022, which are also prepared to meet the requirements for a directors' report and accounts for Companies Act purposes. This report has been prepared in accordance with the Statement of Recommended Practice – Accounting and Reporting by Charities (FRS 102) and in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to smaller entities.

Company number	04943395
Charity number	1105976
Registered office and operational address	Tindlemanor, 3rd Floor 52-54 Featherstone Street London EC1Y 8RT

Directors and Trustees

The Board of Trustees consitutes directors of the company for the purpose of company law and trustees for the purpose of charity law. The trustees serving during the year and since the year end were as follows :

Anber Raz	Co Chair
Ruth Atkinson	Co Chair and Secretary
Jahnine Davis	Resigned 18 October 2022
Kaveri Sharma	Treasurer
Kafayat Okanlawon	Resigned 6 May 2021
Rina Mehta	
Mandana Hendessi	
Jean-Ann Ndow	
Nafisa Gudal	

The trustees are elected at the Annual General Meeting. No trustee receieved any remuneration for services during the year (2021-Nil), nor have any beneficial interest in any contract with the charity.

Senior Management :	Baljit Banga	Executive Director

Bankers	The Co-operative Bank PLC P.O. Box 250 Skelmersdale WN8 6WT
Statutory Auditors :	Barcant Beardon Limited Chartered Accountants & Statutory Auditors 8 Blackstock Mews Islington London N4 2BT

Structure, Governance and Management

Governing Document

The organisation is a charitable company limited by guarantee, incorporated in 1999 as a joint initiative by Newham Asian Women's Project and Brent Asian Women's Resource Centre. The company is governed by its Memorandum of Association. It was registered as a charity with the Charity Commission on 22nd September 2004. In the event of the company being wound up, all members present and 12 months past are required to contribute an amount not exceeding £1.

As aspects of the organisation's work have continued to evolve since its inception, the charity will be periodically reviewing its governance documents to ensure that the governance frameworks are fit for purpose and reflective of the current landscape. These documents were last reviewed March 2021 and remain relevant to the charity's purpose. Period reviews will be done in line with a review of all governance frameworks.

Recruitment and Appointment of Members

The Directors of the company are also charity trustees for the purposes of Charity Law and under the company's Articles are known as members. Imkaan recruits potential Trustees through a variety of methods. Recruitment follows Charity Commission guidelines which include 'word of mouth', advertisements which are placed on Imkaan's own website and publications which are sent to Imkaan's key stakeholders including refuges, statutory, voluntary and community-based agencies, funders and other key agencies. Imkaan may also advertise in national newspapers to recruit Trustees.

Imkaan has a strong public profile within the sector and therefore potential members are also attracted through referral through partner agencies, through Imkaan's involvement and representation at external events, conferences, and strategic meetings. Imkaan's Trustees are able to contribute a wealth of skills and expertise to the organisation in the areas of men's violence against women, the needs of Black and minoritised communities, social and economic justice, development of international rights-based work addressing the needs of diaspora communities, leadership, and organisational development.

All Trustees applying to join the board are asked to submit an up-to-date CV and complete a Board of Trustees skills audit. Imkaan complies with due diligence in the appointment of Trustees by taking up references, attending a comprehensive induction on the policies, governance framework and work of the organisation, and by completing the data protection and confidentiality statement.

Member Induction and Training

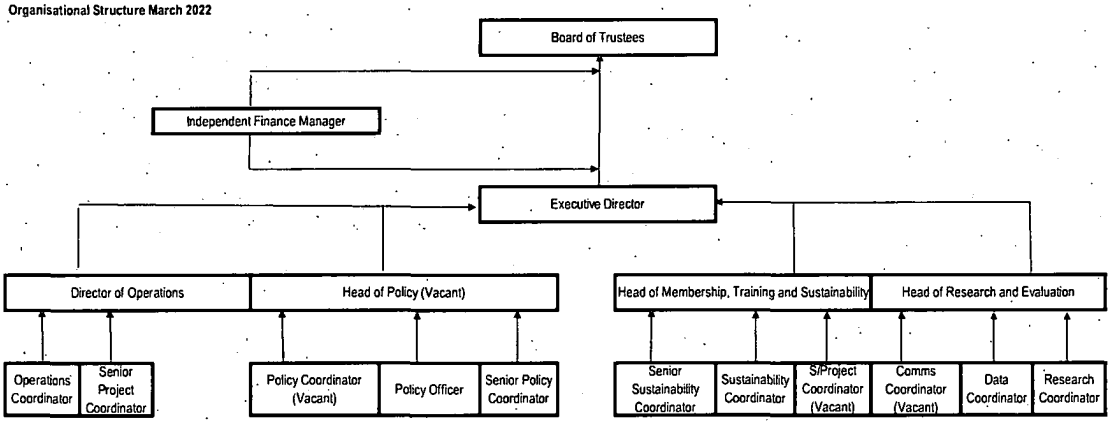
The existing Trustees approve new Trustees and appointments are reviewed on a rolling basis. Trustees are appointed for the skills and experience that they bring and their ability to assist Imkaan to meet its charitable objectives. All new Trustees must undergo an induction with the Executive Director who covers the history, vision, mission, purpose of organisation and its everyday operations. All new Trustees are provided with copies of Imkaan's annual report, accounts, publications and documents that explain Imkaan's history. All new Trustees also receive a copy of the Charity's operational policies and procedures as well as guidance material published by the Charity Commission on the responsibilities of being a Trustee. Trustees must sign the organisation's confidentiality agreement before attending the first meeting. Trustees also have the opportunity of accessing on-going support and mentoring from existing Trustees as they get to how the organisation. Trustees can also join sub-committees and with groups organised by Imkaan addressing specific themes of the work that is delivered.

Structure, Governance and Management

Organisational structure

Imkaan's Board of Trustees is responsible for the overall direction and strategic focus of the organisation. This involves overseeing the organisation's progress, addressing personnel issues that require Trustee input, and deal with financial matters that may have a substantial impact on the organisation. Trustees meet as a full board six times each year and additional meetings are held as and when required. The Board of Trustees is responsible for the overall governance and strategic development of the organisation. The Board of Trustees delegates strategic development and operational delivery to the Executive Director of the organisation. She delegates operational delivery to the Senior Management team. The Executive Director reports to the board through a series of repots highlighting performance and progress of work, risks arising, financial considerations, HR considerations and emerging issues. The organisation's risk register, policy review framework covering governance, and strategic plan goals and priorities are reported annually to the board. The board receives the management accounts on a six-monthly basis and a report on income and expenditure on a two-monthly basis.

Organisational Structure March 2022



In addition, the organisation has employed specific project staff throughout the year to work on a sessional, part-time and/or temporary basis.

Risk management

The Board is aware of its responsibility to identify and review the major risks to which the organisation is exposed and to implement systems, to mitigate those risks. Risks are reported to the board in two ways: on the highlight report which is received by the board every two months covering project and organisational risk and on the risk register reported every six months covering overall risks to Imkaan and its operations. The report highlights the top ten risks to the organisation every two months alongside a risk mitigation plan addressing how risks have been managed through risk mitigation strategies implemented by the organisation. The report enables the Board to assess the direction of risk and adopt strategies as needed to address risk. Through this process, the Board regularly conducts a review of the major risks to which the charity is exposed. Trustees will review Imkaan's position, risks and opportunities every two months and on an annual basis with the aim of supporting Imkaan to access further resources to support the charity's future expansion and development. Internal control risks are minimised through the implementation of appropriate financial management procedures.

Objectives and Activities

The organisation's mission and vision were reviewed at our strategic planning day with board and team members in January 2014 and following consultation with members.

Our Vision

Imkaan's Vision is Self Determination and Autonomy for every **Black Woman** and **Girl.**

Our Mission

Imkaan works to end violence against **Black Women** and **Girls** by amplifying our diverse voices.

Imkaan Membership

Imkaan membership is open to organisations led by and for black and minority ethnic (BME) women, working towards ending violence against women and girls. Imkaan currently has 41 members across England, Scotland and Wales, based in Birmingham, Blackburn, Bradford, Cardiff, Coventry, Darlington, Durham, Edinburgh, Glasgow, Huddersfield, Ipswich, Leicester, Liverpool, London, Manchester, Merthyr Tydfil, Middlesborough, Newcastle, Newport, Rochdale, Rotherham, Sheffield, Swansea and Wrexham.

Our Values

- Equality
- Authenticity
- Black feminist
- Integrated approach to violence against women and girls
- Empowering
- 'Voice'
- By Black women for Black women
- Human Rights approach
- Social justice
- Aspiration / vision

Imkaan is a UK-based, black feminist organisation dedicated to ending violence against women and girls. As a second-tier umbrella human rights organisation with national membership, Imkaan represents the expertise and perspectives of frontline specialist women's services that work to prevent and respond to violence against women and girls. Imkaan does this by elevating the voices of Black and minoritised women and girls in policy, research and advocacy spaces.

Imkaan's work is focused on the needs and aspirations of black and minority ethnic women and girls. Imkaan uses the term Black in the political sense, to encompass all women whose herstories originate from Africa, Asia, the Caribbean and Latin America, including the indigenous peoples of Australasia, the Americas and the islands of the Atlantic, Indian and Pacific Oceans. Imkaan uses the term minoritised to indicate that global majority women are subjected to minority status is the UK through immigration status, race, country of origin regardless their current citizenship and through the ways in which they are subjected to structures of oppression.

Our approach is rooted in an understanding not only of men's violence against women and girls, but also the way intersecting factors such as race, age, class, caste, ethnicity, sexual orientation and disability can affect girls and women's journeys and experiences. As such we actively promote the leadership, autonomy and self-determination of black and minority ethnic women and girls.

At Imkaan, we recognise that violence against women and girls (VAWG) is a fundamental violation of our human rights and one that has implications within a range of human rights frameworks. We are committed to utilising (and expanding) existing human rights approaches in our work to end violence against women and girls. Imkaan aims to create safe spaces for black and minority ethnic women and girls, to define our perception of human rights, identify our own priorities and to strengthen our voices at national and international levels.

The organisation initially set out to provide services for refuges working with South Asian women and children. Since our consultation with stakeholders in December 2005, Imkaan provides advice, information and practical assistance including networking forums, capacity building and training to Black and minoritised women's organisations and services in England, Scotland and Wales. Imkaan was first established in direct response to an expressed need by front-line refuge staff and local second-tier service providers.

The need for Imkaan's work as a second-tier umbrella organisation is documented through continuous consultation with our members who provide up-to-date information on the issues and concerns they experience on the frontline of service delivery. Imkaan is clear in its vision to elevate voices of Black and minitorised women and girls and ensure their representation in spaces where policy, funding and service delivery concerns are addressed. Strategic advocacy therefore forms a critical part of the work they connects Imkaan to the members and frames issues ensuring the narratives of Black and minoritised women and girls are moved from the margin to the centre of the work.

Imkaan holds extensive experience with knowledge in the following areas: violence against women and girls (including so-called honour-based violence, sexual abuse and exploitation, sexual harassment including other areas of VAWG), human rights (international and regional convention and national law, black feminism (theory and practice), legal knowledge (family, housing, equality, welfare rights, migrant women's issues and migration, and other related fields), legal justice covering commissioning law and local authority practices (focusing on the public sector equality duty) social policy expertise and social justice (from social policy administration to race, gender and class inclusion in the reform of welfare systems), influencing work, Charities law, social development policy, among other related areas.

Imkaan has skills in the following areas: qualitative research and evaluation methodology and epistemic thought, black feminist research in theory and application, assessment and quality assurance and use of participatory frameworks, management and governance, advocacy, organisation and movement building, capacity building, networking, specialist VAWG training and training for trainers accreditation, policy analysis and development, among other related areas.

Impact Of Imkaan's Work Over the Year

Imkaan participated in the CSW Core Group to input content to the SW country report and submitted supporting evidence. We also participated at CSW65 presenting the paper called The Dual Pandemic: The Impact of COVID 19 and Violence on Black and Minoritised Women and Girls. At the start of CSW65, the UK government announced that it would not endorse collective rights. These rights cover issues such as indigenous land rights and interpret human rights as individual rights. The government's stance is also gender neutral as it will not support women's rights as such rights, in their view, undermine men's rights. While the UK government has ratified CEDAW, it has now taken a stand against CEDAW. This is understood as an indication that the government will be pulling out of IC as some right-wing European governments have done. Later in June, Imkaan provided evidence to the CEDAW People's Tribunal, again submitting the Alternative Bill as evidence, to help build a case for a Women's Bill of Rights incorporating CEDAW into domestic legislation.

Imkaan held the first Legal Justice Fund roundtable on and have commitment from Centre for Women's Justice, Public Law Project and Matrix Law to work with Imkaan to challenge commissioning decisions. The new strategy as agreed with the group of lawyers, barristers and QCs is to start the legal challenge at the start of a commissioning process, rather than after the outcome. The scope of any potential challenge will be expanded to include examples where organisations had been excluded from strategic meetings where commissioning decisions were made.

The new Policy Unit has launched with the following work programme: housing policy analysis, mapping microaggressions, structural inequalities, human rights, IC, Victim's Bill, DA Act 2021, Brexit and COVID recovery and recession, gender neutrality and funding.

A review is underway of all members focusing on the definition of by and for. The review could have a number of implications for the current membership including reduction of membership where members have not met the by and for criteria. The review will consider the following: by and for definition, membership categories relating the definition, membership growth and benefits.

An evaluation of Ascent of the LVAWGC has been completed. The findings will help inform Black and minoritised leadership development in funded programmes in other words, supporting organisations to lead bids.

The Shadow Rape Review is coming to end with evidence to be submitted to the Home Affairs Select Committee on rape prosecution and conviction.

The evaluation of sexual violence work with northern members led by the Angelou Centre is ongoing.

The evaluation of the WGN-led project called Courageous which focuses on young women and experiences of sexual violence is ongoing.

mkaan produced the following briefings over the year: Joint Briefing on the Police, Crime, Sentencing and Courts Bill with Rights of Women, EVAW, and LAWRS; Section 4 Statutory Duty Guidance; VAWG Sector Call on Gender Neutrality.

Work has started on the creation of a national Imkaan database which will support evidence collection activities that can be used in funding, strategy and policy influencing work. Data gathering work is also being done with Bristol University.

Overall research capacity has increased 50% with experienced research and database coordinators in post.

Imkaan has representation on the National Housing Steering Group focusing on domestic violence refuge provision chaired by the Minister of DLUHC. The group meets quarterly to monitor the implementation of the Statutory Duty contained in Section 4 of the Domestic Abuse Act 2021. This duty covers composition of partnership boards, commissioning plans and strategies and local needs assessments feeding into commissioning frameworks. As part of this work, we have begun policy analysis on the intersection of race, class, gender and disability. Women's disability is a key priority of the work of this group. Our input will focus on race, gender, class and disability intersections. Our intervention has also focused on elevating the National Standard of Expectations to inform commissioning best practice and upcoming commissioning legislation in addition to making representations on behalf of our members. We are developing our own inclusive commissioning framework that will be fed into the group in addition to other work.

Imkaan participated in events bringing commissioners and funders to the table to shift the funding landscape and to support by and for services as follows: (1) DLUHC organised an event with 90 commissioners across the country focusing on commissioning outcomes for BME sector. The aim was to highlight the concerns we had and to advocate for change in commissioning frameworks ahead of the Green Paper Transforming Public Procurement. (2) Organised an event through the ACF VAWG group attended by 16 funders to highlight funding inconsistencies and how these might be addressed. The aim was to work towards a shift in funding landscapes. (3) Participated in the TSIP series to highlight concerns with regards to grassroots funding. TSIP allocated the BME grassroots funds to by and for organisations. It was a concern that two-thirds of the grassroots BME recipients were led by white women. This remains a going concern and will be discussed with MOPAC which is the source of the fund.

Imkaan holds the fund for the ARWG. Over the last 12 months the Anti-racism Working Group where Imkaan is a member delivered a 12-month anti-racism charter workshop delivery plan focusing on specific elements of the charter at each workshop. This work will be published once the workshop programme is completed before the end of Year 2 of the grant. This publication will document all of the learning in a handbook that will serves as the legacy of the project as well as the implementation framework for the charter. To date, we have held 8 anti-racism working group meetings, 7 communication and policy sub-group meetings, 3 membership sub-group meetings, and 6 development sub-group meetings.

Fundraising Standard Information.

Imkaan has received £55,329 (2021 - £56,072) in public donations during the financial year. These were unsolicited donations, and Imkaan does not currently employ the services of a professional fundraiser.

Imkaan has received no complaints regarding the its fundraising activities, and is developing a policy on fundraising to ensure that any further activities in this regard do not :

- unreasonably intrude on a person's privacy.
- use unreasonably persistent approaches for the purpose of soliciting or otherwise procuring money or other property on behalf of the charity.
- place undue pressure on a person to give money or other property.

Financial review

In April 2020 Imkaan launched a major fundraising drive with a target of £5 million: -

As of September 2022 funding and other grant commitments of £4.61 million has been secured covering the period April 2020 to March 2026. Imkaan now has a broad range of sources including trusts and foundations such as The Oak Foundation, Comic Relief, The Big Lottery Fund, Esmee Fairbairn, Unbound Philanthropy, Lankelly Chase, Chanel Foundation, WAFE(CAF) and statutory funders such as the London Council and The Department for Digital, Culture, Media & Sports.

Imkaan has secured a further £1.74 million for onward grants payments focusing on the sustainability of Black and minoritised women and girls sector and crisis management during COVID. As well as Imkaan's Margin to Centre Fund covering Scotland and England to support BME women's organisations in the delivery of frontline work and to look at small-scale initiatives addressing sustainability

Income generating activities Include training for voluntary and statutory bodies, consultancy and research contracts, and other events.

Total income for the year ended March 2022 was £2,156,146 an increase of 548,645 from the March 2021 figure of £1,607,501. Total expenditure to March 2022 was £1,004,294 a decrease of £339,488 from expedniture of £1,343,782 (March 2021). The surplus of £1,151,852 is an increase of £888,133 over the surplus of £263,719 (March 2021). At 31 March 2022 general unrestricted reserves totalled £566,773 and restricted reserves were £1,099,920.

Owing to the short term nature i.e. one to two year funding, agreements, the charity continues to submit relevant bids, as well as diversify its funding sources, to maintain its current level of activity. Both the board of trustees and the senior management team are well placed to respond to the challenges ahead.

Reserves Policy

The Trustees has established a policy whereby the unrestricted funds not committed or invested in tangible fixed assets ("the free reserves") held by the charity should be a minimum three months of the resources expended. This budgeted expenditure for 2022/23 is £2,008,532, however, of this figure £1,029,853 is for onward grant awards, and not part of Imkaan's day to day expenditure. Of the reduced figure of £978,676 the reserves target is between £244,669 and £489,338. Any further free reserves should be allocated to a designated fund for the provision of employment and staff costs, and for the capital expenditure on a new resource centre. At this level the Trustees feels that they would be able to continue the current activities of the charity in the event of a significant drop in funding.

At present, the free reserves which amount to £545,159 have exceeded the target level. Restricted funds are set aside in accordance with the terms and conditions laid down by the funder in question.

Pay Policy

The Trustees set the renumeration of the key management personnel by comparing job descriptions with similar roles in comparable organisations and other external data of its comparators

Principal Funding Sources

Imkaan's core funders for the period were Oak Foundation that provided the core funding to the organisation, the ROSA Fund that funded the communications functions, and London Councils that funded training and development working with the London VAWG Consortium. By financial year end, funding had been awarded by Esmee Fairbairn to come on line the following year to support policy development, advocacy and member sustainability and support activities. Other income came from revenue generated from research and evaluation work and training.

How expenditure in the year has supported the key objectives of the charity

Funding for the year ended March 2022, has supported Imkaan to deliver on all aspects of its programme objectives including community-based research, training, policy-work and sustainability support for specialist BME led women's services.

Plans for Future Periods

- Continued development work with members expanding the accreditation and member training programmes.
- Expansion of members' involvement in forum and learning events.
- Increase of core membership.
- Increase and diversify funding strategy.
- Development of Imkaan's Policy Unit.
- Development of the Legal Justice Fund.
- Completion of the research on sexual violence called Reclaiming Voice and undertaking research launch and awareness raising activities.
- Development of Imkaan's Social Justice Project focusing on addressing structural inequality.
- Developing an effective communications strategy.
- Ensuring that the organisation is financially secure for the next 3-5 years.

Statement of the Trustees Responsibilities

The trustees, who are also the directors of Imkaan for the purpose of company law, are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and United Kingdom Generally Accepted Accounting Practice (UK GAAP).

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 company at the balance sheet date and of the income and expenditure of the company for the financial year. In preparing those financial statements, the Board is required to :

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP 2019 (FRS 102);
- make judgments and estimates that are reasonable and prudent;
- state whether applicable UK accounting standards have been followed subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on a going concern basis unless it is inappropriate to presume that the charitable company will continue on that basis.

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

In so far as the trustees are aware :

- there is no relevant audit information of which the charitable company's auditor is 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 auditor is aware of that information.

Public Benefit Statement

The Trustees confirm that they have complied with the duty in Section 4 of the Charities Act 2011 to have due regard to the Charity Commission's general guidance on public benefit, "'Charities and Public Benefits".

These financial statements have been prepared in accordance with the Charities Statement of Recommended Practice (FRS102) and in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small entities.

This report was approved by the Trustees on 21/12/22 and signed on its behalf by :

Ruth Atkinson
Co Chair and Secretary

Signed RAtkinson
22/12/22

Kaveri Sharma
Treasurer

Signed KSharma
22/12/22

INDEPENDENT AUDITOR'S REPORT

TO THE MEMBERS OF

IMKAAN

We have audited the financial statements of Imkaan for the year ended 31 March 2022 which comprise the Statement of Financial Activities, the Balance Sheet and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 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; and
- have been properly prepared in accordance with the requirement of the Companies Act 2006.

Basis for opinion

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

Conclusions relating to going concern

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

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

We have nothing to report in this regard.

INDEPENDENT AUDITOR'S REPORT

TO THE MEMBERS OF

IMKAAN

Opinion on other matters prescribed by the Companies Act 2006

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

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

Matters on which we are required to report by exception

In the light of our 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 directors' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

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

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on page 10, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditor's responsibilities for the audit of the financial statements

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

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

- the engagement partner ensured that the audit team had the appropriate competence, capability and skill to identify and recognise any non-compliance with applicable laws and regulations;
- we identified such laws and regulations applicable from our discussions with trustees and other management and from our knowledge and experience of the sector;
- we focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the charitable company, including the Companies Act 2006, the Charities Act 2011 and the Charity SORP (FRS 102);
- we considered the provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which might be fundamental to the charitable company's ability to operate or to avoid a material penalty, including the General Data Protection Regulation (GDPR), Anti-fraud, bribery and corruption legislation, Taxation legislation and Employment legislation;
- we assessed the extent of compliance with laws and regulations identified above through making enquiries of management and inspecting legal correspondence; and
- identified laws and regulations were communicated within the audit team and the team remained alert to instances of non-compliance throughout the audit.

We assessed the susceptibility of the charitable company's financial statements to material misstatement, including obtaining an understanding of how fraud might occur by:

- making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud; and
- considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations.

To address the risk of fraud through management bias and override of controls, we:

- performed analytical procedures to identify any unusual or unexpected relationships;
- tested journal entries to identify unusual transactions;
- assessed whether judgements and assumptions made in determining the accounting estimates were indicative of potential bias; and
- investigated the rationale behind significant or unusual transactions.

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- agreeing financial statement disclosures to underlying supporting documents
- reading the minutes of meetings of those charged with governance; and
- enquiring of management as to actual and potential litigation and claims.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities is available on the FRC's website at: https://www.frc.org.uk/auditors/audit-assurance/auditor-s-responsibilities-for-the-audit-of-the-fi/description-of-the-auditor%E2%80%99s-responsibilities-for. This description forms part of our auditor's report.

INDEPENDENT AUDITOR'S REPORT

TO THE MEMBERS OF

IMKAAN

Use of our report

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

.....

23.12.2022 Date

Mukesh Khatri
Senior Statutory Auditor
for and on behalf of
BARCANT BEARDON LIMITED
Chartered Accountants
and
Statutory Auditors

8 Blackstock Mews
Islington
London N4 2BT

Imkaan

Company Limited by Guarantee

Statement of Financial Activities
(including income and expenditure account)

FOR THE YEAR ENDED 31 MARCH 2022

	Notes	Unrestricted funds	Restricted funds	Year Ended 31 March 2022 **Total funds**	Year Ended 31 March 2021 Total funds
Incoming resources		£	£	**£**	£
Donations & Legacies	2	500,410	1,594,916	**2,095,326**	1,532,082
Charitable activities	3	57,717	-	**57,717**	72,417
Investment income					
Other trading activities		-	-	**-**	-
Other Incoming resources	3a	3,103	-	**3,103**	3,002
Total incoming resources		561,230	1,594,916	**2,156,146**	1,607,501
Resources expended					
Charitable activities					
Charitable Activities		126,429	848,652	**975,081**	1,315,104
Governance costs		22,865	6,348	**29,213**	28,678
Total resources expended	4	149,294	855,000	**1,004,294**	1,343,782
Net (Expenditure)/Income for the year		411,936	739,916	**1,151,852**	263,719
Net movement in funds for the year		411,936	739,916	**1,151,852**	263,719
Funds brought forward	13	144,837	360,004	**504,841**	241,122
Funds carried forward	13	556,773	1,099,920	**1,656,693**	**504,841**

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in note 13 to the financial statements.

The Statement of Financial Activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

Imkaan

Company Limited by Guarantee

Balance Sheet

31 March 2022

	Note	£	Year Ended 31 March 2022 £	Year Ended 31 March 2021 £
Tangible fixed assets	8		**21,613**	6,206
Current assets				
Debtors	10	**782,317**		66,032
Cash at bank and in hand		**1,002,978**		948,244
		1,785,295		1,014,276
Creditors :				
Amounts falling due within one year	11	**(150,215)**		(515,641)
Net current assets			**1,635,080**	498,635
Net assets/ (liabilities)			**1,656,693**	504,841
The funds of the charity:				
Restricted funds	13		**1,099,920**	360,004
Unrestricted funds	13		**556,773**	144,837
Total funds	13		**1,656,693**	504,841

These financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

This report was approved by the Trustees on 21/12/22 and signed on its behalf by :

Kaveri Sharma - Treasurer Signed ..... 22/12/22.

Ruth Atkinson - Co Chair and Secretary Signed 22/12/22

The notes on pages 16 - 31 form part of these financial statements.
Company No. 04943395

Imkaan

Cash Flow Statement

For the year ended 31 March 2022

	Notes	Year Ended 31 March 2022	Year Ended 31 March 2021
		£	£
Cash flow from operating activities			
Net cash provided by operating activities	18	77,131	797,118
Cash flow from investing activities			
Purchase of tangible fixed assets		(22,397)	(3,684)
Net cash (used in)/provided by investing activities		(22,397)	(3,684)
Net increase in cash and cash equivalents in the year		**54,734**	**793,434**
Cash and cash equivalents at the beginning of the year		**948,244**	154,810
Cash and cash equivalents at the end of year		**1,002,978**	**948,244**
Analysis of cash and cash equivalents			
Cash at bank and in hand		1,002,978	948,244
Cash and cash equivalents at the end of year	18.1	1,002,978	948,244

1. Accounting policies

Imkaan is a private company limited by guarantee with no share capital incorporated in England and Wales. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity. The address of the registered office is given in the charity information on page 1 of these financial statements. The nature of the charity's operations and principal activities are dedicated to ending violence against women and girls. As a second-tier umbrella human rights organisation with national membership, Imkaan represents the expertise and perspectives of frontline specialist women's services that work to prevent and respond to violence against women and girls. Imkaan does this by elevating the voices of Black and minoritised women and girls in policy, research and advocacy spaces.

The following are the more important policies adopted by the charity.

a) The charity constitutes a public benefit entity as defined by FRS 102. 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 issued in October 2019, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Charities Act 2011, the Companies Act 2006 and UK Generally Accepted Accounting Practice.

The financial statements are prepared on a going concern basis under the historical cost convention. The financial statements are presented in sterling, which is the functional currency of the company. Monetary amounts in these financial statements are rounded to the nearest £.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

b) All incoming resources are included in the Statement of Financial Activities (SoFA) when the charity is legally entitled to the income after any performance conditions have been met, the amount can be measured reliably and it is probable that the income will be received.

c) For donations to be recognised the charity will have been notified of the amounts and the settlement date in writing. If there are conditions attached to the donation and this requires a level of performance before entitlement can be obtained then income is deferred until those conditions are fully met or the fulfilment of those conditions is within the control of the charity and it is probable that they will be fulfilled.

d) Income from trading activities includes income earned from fundraising events and trading activities to raise funds for the charity. Income is received in exchange for supplying services in order to raise funds and is recognised when entitlement has occurred.

e) Income from government and other grants are recognised at fair value when the charity has entitlement after any performance conditions have been met, it is probable that the income will be received and the amount can be measured reliably. If entitlement is not met then these amounts are deferred.

e) Where practicable, gifts in kind donated for distribution to the beneficiaries of the charity are included in stock and donations in the financial statements upon receipt. If it is impracticable to assess the fair value at receipt or if the costs to undertake such a valuation outweigh any benefits, then the fair value is recognised as a component of donations when it is distributed and an equivalent amount recognised as charitable expenditure.

f) Gifts in kind donated for resale are included at fair value, being the expected proceeds from sale less the expected costs of sale. Where estimating the fair value is practicable upon receipt it is recognised in stock and 'Income from other trading activities'. Upon sale, the value of the stock is charged against 'Income from other trading activities' and the proceeds are recognised as 'Income from other trading activities'. Where it is impracticable to fair value the items due to the volume of low value items they are not recognised in the financial statements until they are sold. This income is recognised within 'Income from other trading activities'. Fixed asset gifts in kind are recognised when receivable and are included at fair value. They are not deferred over the life of the asset.

g) Other income includes other income such as gains on disposals of tangible fixed assets.

h) Restricted funds are to be used for specified purposes as laid down by the donor. Expenditure which meets these criteria is identified to the fund.

i) Unrestricted funds are donations and other income received or generated for charitable purposes.

1. **Accounting policies (continued)**

i) Fixed assets are for use by the charity in fulfilling its main charitable objects. Items are capitalised when the purchase price exceeds £500. Depreciation is provided on all fixed assets at rates calculated to write off the cost of each asset over its estimated useful life. The depreciation rates in use are as follows:

Office Equipment(incl Computers)	5 years straight line (20%)
Fixtures, Fittings & Equipment	5 years straight line (20%)
Building Work and Renovations	2 years straight line (50%)

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset and is recognised in net income/(expenditure) for the year.

At each reporting date, the charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss(if any).

1. Accounting policies (continued)

k) All leases of equipment are operating leases, and rentals are charged to the statement of financial activities on a straight line basis over the length of the lease. No assets are held under hire purchase agreements.

l) Governance costs include the management of the charitable company's assets, organisational management and compliance with constitutional and statutory requirements. Cost of raising funds relates to the costs incurred by the charitable company in raising funds for the charitable work.

m) **Going Concern**

The financial statements have been prepared on a going concern basis. The trustees have considered a period of one year from the date of approval of the financial statements. The charity had a surplus on unrestricted funds in the 12 month period ended 31 March 2022 of £535,160 and at that date had net current assets of £1,635,080

The Board of Trustees having looked at the latest management accounts for 2022/23, together with the budget estimates for 2023/24 are confident that the current level of grants will be sustained, and that the training and consultancy work will achieve a surplus on unrestrictive funds, thereby increasing those funds positive balance.

The trustees consider it appropriate to prepare the financial statements on a going concern basis because measures are being put in place which they consider will enable the charity to operate at a surplus and pay liabilities as they fall due. Additional funding is being actively sought.

n) Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1. Accounting policies (continued)

o) The charity has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

p) The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

q) Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

r) In the application of the charity's accounting policies, the Trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

Key Assumptions.

Staff Costs, are allocted in accordance with staff time, research & development fees, payments to partner organisations, bad debts written off and hire of premises are allocated on a direct basis on usage, all other costs are allocated based on usage.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

s) Debtors are recognised by the Charity when invoices issued by Imkaan for work that has been completed, as well as upon the signing of a grant agreement, or an amount that has been paid in advance for goods or services. Debtors also include amounts receivable on grant funding to which the charity is entitled.

Creditors are recognised by the Charity when invoices issued by a supplier, for work that has been completed, as well as upon the signing of a contractual agreement. Creditors also include amounts payable on authorised work or services to which the charity is committed.

t) Bad Debt Provision

At each quarter-end and the end of the each financial year the Trustees review overdue / outstanding balances based on the aged debtor's analysis of debts by Project .

At the end of each year trustees will be presented with a finance report regarding the likelihood of collecting these debts, based on previous experience. The result is either a decrease or an increase in the provision of this debt and will be reflected in Projects accounts.

2. *Donations & Legacies*

	Unrestricted £	Restricted £	Total 2022 £	Total 2021 £
Golden Giving - Donations	55,329	-	55,329	56,072
Chanel Foundation	-	426,212	426,212	-
Comic Relief	-	-	-	520,000
Department for Digital, Culture, Media and Sport	-	167,079	167,079	-
Domestic Abuse Strategic Learning Partnership	-	39,565	39,565	12,935
Esmee Fairbairn Foundation - Covid 19	-	-	-	30,000
Esmee Fairbairn Foundation - Main Grant	120,000	-	120,000	60,000
Esmee Fairbairn No 1	54,000	-	54,000	-
GMSP Foundation	33,500	-	33,500	30,000
Joseph Rowntree	-	115,181	115,181	-
London Council - NRPF (AWRC)	-	-	-	30,000
London Councils - Ascent Project	-	36,285	36,285	36,284
Oak Foundation - Core Funding	-	-	-	115,222
Oak Foundation - Core Funding (No 2)	-	116,356	116,356	28,975
Oak Foundation - Covid 19 Emergency Funding	-	-	-	385,000
Open Society Foundation	-	-	-	43,144
Paul Hamlyn Foundation Backbone Grant	200,000	-	200,000	-
Paul Hamlyn Foundation Grant	-	-	-	20,000
Rosa Fund	-	9,450	9,450	9,450
Solberga Foundation	-	-	-	15,000
Sony Pictures	29,581	-	29,581	-
Tallawah Project - Other	-	3,000	3,000	-
Tallawah Project - Kiawah Trust	-	15,000	15,000	-
Tallawah Project - Oak Foundation	-	321,825	321,825	-
Tallawah Project - Panorama Global	-	29,429	29,429	-
Tides Foundation	-	71,128	71,128	-
Treebeard Trust	-	-	-	20,000
Trust for London	-	13,250	13,250	-
Trust for London WAHA	8,000	-	8,000	-
Unbound Philanthropy	-	-	-	120,000
WAFE -CAF Funding	-	231,156	231,156	-
	500,410	**1,594,916**	**2,095,326**	**1,532,082**

Of The £1,532,082 recognised in 2021, £211,072 was unrestricted funds and £1,321,010 was restricted funds

GMSP Foundation granted Imkaan £33,500 (2021 - £30,000) of which £28,828 (2021 - 28,681)was spent on salaries and operating costs.

3. *Income from charitable activities*

Training & Consultancy	57,717	-	57,717	72,417
	57,717	**-**	**57,717**	**72,417**

3a Other Incoming resources	3,103		3,103	3,002
	3,103	**-**	**3,103**	**3,002**

Imkaan
Notes to the accounts
FOR THE YEAR ENDED 31 MARCH 2022

4. Analysis of Expenditure on Charitable Activities

Current Year	Basis of allocation	Restricted Funds £	Unrestricted Funds £	Govern-ance £	Year Ended 31 March 2022 Total £	Year Ended 31 March 2021 Total £
Cost directly allocated to activities						
Staff costs	Staff time	465,966	67,290	-	**533,256**	351,165
Sessional Staff		-	-	-	**-**	-
Research & Development Fees	Direct	231,859	15,430	-	**247,289**	30,715
Payments to Partner Organisations	Direct	48,515	-	-	**48,515**	848,322
Hire of Premises	Direct	264	-	-	**264**	0
Catering/Subsistence	Usage	-	-	-	**-**	35
Accreditation Costs	Usage	650	-	-	**650**	650
Project Costs	Usage	10,931	438	-	**11,369**	2,522
Bad Debts Written Off	Direct	-	5,062	-	**5,062**	11,275
IT Database	Direct	11,268	-	-	**11,268**	-
Staff Training & Recruitment	Direct	3,005	3,017	-	**6,022**	4,142
Staff travel & Accommodation	Usage	1,745	1,587	-	**3,332**	2,388
Bursaries & Other Beneficiary payments	Direct	31,517	-	-	**31,517**	-
Legal fees	Direct	-	-	-	**-**	13
Trustees' expenses	Direct	-	-	-	**-**	-
Accountancy & Professional Fees	Direct	-	-	**19,613**	**19,613**	16,665
Auditor's Fees	Direct	-	-	**9,600**	**9,600**	12,000
Support costs allocated to activities						
Premises costs	Usage	13,410	18,800	-	**32,210**	22,418
Insurance	Usage	881	919	-	**1,800**	1,329
Telephone	Usage	8,730	4,984	-	**13,714**	12,660
Office & general expenses	Usage	13,921	7,902	-	**21,823**	24,189
Depreciation	Direct	5,990	1,000	-	**6,990**	3,294
Allocated to projects		6,348	22,865	**(29,213)**	**-**	-
Total resources expended		855,000	149,294	-	1,004,294	1,343,782

4.

Analysis of Expenditure on Charitable Activities - Continued Previous year	Basis of allocation	Restricted Funds £	Unrestricted Funds £	Govern-ance £	Year Ended 31 March 2021 Total £	Six Month Period ended 31 March 2020 Total £
Cost directly allocated to activities						
Staff costs	Staff time	271,009	80,156	-	351,165	145,959
Sessional Staff		-	-	-	-	-
Research & Development Fees	Direct	15,050	15,665	-	30,715	27,384
Payments to Partner Organisations	Direct	829,822	18,500	-	848,322	48,346
Hire of Premises	Direct	-	-	-	0	4,380
Catering/Subsistence	Usage	35	-	-	35	-
Accreditation Costs	Usage	650	-	-	650	1,437
Project Costs	Usage	617	1,905	-	2,522	-
Bad Debts Written Off	Direct	-	11,275	-	11,275	-
IT Database	Direct	-	-	-	-	7,326
Staff Training & Recruitment	Direct	3,374	768	-	4,142	1,305
Staff travel & Accommodation	Usage	813	1,575	-	2,388	20,192
Volunteers Expenses		-	-	-	-	-
Legal fees	Direct	-	-	13	13	13
Trustees' expenses	Direct	-	-	-	-	-
Accountancy & Professional Fees	Direct	-	-	**16,665**	16,665	780
Auditor's Fees	Direct	-	-	**12,000**	12,000	2,500
Support costs allocated to activities						
Premises costs	Usage	14,587	7,831	-	22,418	9,201
Insurance	Usage	930	399	-	1,329	-
Telephone	Usage	10,103	2,557	-	12,660	5,488
Office & general expenses	Usage	17,168	7,020	-	24,189	9,268
Depreciation	Direct	1,467	1,827	-	3,294	1,279
Allocated to projects		15,121	13,557	**(28,678)**	-	-
Total resources expended		1,180,746	163,036	-	1,343,782	284,858

5. Net incoming resources for the year

This is stated after charging:	Year Ended 31 March 2022 £	Year Ended 31 March 2021 £
Depreciation	6,990	3,294
Trustees' expenses (note 15)	-	-
Auditor's Fees	9,600	14,400
Operating lease rentals (note 16):		
▪ Leasehold Property	-	21,918
▪ Office Equipment	-	1,588

6. Staff costs and numbers

Staff costs were as follows:	Year Ended 31 March 2022 £	Year Ended 31 March 2021 £
Salaries and wages	486,445	316,953
Social security costs	38,006	28,220
Employer Pension contributions	8,805	5,992
	533,256	351,165

6.1 There were no employees who received total employee benefits (excluding employers' pension contributions) of more than £60,000, (2021 Nil)

6.2 The average monthly head count was 15 (2021 - 9.25) and the monthly number of full-time equivalent employees (including casual and part time staff) during the year was as follows:

	Year Ended 31 March 2022 No.	Year Ended 31 March 2021 No.
Management	1.00	1.00
Project workers	11.20	6.50
Administration	1.40	1.00
	13.60	8.50

6.3 The total amount of employee benefits received by key management personnel is £56,606 (Year ended March 2021 - £56,426). The company considers its key personnel to comprise its Senior Management Team.

7. Taxation

The charitable company is exempt from corporation tax as all its income is charitable and is applied for charitable purposes, under S 466 to 493 CTA 2010

8. Tangible fixed assets

	Building Works £	Office Equipment £	Fixtures & fittings £	Total £
Cost				
At the start of the year	4,700	37,921	8,094	**50,715**
Additions in year		13,957	8,440	**22,397**
At the end of the year	**4,700**	**51,878**	**16,534**	**73,112**
Depreciation				
At the start of the year	4,700	31,715	8,094	**44,509**
Charge for the year	-	5,302	1,688	**6,990**
At the end of the year	**4,700**	**37,017**	**9,782**	**51,499**
Net Book Value				
At the end of the year	**-**	**14,861**	**6,752**	**21,613**
At the start of the year	-	6,206	-	6,206

9. Financial instruments

	Year Ended 31 March 2022 £	Year Ended 31 March 2021 £
Carrying amount of financial assets		
Debt instruments measured at amortised cost	**1,785,295**	**1,014,121**
Carrying amount of financial liabilities		
Measured at amortised cost	**111,927**	**483,180**

10. Debtors

	Year Ended 31 March 2022 £	Year Ended 31 March 2021 £
Grants Receivable	**759,594**	**40,595**
Trade Debtors	**22,723**	**20,375**
Other debtors	**-**	**4,907**
Prepayments	**-**	**155**
	782,317	66,032

11. Creditors : amounts falling due within one year

	Year Ended 31 March 2022 £	Year Ended 31 March 2021 £
Taxation and social security	12,717	8,579
Trade Creditors	37,979	3,837
Other creditors	2,517	1,533
Deferred Grant	-	448,731
Accruals	97,002	52,961
	150,215	515,641

Deferred income comprises grants received in advance for work taking place after the year end date. During the course of the year no grants were deferred, (2021 - £448,731) there were deferred grants of £448,731 brought forward, there are no deferred grants that we will carry forward into the next accounting period.

12. Retirement benefit schemes

The charitable company contributes to a defined contribution pension scheme for all qualifying employees, operated by NEST Pensions'

The charge to income and expenditure account in respect of defined contribution schemes was £8,805 (2021 - £5,992).

13. Movements in funds

	At 1 April 2021 £	Incoming resources £	Outgoing resources £	At 31 March 2022 £
Restricted funds - Current Year				
London Councils(Ascent Project)	-	36,285	(36,285)	-
Chanel Foundation	-	426,212	(44,653)	381,559
Oak Foundation - Core Funding (No 2)	12,000	116,356	(102,358)	25,998
Oak Foundation - Legal Defence Fund	195,000	-	-	195,000
Comic Relief	44,215	-	(44,215)	-
Department for Digital, Culture, Media and Sport	-	167,079	(10,008)	157,071
Trust for London	-	13,250	(13,250)	-
Rosa Fund	-	9,450	(9,450)	-
Joseph Rowntree Foundation	-	115,181	(2,259)	112,922
Domestic Abuse Strategic Learning Partnership	-	39,565	(39,565)	-
WAFE - CAF	-	231,156	(231,112)	44
Open Society Foundation	25,200	-	(21,700)	3,500
Unbound Philanthropy	80,199	-	(61,259)	18,940
Tides Foundation	-	71,128	(21,518)	49,610
Treebeard Trust	3,390	-	-	3,390
Tallawah Project	-	369,254	(217,368)	151,886
Total restricted funds	360,004	1,594,916	(855,000)	1,099,920
General Funds	144,837	561,230	(149,294)	556,773
Total funds	504,841	2,156,146	(1,004,294)	1,656,693

13. **Movements in funds**

	At 1 April 2020 £	Incoming resources £	Outgoing resources £	At 31 March 2021 £
Restricted funds - Previous year				
London Councils(Ascent Project)	-	36,284	(36,285)	-
Rosa Fund	-	9,450	(9,450)	-
Oak Foundation - Core Funding	-	115,222	(115,222)	-
Oak Foundation - Core Funding (No 2)	-	28,975	(16,975)	**12,000**
Oak Foundation - Legal Defence Fund	195,000	-	-	**195,000**
Oak Foundation - Tallawah Project	24,740	-	(24,740)	-
Oak Foundation - Covid 19 Emergency Funding	-	385,000	(385,000)	-
Comic Relief	-	520,000	(475,785)	**44,215**
London Council - NRPF (AWRC)	-	30,000	(30,000)	-
Open Society Foundation	-	43,144	(17,944)	**25,200**
Domestic Abuse Strategic Learning Partnership	-	12,935	(12,935)	-
Unbound Philanthropy	-	120,000	(39,801)	**80,199**
Treebeard Trust	-	20,000	(16,610)	**3,390**
Total restricted funds	219,740	1,321,010	(1,180,746)	**360,004**
General Funds	21,382	286,491	(163,036)	**144,837**
Total funds	**241,122**	**1,607,501**	**(1,343,782)**	**504,841**

Purposes of restricted funds

London Council

The London Councils' grant contributes towards the development and delivery of training programmes to London-based frontline refuge staff on areas including housing, supporting people and immigration law. It also contributes towards the production of community based research, policy and information bulletins, as well as ensuring that the needs of BAMER women and children are reflected within mainstream service planning and funding policies.

Chanel Foundation

Chanel Foundation: Identify the ways BME women are impacted by inequality, work with small women's organisations addressing their needs and strengthening Imkaan member's network.

Oak Foundation

The Oak Foundation is a core grant towards the post of the Executive Director and the Operations Coordinator and to cover any additional core costs of the organisation including overhead.

Oak Foundation - Legal Defence Fund

Oak Foundation Legal Justice Fund is dedicated to strategic litigation in cases where there have been microaggressions and/or breaches of specific duties (Equality Act, Competition Law, Human Rights Law and the Social Value Act) by public authorities in tendering and commissioning. The fund will support organisations to under legal actions where there have been breaches.

Comic Relief

Awarded to Imkaan to offer onward grants focusing on the sustainability of Black and minoritised women and girls sector and crisis management during COVID.

Tallawah Project

Oak Foundation Tallawah Project establishes a community resource for black and minoritised women creating the foundation for more equitable resourcing and grant management. While the project is independent, it involved Imkaan in the development of the work. Imkaan serves as fiscal host for the project with some governance responsibilities.

Department for Digital, Culture, Media & Sport

Onward grant located in Imkaan's Margin to Centre Fund covering Scotland and England to support BME women's organisations in the delivery of frontline work and to look at small-scale initiatives addressing sustainability

Trust for London

This funding is for an project focusing on housing policy addressing the needs of Black and minoritised women leaving violence and facing homelessness and other housing insecurity due to the lack of emergency accommodation and move-on housing options in London.

Rosa Fund

The Rosa Fund part supports the salary for the post of Communications Coordinator to deliver work related to awareness raising of racialised sexual harassment and to work with members to develop communications infrastructure.

Joseph Rowntree Foundation:

The project monitors the impact of structural inequalities int he policy environment and documents how these inequalities occur, where are the gaps in policy and responses to improved policy outcomes to BME women.

Domestic Abuse Strategic Learning Partnership

Awarded to engage in sector-wide work focusing on the coping of women's services during the period of the pandemic and identifying lessons learned towards ways of working.

Women's Aid Federation of England - Charities Aid Foundation

Core support covering work with members, capacity building, and training delivery.

Open Society Foundation

A project focused on assessing the impact of the dual pandemics – VAWG and COVID 19 – on Black and Minoritised Women and Girls towards long term sustainability with the following activities: policy analysis, consultation with members, and review of practice.

Unbound Philanthropy

Support the work of the Policy team at Imkaan to deliver a range of activities related to policy responses, analysis and developing policy positions.

Tides Foundation

To support the activities of the anti-racism working group for the VAWG sector to deliver a series of workshops on the charter and develop the website.

Treebeard Trust

To deliver work addressing sector sustainability focusing on strategic issues covering development and planning to identify responses to risks and challenges facing the sector.

14. ***Analysis of net assets between funds - Current Year***

	Restricted funds 2022 £	Unrestricted funds 2022 £	Total 2022 £
Tangible fixed assets	-	21,613	**21,613**
Cash at Bank and in hand	616,555	386,423	**1,002,978**
Other net current assets/(liabilities)	483,365	148,737	**632,102**
Net assets at 31 March 2022	**1,099,920**	**556,773**	**1,656,693**

Analysis of net assets between funds - Previous Year

	Restricted funds 2021 £	Unrestricted funds 2021 £	Total 2021 £
Tangible fixed assets	-	6,206	**6,206**
Cash at Bank and in hand	360,004	588,240	**948,244**
Other net current assets/(liabilities)	-	(449,609)	**(449,609)**
Net assets at 31 March 2021	**360,004**	**144,837**	**504,841**

15. Trustees members' remuneration and expenses

No trustees and no persons closely connected with them were paid any expenses (2021 -£Nil)

16. Operating leases

At the reporting end date the charitable company had outstanding commitments for future minimum lease payments under non cancellable operating leases which fall due as follows :

	Office Equipment		Leasehold Property	
	2022	2021	**2022**	2021
	£	£	**£**	£
Within one year	-	1,588	-	21,918
Between two and five years	-	-	-	-
	-	**1,588**	**-**	**21,918**

17. Related Party Transactions

There were no related party transactions during the year (2021– none).

18. Reconciliation of Net Income to Net Cash Flow From Operating Activities

	Year Ended 31 March 2022	**Year Ended 31 March 2021**
	£	£
Net Income for the year	1,151,852	263,719
Adjustment for :		
Depreciation	6,990	3,294
(Increase)/decrease in debtors	(716,285)	41,598
Increase/(decrease) in creditors	(365,426)	488,507
	77,131	797,118

18.1 Analysis of Changes in Net Debt

	At 1 April 2021	Cash-flows	**At 31 March 2022**
	£	**£**	**£**
Cash in bank and in hand	948,244	54,734	1,002,978

IMKAAN

England & Wales - Charity number 1105976

Accounts

COMPANY NUMBER 04943395
REGISTERED CHARITY NUMBER 1105976

IMKAAN

(Company Limited by Guarantee without Share Capital)

REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2021

IMKAAN

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FOR THE YEAR ENDED 31 MARCH 2021

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IMKAAN

REFERENCE AND ADMINISTRATIVE DETAILS

FOR THE YEAR ENDED 31 MARCH 2021

The Trustees presents their report and financial statements for the year ended 31 March 2021, which are also prepared to meet the requirements for a directors' report and accounts for Companies Act purposes. This report has been prepared in accordance with the Statement of Recommended Practice – Accounting and Reporting by Charities (FRS 102) and in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to smaller entities.

Company number	04943395
Charity number	1105976
Registered office and operational address	Tindlemanor, 3rd Floor 52-54 Featherstone Street London EC1Y 8RT

Directors and Trustees

The Board of Trustees consitutes directors of the company for the purpose of company law and trustees for the purpose of charity law. The trustees serving during the year and since the year end were as follows :

Anber Raz	Co .Chair
Ruth Atkinson	Co Chair and Secretary
Jahnine Davis	Appointed 1 April 2020
Kaveri Sharma	Appointed 13 January 2021, Treasurer
Kafayat Okanlawon	Resigned 6 May 2021
Rina Mehta	Appointed 13 October 21
Mandana Hendessi	Appointed 13 October 21
Jean-Ann Ndow	Appointed 18 October 21
Nafisa Gudal	Appointed 15 January 2022

The trustees are elected at the Annual General Meeting. No trustee receieved any remuneration for services during the year (2020-Nil), nor have any beneficial interest in any contract with the charity.

Senior Management :	Baljit Banga	Executive Director

Bankers	The Co-operative Bank PLC P.O. Box 250 Skelmersdale WN8 6WT
Statutory Auditors :	Barcant Beardon Limited Chartered Accountants & Statutory Auditors 8 Blackstock Mews Islington London N4 2BT

Structure, Governance and Management

Governing Document

The organisation is a charitable company limited by guarantee, incorporated in 1999 as a joint initiative by Newham Asian Women's Project and Brent Asian Women's Resource Centre. The company is governed by its Memorandum of Association. It was registered as a charity with the Charity Commission on 22nd September 2004. In the event of the company being wound up, all members present and 12 months past are required to contribute an amount not exceeding £1.

As aspects of the organisation's work have continued to evolve since its inception, the charity will be periodically reviewing its governance documents to ensure that the governance frameworks are fit for purpose and reflective of the current landscape. These documents were last reviewed March 2014 and remain relevant to the charity's purpose.

Recruitment and Appointment of Members

The Directors of the company are also charity trustees for the purposes of Charity Law and under the company's Articles are known as members. Imkaan recruits potential Trustees through a variety of methods. Recruitment follows Charity Commission guidelines which include 'word of mouth', advertisements which are placed on Imkaan's own website and publications which are sent to Imkaan's key stakeholders including refuges, statutory, voluntary and community-based agencies, funders and other key agencies. Imkaan may also advertise in national newspapers to recruit Trustees.

Imkaan has a strong public profile within the sector and therefore potential members are also attracted through referral through partner agencies, through Imkaan's involvement and representation at external events, conferences, and strategic meetings. Imkaan's Trustees are able to contribute a wealth of skills and expertise to the organisation in the areas of men's violence against women, the needs of Black and minoritised communities, social and economic justice, development of international rights-based work addressing the needs of diaspora communities, leadership, and organisational development.

All Trustees applying to join the board are asked to submit an up-to-date CV and complete a Board of Trustees skills audit. Imkaan complies with due diligence in the appointment of Trustees by taking up references, attending a comprehensive induction on the policies, governance framework and work of the organisation, and by completing the data protection and confidentiality statement.

Member Induction and Training

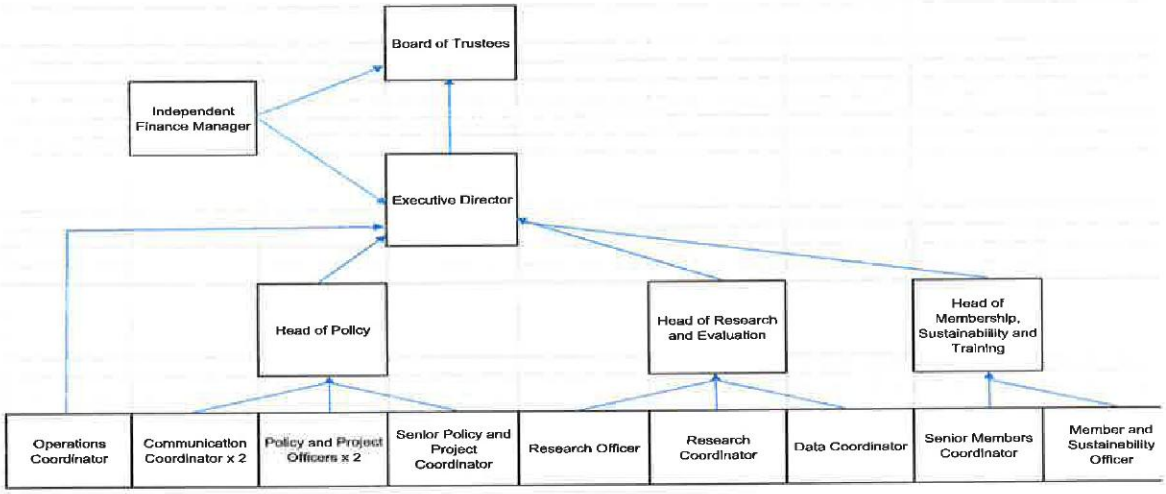
The existing Trustees approve new Trustees and appointments are reviewed on a rolling basis. Trustees are appointed for the skills and experience that they bring and their ability to assist Imkaan to meet its charitable objectives. All new Trustees must undergo an induction with the Executive Director who covers the history, vision, mission, purpose of organisation and its everyday operations. All new Trustees are provided with copies of Imkaan's annual report, accounts, publications and documents that explain Imkaan's history. All new Trustees also receive a copy of the Charity's operational policies and procedures as well as guidance material published by the Charity Commission on the responsibilities of being a Trustee. Trustees must sign the organisation's confidentiality agreement before attending the first meeting. Trustees also have the opportunity of accessing on-going support and mentoring from existing Trustees as they get to how the organisation. Trustees can also join sub-committees and with groups organised by Imkaan addressing specific themes of the work that is delivered.

Structure, Governance and Management

Organisational structure

Imkaan's Board of Trustees is responsible for the overall direction and strategic focus of the organisation. This involves overseeing the organisation's progress, addressing personnel issues that require Trustee input, and deal with financial matters that may have a substantial impact on the organisation. Trustees meet as a full board six times each year and additional meetings are held as and when required. The Board of Trustees is responsible for the overall governance and strategic development of the organisation. The Board of Trustees delegates strategic development and operational delivery to the Executive Director of the organisation. She delegates operational delivery to the Senior Management team. The Executive Director reports to the board through a series of repots highlighting performance and progress of work, risks arising, financial considerations, HR considerations and emerging issues. The organisation's risk register, policy review framework covering governance, and strategic plan goals and priorities are reported annually to the board. The board receives the management accounts on a six-monthly basis and a report on income and expenditure on a two-monthly basis.

Imkaan Orgnaisational Structure Financial Year End March 2021



In addition, the organisation has employed specific project staff throughout the year to work on a sessional, part-time and/or temporary basis.

Risk management

The Board is aware of its responsibility to identify and review the major risks to which the organisation is exposed and to implement systems, to mitigate those risks. Risks are reported to the board in two ways: on the highlight report which is received by the board every two months covering project and organisational risk and on the risk register reported every six months covering overall risks to Imkaan and its operations. The report highlights the top ten risks to the organisation every two months alongside a risk mitigation plan addressing how risks have been managed through risk mitigation strategies implemented by the organisation. The report enables the Board to assess the direction of risk and adopt strategies as needed to address risk. Through this process, the Board regularly conducts a review of the major risks to which the charity is exposed. Trustees will review Imkaan's position, risks and opportunities every two months and on an annual basis with the aim of supporting Imkaan to access further resources to support the charity's future expansion and development. Internal control risks are minimised through the implementation of appropriate financial management procedures.

Objectives and Activities

The organisation's mission and vision were reviewed at our strategic planning day with board and team members in January 2014 and following consultation with members.

Our Vision

Imkaan's Vision is Self Determination and Autonomy for every **Black Woman** and **Girl.**

Our Mission

Imkaan works to end violence against **Black Women** and **Girls** by amplifying our diverse voices.

Imkaan Membership

Imkaan membership is open to organisations led by and for black and minority ethnic (BME) women, working towards ending violence against women and girls. Imkaan currently has 41 members across England, Scotland and Wales, based in Birmingham, Blackburn, Bradford, Cardiff, Coventry, Darlington, Durham, Edinburgh, Glasgow, Huddersfield, Ipswich, Leicester, Liverpool, London, Manchester, Merthyr Tydfil, Middlesborough, Newcastle, Newport, Rochdale, Rotherham, Sheffield, Swansea and Wrexham.

Our Values

- Equality
- Authenticity
- Black feminist
- Integrated approach to violence against women and girls
- Empowering
- 'Voice'
- By Black women for Black women
- Human Rights approach
- Social justice
- Aspiration / vision

Imkaan is a UK-based, black feminist organisation dedicated to ending violence against women and girls. As a second-tier umbrella human rights organisation with national membership, Imkaan represents the expertise and perspectives of frontline specialist women's services that work to prevent and respond to violence against women and girls.

Imkaan's work is focused on the needs and aspirations of black and minority ethnic women and girls. Imkaan uses the term Black in the political sense, to encompass all women whose herstories originate from Africa, Asia, the Caribbean and Latin America, including the indigenous peoples of Australasia, the Americas and the islands of the Atlantic, Indian and Pacific Oceans.

Our approach is rooted in an understanding not only of men's violence against women and girls, but also the way intersecting factors such as race, age, class, caste, ethnicity, sexual orientation and disability can affect girls and women's journeys and experiences. As such we actively promote the leadership, autonomy and self-determination of black and minority ethnic women and girls.

At Imkaan, we recognise that violence against women and girls (VAWG) is a fundamental violation of our human rights and one that has implications within a range of human rights frameworks. We are committed to utilising (and expanding) existing human rights approaches in our work to end violence against women and girls. Imkaan aims to create safe spaces for black and minority ethnic women and girls, to define our perception of human rights, identify our own priorities and to strengthen our voices at national and international levels.

The organisation initially set out to provide services for refuges working with South Asian women and children. Since our consultation with stakeholders in December 2005, Imkaan provides advice, information and practical assistance including networking forums, capacity building and training to Black and minoritised women's organisations and services in England, Scotland and Wales. Imkaan was first established in direct response to an expressed need by front-line refuge staff and local second-tier service providers.

The organisation initially set out to provide services for refuges working with South Asian women and children. Since our consultation with stakeholders in December 2005, Imkaan provides advice, information and practical assistance including networking forums, capacity building and training to Black and Minority Ethnic (BME) women's organisations and services in England and to a lesser extent in the devolved nations. Imkaan was first established in direct response to an expressed need by front-line refuge staff and local second-tier service providers.

The need for Imkaan's work as a second tier infrastructure organisation is documented through continuous consultation with our members who provide up-to-date information on the issues and concerns they experience on the frontline of service delivery. Imkaan is clear in its vision to elevate voices of Black and minitorised women and girls and ensure their representation in spaces where policy, funding and service delivery concerns are addressed. Strategic advocacy therefore forms a critical part of the work they connects Imkaan to the members and frames issues ensuring the narratives of Black and minoritised women and girls are moved from the margin to the centre of the work.

Imkaan holds extensive experience with knowledge in the following areas: violence against women and girls (including so-called honour-based violence, sexual abuse and exploitation, sexual harassment including other areas of VAWG), human rights (international and regional convention and national law, black feminism (theory and practice), legal knowledge (family, housing, equality, welfare rights, migrant women's issues and migration, and other related fields), legal justice covering commissioning law and local authority practices (focusing on the public sector equality duty) social policy expertise and social justice (from social policy administration to race, gender and class inclusion in the reform of welfare systems), influencing work, Charities law, social development policy, among other related areas.Imkaan has skills in the following areas: qualitative research and evaluation methodology and epistemic thought, black feminist research in theory and application, assessment and quality assurance and use of participatory frameworks, management and governance, advocacy, organisation and movement building, capacity building, networking, specialist VAWG training and training for trainers accreditation, policy analysis and development, among other related areas.

Impact Of Imkaan's Work Over the Year

Imkaan's work in policy, strategic advocacy, member representation and support, sustainability and research is measured in a number of ways. Ultimately, we work to end violence against women and girls and the way we address focuses on collaboration, collective working and solidarity building. Through research, we are able to establish an evidence base that is informed by frontline practice impacting how services should be designed and delivered in our sector. Through support to members we maintain a clear line of communication, interaction and exchange which enhances our ongoing learning about the needs of women and girls and the challenges faced by member organisations in meeting their goals and objectives. We glean useful insight to relationships of members to local authorities, commissioners, and other decision makers that directly impact their work, sphere of influence and strategic participation. This information shapes our own strategies and approaches. Through policy we are able to understand diverse narratives and bring the lived experiences of Black and minoritised women and girls into national discussions, to inform social policy thinking and encourage more transformative processes that address deep-rooted inequalities and structural disadvantage.

Imkaan views its achievements as part of a continuous and ongoing struggle for transformative change to achieve equality for Black and minoritised women and girls addressing their intersectional realities. The achievements below should be understood as part of continuous struggle and with each phase of the strategic plan, we aim to create the foundation for change towards the vision we uphold.

We believe that 'build back better' means structural, institutional, social and economic change that has a transformative impact for women and girls. The last three-year strategic plan provided a vital framework for Imkaan to develop and continue its work. we were able to use the plan to ensure that the health pandemic was not addressed in isolation of the wider inequalities.

Key Highlights

- In 2018, we produced the first ever VAWG Bill called From the Margin to the Centre – An Alternative Bill addressing Violence against Women and Girls[1] mapping a vision for a comprehensive response to VAWG through intersectional approaches in rights and resources. In 2021, the Violence against Women's and Girls Sector drafted the VAWG Principles[2] in response to government consultation on the dual strategy based on Imkaan's Alternative Bill. Later that year, Imkaan's Alternative Bill was submitted as evidence to the CEDAW People's Tribunal, viewed as critical evidence for an alternative policy narrative. The tribunal was organised to establish a Bill of Women's Rights in the UK.

- Published 'Reclaiming Voice – Minoritised Women and Sexual Violence' calling for the urgent need to focus on the experiences of sexual violence of Black and minoritised women within a policy informing context.[3] This research centred the voices of Black and minoritised women and girls to inform wider policy and strategy. In 2021, the research was used to inform the Shadow Rape Review calling for changes to the criminal justice system to address victims/survivors of rape and the low rates of prosecution.

- Working in coalition with Rape Crisis England and Wales, End Violence against Women and Girls Coalition and the Centre for Women's Justice, published 'Decriminalisation of Rape: What the Justice System is Failing Rape Survivors and What Needs to Change'.[4] The report focused on the systemic issues leading to low prosecution and conviction rates suggesting that this situation effectively decriminalised rape and sexual abuse.

- Published 'The Dual Pandemic – The Impact of COVID 19 and Violence against Women and Girls on Black and Minoritised Women and Girls' identifying the intersections of the dual pandemic with wider structural inequalities and calling for a funding strategy addressing long-term recovery.[5]

- Continued work to introduce specific amendments to the Domestic Abuse Bill[6] working in coalitions with sector-wide specialist by and for organisations. Specific areas of work included amendments to the statutory duty, support to amendments regarding migrant women, support to the safe reporting amendment to introduce a firewall, and co-drafted the VAWG principles based on the Alternative Bill to respond to the dual strategy approach taken by Home Office.

- Launched work on gender neutrality and race erasure as significant risks posed by the Domestic Abuse Act 2021. This work will conclude at the end of the year with a publication addressing gender neutrality in policy and practice.

- Developed internal capacity to give evidence in local committees, select committees and in national fora including making presentations to the Home Affairs Select Committee, the London Assembly Police and Crime Committee, the Public Bill Committee, and expert groups highlighting gaps in provision to Black and minoritised women and girls in the context of addressing wider structural inequalities.

- This year also marked a landmark year for Imkaan as it put in place the infrastructure for a policy thinking space dedicated to the lived experiences and material realities of Black and minoritised women and girls. This space will enable Imkaan to develop policy expertise, respond to social policy challenges and create a sector-wide learning and exchange space.

- Imkaan made strategic links with parliamentary groups such as the Gender Equality Policy Hub to ensure race and gender intersection in the work of policy making. Likewise, Imkaan established relationships with the local and national Victims' commissioners and the DA commissioners to continue the development of its advocacy role among other groups and representations.

- Developed and delivered Black Feminist Leadership Programme aimed at senior management teams of member organisations and the Ending Violence Programme for frontline staff of member organisations. These programmes provided unique training opportunities to learners/participants enabling hem to use the knowledge to strengthen strategic vision of the work of the sector.

- The Legal Justice Fund (LJF) was launched to support frontline Black and minoritised women's organisations challenging local commissioning under the PSED which resulted in the decommissioning of services. The aim of the fund is strategic litigation to change public procurement law and to create fair and just funding systems. In parallel with the work of this fund, Imkaan continues to advocate strongly for the removal of women's specialist provision from the public procurement regime and for the government to provide ring-fenced grant funding as part of the settlement in the comprehensive spending review.

- Continued work with the Anti-Racism Working Group with the VAWG sector and published the Anti-Racism Charter along with the Ways of Working Guide which will impact the funding landscape, partnerships and collaborations and reshape work around anti-racism principles. This work addresses systemic racism which has led to race erasure in the VAWG sector. Alongside these publications, the Feministo was published to represent support for the Anti-Racism Charter of Black and minoritised women and girls' organisations and individual women working across sectors.

[1] Imkaan, 2018, From Margin to Centre – An Alternative Bill addressing Violence against Women and Girls, London. Imkaan.

[2] Joint Principles for the Violence against Women and Girls' Strategy 2021 to 2024,

[3] Thiara, R and S, Roy, 2021, Reclaiming Voice – Minoritised Women and Sexual Violence. London, Imkaan.

[4] CWJ, EVAW, Imkaan and RCEW, 2021, Decriminalisation of Rape: What the Justice System is Failing Rape Survivors and What Needs to Change. London.

[5] The Dual Pandemic: The Impact of COVID 19 and Violence against Women and Girls on Black and Minoritised Women, London, Imkaan.

[6] The Domestic Abuse Bill 2018 became the Domestic Abuse Act 2021 after receiving royal assent in June.

- Imkaan elevated its participation in regional and international fora by holding a seat on the WAVE board and working with WAVE to address the backlash against women's services and attack on women's rights advocates and defenders.

- Imkaan joined as member of CSW (Commission on the Status of Women) through NAWO (National Alliance of Women's Organisations) and held a seat on the core group to advocate on behalf of the membership. Within this group Imkaan is the lead on the VAWG Working Group. Imkaan continued its presence and participation at CSW65 holding a workshop on the impact of the global health pandemic and structural inequalities on Black and minoritised women and girls in the UK.

- Imkaan participated in a UN Women sponsored project delivering a series of workshops on Intersectional Approaches on the Value of Specialist By and For Organisations for the Balkan states and Turkey convening in Bosnia in 2019.

- Imkaan developed its fund management and onward grant-making structure during the global health pandemic allocating close to £1 million in resources to Black and minoritised women and girls' organisations, establishing bursaries for members to access specialist training and other resources and participated in grant assessment and decision panels as experts. This experience helped us to develop the grant management infrastructure at Imkaan, gain from experience of assessing grants, manage high sums of the grant resources into Imkaan's accounts, develop grant allocation processes and monitor grants to produce the data needed.

- We used our experience to influence funder roundtables in an advisory capacity representing the needs of Black and minoritised women and girls' sector and hold in-house expertise in matters relating to funding for the sector we represent.

- During the last strategic plan, Imkaan transitioned to a new Executive Director and underwent staffing changes. The Executive Director, Head of Training and the Training project delivery team ended their tenure at Imkaan. The staffing complement reduced from 10 to 7 before the end of the strategic plan 2017 to 2020. Staffing changes created other opportunities for Imkaan's development such as coordinating member services with training and creating a new Head of Service. The current plan outlines further growth and development opportunities.

Fundraising Standard Information.

Imkaan has received £56,070 in public donations during the financial year. These were unsolicited donations, and Imkaan does not currently employ the services of a professional fundraiser.

Imkaan has received no complaints regarding the its fundraising activities, and is developing a policy on fundraising to ensure that any further activities in this regard do not :

- unreasonably intrude on a person's privacy.
- use unreasonably persistent approaches for the purpose of soliciting or otherwise procuring money or other property on behalf of the charity.
- place undue pressure on a person to give money or other property.

Financial review

In this period Imkaan launched a major fundraising drive with a target of £5 million: -

As of September 2021 funding and other grant commitments of £3.76 million has been secured covering the period April 2020 to December 2025. Imkaan now has a broad range of sources including trusts and foundations such as The Oak Foundation, Comic Relief, The Big Lottery Fund, Esmee Fairbairn, Unbound Philanthropy and statutory funders such as the London Council.

Income generating activities Include training for voluntary and statutory bodies, consultancy and research contracts, and other events.

Total income for the year ended March 2021 was £1,607,501. This compares to the last financial year's income of £388,768 (March 2020, a six month period, on an annualised basis this equated to £777,536 for 12 months. Total Expenditure to March 2021 was £1,343,782 This compares to the last financial year's expenditure £284,858 (March 2020 a six month period, on an annualised basis this quates to £569,716 for 12 months. The surplus of £263,719 to March 2021, compares to a surplus of £103,910 for the previous financial year. At 31 March 2021 general unrestricted reserves totalled £144,836 and restricted reserves were £360,005.

Owing to the short term nature i.e. one to two year funding, agreements, the charity continues to submit relevant bids, as well as diversify its funding sources, to maintain its current level of activity. Both the board of trustees and the senior management team are well placed to respond to the challenges ahead.

Reserves Policy

The Trustees has established a policy whereby the unrestricted funds not committed or invested in tangible fixed assets ("the free reserves") held by the charity should be a minimum three months of the resources expended. This budgeted expenditure for 2021/22 is £805,000 therefore the reserves target is between £201,250 and £402,500. Any further free reserves should be allocated to a designated fund for the provision of employment and staff costs, and for the capital expenditure on a new resource centre. At this level the Trustees feels that they would be able to continue the current activities of the charity in the event of a significant drop in funding.

At present, the free reserves which amount to £138,630 have fallen short of the target level. Restricted funds are set aside in accordance with the terms and conditions laid down by the funder in question.

Although the strategy is to continue to build reserves through planned operating surpluses the Trustees are well aware that it is unlikely that the target range can be reached for another year.

Pay Policy
The Trustees set the renumeration of the key management personnel by comparing job descriptions with similar roles in comparable organisations and other external data of its comparators

Principal Funding Sources

Imkaan's core funders for the period were Oak Foundation that provided the core funding to the organisation, the ROSA Fund that funded the communications functions, and London Councils that funded training and development working with the London VAWG Consortium. By financial year end, funding had been awarded by Esmee Fairbairn to come on line the following year to support policy development, advocacy and member sustainability and support activities. Other income came from revenue generated from research and evaluation work and training.

How expenditure in the year has supported the key objectives of the charity

Funding for the year ended March 2021, has supported Imkaan to deliver on all aspects of its programme objectives including community-based research, training, policy-work and sustainability support for specialist BME led women's services.

Plans for Future Periods

- Continued development work with members expanding the accreditation and member training programmes.
- Expansion of members' involvement in forum and learning events.
- Increase of core membership.
- Increase and diversify funding strategy.
- Development of Imkaan's Policy Unit.
- Development of the Legal Justice Fund.
- Completion of the research on sexual violence called Reclaiming Voice and undertaking research launch and awareness raising activities.
- Development of Imkaan's Social Justice Project focusing on addressing structural inequality.
- Developing an effective communications strategy.
- Ensuring that the organisation is financially secure for the next 3-5 years.

Statement of the Trustees Responsibilities

The trustees, who are also the directors of Imkaan for the purpose of company law, are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and United Kingdom Generally Accepted Accounting Practice (UK GAAP).

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 company at the balance sheet date and of the income and expenditure of the company for the financial year. In preparing those financial statements, the Board is required to :

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP 2019 (FRS 102);
- make judgments and estimates that are reasonable and prudent;
- state whether applicable UK accounting standards have been followed subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on a going concern basis unless it is inappropriate to presume that the charitable company will continue on that basis.

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

In so far as the trustees are aware :
- there is no relevant audit information of which the charitable company's auditor is 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 auditor is aware of that information.

Public Benefit Statement

The Trustees confirm that they have complied with the duty in Section 4 of the Charities Act 2011 to have due regard to the Charity Commission's general guidance on public benefit, "'Charities and Public Benefits".

These financial statements have been prepared in accordance with the Charities Statement of Recommended Practice (FRS102) and in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small entities.

This report was approved by the Trustees on 30 March 2022 and signed on its behalf by :

Ruth Atkinson

Co Chair and Secretary

Kaveri Sharma

Treasurer

INDEPENDENT AUDITOR'S REPORT

TO THE MEMBERS OF

IMKAAN

We have audited the financial statements of Imkaan for the year ended 31 March 2021 which comprise the Statement of Financial Activities, the Balance Sheet and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2021 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been properly prepared in accordance with the requirement of the Companies Act 2006.

Basis for opinion

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

Conclusions relating to going concern

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

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

We have nothing to report in this regard.

INDEPENDENT AUDITOR'S REPORT

TO THE MEMBERS OF

IMKAAN

Opinion on other matters prescribed by the Companies Act 2006

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

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

Matters on which we are required to report by exception

In the light of our 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 directors' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

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

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on page 10, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditor's responsibilities for the audit of the financial statements

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

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

- the engagement partner ensured that the audit team had the appropriate competence, capability and skill to identify and recognise any non-compliance with applicable laws and regulations;
- we identified such laws and regulations applicable from our discussions with trustees and other management and from our knowledge and experience of the sector;
- we focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the charitable company, including the Companies Act 2006, the Charities Act 2011 and the Charity SORP (FRS 102);
- we considered the provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which might be fundamental to the charitable company's ability to operate or to avoid a material penalty, including the General Data Protection Regulation (GDPR), Anti-fraud, bribery and corruption legislation, Taxation legislation and Employment legislation;
- we assessed the extent of compliance with laws and regulations identified above through making enquiries of management and inspecting legal correspondence; and
- identified laws and regulations were communicated within the audit team and the team remained alert to instances of non-compliance throughout the audit.

We assessed the susceptibility of the charitable company's financial statements to material misstatement, including obtaining an understanding of how fraud might occur by:

- making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud; and
- considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations.

To address the risk of fraud through management bias and override of controls, we:

- performed analytical procedures to identify any unusual or unexpected relationships;
- tested journal entries to identify unusual transactions;
- assessed whether judgements and assumptions made in determining the accounting estimates were indicative of potential bias; and
- investigated the rationale behind significant or unusual transactions.

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- agreeing financial statement disclosures to underlying supporting documents
- reading the minutes of meetings of those charged with governance; and
- enquiring of management as to actual and potential litigation and claims.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities is available on the FRC's website at: https://www.frc.org.uk/auditors/audit-assurance/auditor-s-responsibilities-for-the-audit-of-the-fi/description-of-the-auditor%E2%80%99s-responsibilities-for. This description forms part of our auditor's report.

INDEPENDENT AUDITOR'S REPORT

TO THE MEMBERS OF

IMKAAN

Other matter
The comparative financial statements are unaudited.

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

Date 30th March 2022

Mukesh Khatri
Senior Statutory Auditor
for and on behalf of
BARCANT BEARDON LIMITED
Chartered Accountants
and
Statutory Auditors

8 Blackstock Mews
Islington
London N4 2BT

Imkaan

Company Limited by Guarantee

Statement of Financial Activities
(including income and expenditure account)

FOR THE YEAR ENDED 31 MARCH 2021

	Notes	Unrestricted funds	Restricted funds	**Year Ended 31 March 2021 Total funds**	**Six Month Period ended 31 March 2020** Total funds 6 Months
Incoming resources		£	£	**£**	£
Incoming resources from generated funds					
Donations	2	59,074	-	**59,074**	10,626
Investment income		-	-	**-**	-
Income from Training & Consultancy	2	72,417	-	**72,417**	35,326
Incoming resources from charitable activities	3	155,000	1,321,010	**1,476,010**	342,816
Other Incoming resources		-	-	**-**	-
Total incoming resources		286,491	1,321,010	**1,607,501**	388,768
Resources expended					
Charitable activities					
Charitable Activities		149,479	1,165,625	**1,315,104**	281,565
Governance costs		13,557	15,121	**28,678**	3,293
Total resources expended	4	163,036	1,180,746	**1,343,782**	284,858
Net (Expenditure)/Income for the year		123,455	140,264	**263,719**	103,910
Transfers between funds	13	-	-	**-**	-
Net movement in funds for the year		123,455	140,264	**263,719**	103,910
Funds brought forward	13	21,382	219,740	**241,122**	137,212
Funds carried forward	13	144,837	360,004	**504,841**	**241,122**

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in note 13 to the financial statements.

The Statement of Financial Activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

Imkaan

Company Limited by Guarantee

Balance Sheet

31 March 2021

	Note	£	Year Ended 31 March 2021 £	Six Month Period ended 31 March 2020 £
Tangible fixed assets	8		**6,206**	5,816
Current assets				
Debtors	10	**66,032**		107,630
Cash at bank and in hand		**948,244**		154,810
		1,014,276		262,440
Creditors :				
Amounts falling due within one year	11	**(515,641)**		(27,134)
Net current assets			**498,635**	235,306
Net assets/ (liabilities)			**504,841**	241,122
The funds of the charity:				
Restricted funds	13		**360,004**	219,740
Unrestricted funds	13		**144,837**	21,382
Total funds	13		**504,841**	241,122

These financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

This report was approved by the Trustees on 30 March 2022 and signed on its behalf by :

.....

Ruth Atkinson
Co Chair and Secretary

.....

Kaveri Sharma
Treasurer

The notes on pages 19 - 32 form part of these financial statements.
Company No. 04943395

Imkaan

Cash Flow Statement

For the year ended 31 March 2021

	Notes	Year Ended 31 March 2021	Six Month Period ended 31 March 2020
		£	£
Cash flow from operating activities			
Net cash provided by operating activities	**18**	797,118	50,646
Cash flow from investing activities			
Purchase of tangible fixed assets		(3,684)	-
Net cash (used in)/provided by investing activities		(3,684)	-
Net increase in cash and cash equivalents in the year		**793,434**	**50,646**
Cash and cash equivalents at the beginning of the year		**154,810**	104,164
Cash and cash equivalents at the end of year		**948,244**	**154,810**
Analysis of cash and cash equivalents			
Cash at bank and in hand		948,244	154,810
Cash and cash equivalents at the end of year	**18.1**	948,244	154,810

1. Accounting policies

Imkaan Limited is a private company limited by guarantee incorporated in England and Wales. The registered address is Tindlemanor, 3rd Floor, 52 - 54 Featherstone Street, London EC1Y 8RT.

The following are the more important policies adopted by the charity.

a) The financial statements have been prepared under the historical cost convention and in accordance with the company's constitution and applicable accounting standards. They follow the recommendations in the 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) and the Companies Act 2006. The company is a Public Benefit Entity as defined by FRS 102.

b) Voluntary income is received by way of donations and gifts and is included in full in the statement of financial activities when received or receivable, which ever is earlier.

c) Revenue grants are credited to the statement of financial activities when received or receivable whichever is earlier, unless they relate to a specific future period, in which case they are deferred.

d) Contractual income is recognised as an incoming resource to the extent that the charity has provided the services. If incoming resources are received in advance of the services being provided, they are deferred until the charity is entitled to them.

e) Gifts in kind represent assets or services donated for distribution or use by the charity. Assets given for distribution are recognised as incoming resources only when distributed. Assets given for use by the charity are recognised when receivable. Gifts in kind are valued at the amount actually realised from the disposal of the assets or at the price the charity would otherwise have paid for the assets.

f) Grants for the purchase of fixed assets are recognised in full in the statement of financial activities in the year in which they are receivable.

g) Restricted funds are to be used for specified purposes as laid down by the donor. Expenditure which meets these criteria is identified to the fund.

h) Unrestricted funds are donations and other income received or generated for charitable purposes.

1. **Accounting policies (continued)**

i) Staff costs and expenditure which are directly attributable to activities have been charged to them in full. Other staff costs and overhead expenses are allocated to activities on a basis to reflect the time spent on their activities. An income based method is used, giving the following percentages in each year:

	Year Ended 31 March 2021 %	Six Month Period ended 31 March 2020 %
W.R.C - London Council Ascent Project	2.26	4.74
Lloyds Foundation	-	4.93
Standing Together	-	8.55
Comic Relief	32.35	-
Oak Foundation	8.97	50.90
Oak Foundation - Tallawah Project	-	-
United Nations	-	20.36
Rosa Fund	24.54	-
Esmee Fairbairn Foundation	5.60	-
Paul Hamlyn Foundation Grant	1.24	-
Sonal Patel - God my Silent	1.87	-
Solberga Foundation	0.93	-
Domestic Abuse Strategic Learning Partnership (DASLP)	0.80	-
London Council - NRPF	1.87	-
Open Society Foundation	2.68	-
Unbound Philantrophy	7.47	-
Treebeard Trust	1.24	-
Training ,Conferences &	4.50	7.80
General Fund	3.68	2.72

j) Fixed assets are for use by the charity in fulfilling its main charitable objects. Items are capitalised when the purchase price exceeds £500. Depreciation is provided on all fixed assets at rates calculated to write off the cost of each asset over its estimated useful life. The depreciation rates in use are as follows:

Office Equipment(incl Computers)	5 years straight line (20%)
Fixtures, Fittings & Equipment	5 years straight line (20%)
Building Work and Renovations	2 years straight line (50%)

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset and is recognised in net income/(expenditure) for the year.

At each reporting date, the charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss(if any).

1. Accounting policies (continued)

k) All leases of equipment are operating leases, and rentals are charged to the statement of financial activities on a straight line basis over the length of the lease. No assets are held under hire purchase agreements.

l) Governance costs include the management of the charitable company's assets, organisational management and compliance with constitutional and statutory requirements. Cost of raising funds relates to the costs incurred by the charitable company in raising funds for the charitable work.

m) The accounts are prepared in sterling, which is the functional currency of the company. Monetary amounts in these financial statements are rounded to the nearest £.

n) These accounts for the 12 months ended 31 March 2021 are prepared in accordance with FRS 102. The date of transition to FRS102 was 1 April 2015. The reported financial position and financial performance for the previous period are not affected by the transition to FRS102.

o) **Going Concern**

The financial statements have been prepared on a going concern basis. The trustees have considered a period of one year from the date of approval of the financial statements. The charity had a surplus on unrestricted funds in the 12 month period ended 31 March 2021 of £144,836 and at that date had net current assets of £498,635

The Board of Trustees having looked at the latest management accounts for 2021/22, together with the budget estimates for 2022/23 are confident that the current level of grants will be sustained, and that the training and consultancy work will achieve a surplus on unrestrictive funds, thereby increasing those funds positive balance.

The trustees consider it appropriate to prepare the financial statements on a going concern basis because measures are being put in place which they consider will enable the charity to operate at a surplus and pay liabilities as they fall due. Additional funding is being actively sought.

p) Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1. Accounting policies (continued)

q) The charity has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

r) The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

s) Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

t) In the application of the charity's accounting policies, the Trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

u) Debtors are recognised by the Charity when invoices issued by Imkaan for work that has been completed, as well as upon the signing of a grant agreement, or an amount that has been paid in advance for goods or services. Debtors also include amounts receivable on grant funding to which the charity is entitled.

Creditors are recognised by the Charity when invoices issued by a supplier, for work that has been completed, as well as upon the signing of a contractual agreement. Creditors also include amounts payable on authorised work or services to which the charity is committed.

v) Bad Debt Provision

At each quarter-end and the end of the each financial year the Trustees review overdue / outstanding balances based on the aged debtor's analysis of debts by Project .

At the end of each year trustees will be presented with a finance report regarding the likelihood of collecting these debts, based on previous experience. The result is either a decrease or an increase in the provision of this debt and will be reflected in Projects accounts.

2. Training and Other Income

	Year Ended 31 March 2021	Six Month Period ended 31 March 2020
	£	£
Unrestricted Income		
Other Income	3,002	8,423
Golden Giving - Donations	56,072	2,203
Income from Training & Consultancy	72,417	35,326
	131,491	45,952

3. Incoming resources from charitable activities

	Year Ended 31 March 2021	Six Month Period ended 31 March 2020
	£	£
Included within income relating to charitable activities		
Unrestricted Grants		
Esmee Fairbairn Foundation - Covid 19	30,000	-
Esmee Fairbairn Foundation - Main Grant	60,000	-
Paul Hamlyn Foundation Grant	20,000	-
Sonal Patel - God my Silent Partner	30,000	-
Solberga Foundation	15,000	-
Total Unrestricted Grants	**155,000**	-
Restricted Grants		
Oak Foundation - Core Funding	115,222	-
Oak Foundation - Core Funding (No 2)	28,975	-
Oak Foundation - Legal Defence Fund	-	195,000
Oak Foundation - Covid 19 Emergency Funding	385,000	-
Oak Foundation - Tallawah Project	-	78,000
London Councils - Ascent Project	36,284	18,142
Rosa Fund	9,450	18,900
Comic Relief	520,000	-
Domestic Abuse Strategic Learning Partnership	12,935	-
London Council - NRPF (AWRC)	30,000	-
Open Society Foundation	43,144	-
Unbound Philanthropy	120,000	-
Standing Together - Tampon Tax	-	32,774
Treebeard Trust	20,000	-
Total Restricted Grants	**1,321,010**	**342,816**
	1,476,010	342,816

4. Analysis of Expenditure on Charitable Activities

	Basis of allocation	Restricted Funds £	Unrestricted Funds £	Govern-ance £	Year Ended 31 March 2021 Total £	Six Month Period ended 31 March 2020 Total £
Cost directly allocated to activities						
Staff costs	Staff time	271,009	80,156	-	**351,165**	145,959
Sessional Staff		-	-	-	-	-
Research & Development Fees	Direct	15,050	15,665	-	**30,715**	27,384
Payments to Partner Organisations	Direct	829,822	18,500	-	**848,322**	48,346
Hire of Premises	Direct	-	-	-	-	4,380
Catering/Subsistence	Usage	35	-	-	**35**	-
Accreditation Costs	Usage	650	-	-	**650**	1,437
Project Costs	Usage	617	1,905	-	**2,522**	-
Bad Debts Written Off	Direct	-	11,275	-	**11,275**	-
IT Database	Direct	-	-	-	-	7,326
Staff Training & Recruitment	Direct	3,374	768	-	**4,142**	1,305
Staff travel & Accommodation	Usage	813	1,575	-	**2,388**	20,192
Volunteers Expenses		-	-	-	-	-
Legal fees	Direct	-	-	13	**13**	13
Trustees' expenses	Direct	-	-	-	-	-
Accountancy & Professional Fees	Direct	-	-	**16,665**	**16,665**	780
Auditor's Fees	Direct	-	-	**12,000**	**12,000**	2,500
Support costs allocated to activities						
Premises costs	Usage	14,587	7,831	-	**22,418**	9,201
Insurance	Usage	930	399	-	**1,329**	-
Telephone	Usage	10,103	2,557	-	**12,660**	5,488
Office & general expenses	Usage	17,168	7,020	-	**24,188**	9,268
Depreciation	Direct	1,467	1,827	-	**3,294**	1,279
Allocated to projects		15,121	13,557	**(28,678)**	-	-
Total resources expended		1,180,746	163,036	-	1,343,782	284,858

4.

Analysis of Expenditure on Charitable Activities - Continued	Basis of allocation	Restricted Funds £	Unrestricted Funds £	Govern-ance £	Six Month Period ended 31 March 2020 Total £	Year Ended 31 March 2019 Total £
Cost directly allocated to activities						
Staff costs	Staff time	100,723	45,236	-	145,959	433,226
Sessional Staff		-	-	-	-	2,545
Research & Development Fees	Direct	24,305	3,079	-	27,384	10,416
Payments to Partner Organisations	Direct	48,346	-	-	48,346	-
Hire of Premises	Direct	3,180	1,200	-	4,380	4,750
Catering/Subsistence	Usage	-	-	-	-	3,650
Accreditation Costs	Usage	910	527	-	1,437	2,416
Project Costs	Usage	-	-	-	-	1,640
Bad Debts Written Off	Direct	-	-	-	-	-
IT Database	Direct	6,326	1,000	-	7,326	3,362
Staff Training & Recruitment	Direct	1,005	300	-	1,305	1,444
Staff travel & Accommodation	Usage	7,394	12,798	-	20,192	41,571
Volunteers Expenses		-	-	-	-	-
Legal fees	Direct	-	-	13	13	249
Trustees' expenses	Direct	-	-	-	-	-
Accountancy & Professional Fees	Direct	-	-	**780**	780	7,280
Auditor's Fees	Direct	-	-	**2,500**	2,500	2,500
Support costs allocated to activities						
Premises costs	Usage	8,954	247	-	9,201	21,785
Insurance	Usage	-	-	-	-	1,308
Telephone	Usage	4,174	1,314	-	5,488	11,882
Office & general expenses	Usage	5,421	3,847	-	9,268	14,972
Depreciation	Direct	-	1,279	-	1,279	-
Allocated to projects		3,280	13	**(3,293)**	-	-
Total resources expended		214,018	70,840	-	284,858	564,994

5. Net incoming resources for the year

This is stated after charging:	Year Ended 31 March 2021 £	Six Month Period ended 31 March 2020 £ 6 Months
Depreciation	**3,294**	**1,279**
Trustees' expenses (note 15)	**-**	**-**
Auditor's Fees	**12,000**	**-**
Independent Examiner's Fees	**-**	**2,500**
Operating lease rentals (note 16):		
▪ Leasehold Property	**21,918**	**43,836**
▪ Office Equipment	**1,588**	**3,704**

6. Staff costs and numbers

Staff costs were as follows:	Year Ended 31 March 2021 £	Six Month Period ended 31 March 2020 £
Salaries and wages	**316,953**	130,042
Social security costs	**28,220**	13,405
Employer Pension contributions	**5,992**	2,512
	351,165	145,959

6.1 There were no employees who received total employee benefits (excluding employers' pension contributions) of more than £60,000 is as follows (2020 Nil)

6.2 The average monthly head count was 9.25 (2020 - 8.2) and the monthly number of full-time equivalent employees (including casual and part time staff) during the year was as follows:

	Year Ended 31 March 2021 No.	Six Month Period ended 31 March 2020 No.
Management	**1.0**	1
Project workers	**6.5**	5.5
Administration	**1.0**	1.0
	8.5	7.5

6.3 The total amount of employee benefits received by key management personnel is £56,426 (Six month period 2020 - £27,240). The company considers its key personnel to comprise its Senior Management Team.

7. Taxation

The charitable company is exempt from corporation tax as all its income is charitable and is applied for charitable purposes, under S 466 to 493 CTA 2010

8. Tangible fixed assets

	Building Works £	Office Equipment £	Fixtures & fittings £	**Total £**
Cost				
At the start of the year	4,700	34,237	8,094	**47,031**
Additions in year	-	3,684	-	**3,684**
At the end of the year	**4,700**	**37,921**	**8,094**	**50,715**
Depreciation				
At the start of the year	4,700	28,421	8,094	**41,215**
Charge for the year	-	3,294	-	**3,294**
At the end of the year	**4,700**	**31,715**	**8,094**	**44,509**
Net Book Value				
At the end of the year	-	**6,206**	-	**6,206**
At the start of the year	-	5,816	-	5,816

9. Financial instruments

	Year Ended 31 March 2021 £	**Six Month Period ended 31 March 2020** £
Carrying amount of financial assets		
Debt instruments measured at amortised cost	**65,877**	**107,474**
Carrying amount of financial liabilities		
Measured at amortised cost	**507,062**	**20,296**

10. Debtors

	Year Ended 31 March 2021 £	**Six Month Period ended 31 March 2020** £
Grants Receivable	**40,595**	36,285
Trade Debtors	**20,375**	66,283
Other debtors	**4,907**	4,907
Prepayments	**155**	155
	66,032	107,630

11. Creditors : amounts falling due within one year

	Year Ended 31 March 2021 £	Six Month Period ended 31 March 2020 £
Taxation and social security	**8,579**	6,839
Other creditors	**5,370**	9,344
Deferred Grant	**448,731**	-
Accruals	**52,961**	10,951
	515,641	27,134

Deferred income comprises grants received in advance for work taking place after the year end date. During the course of the year grants amounting to £448,731 were deferred, there were no deferred grants brought forward, and we carry forward these grants to the next accounting period.

12. Retirement benefit schemes

The charitable company operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separably from those of the charity in an independently administered fund.

The charge to income and expenditure account in respect of defined contribution schemes was £5,159 (2020 - £2,512).

13. Movements in funds

	At 1 April 2020 £	Incoming resources £	Outgoing resources £	Transfers In/(Out) £	At 31 March 2021 £
Restricted funds - Current Year					
London Councils(Ascent Project)	-	36,284	36,285	-	-
Rosa Fund	-	9,450	9,450	-	-
Oak Foundation - Core Funding	-	115,222	115,222	-	-
Oak Foundation - Core Funding (No 2)	-	28,975	16,975	-	**12,000**
Oak Foundation - Legal Defence Fund	195,000	-	-	-	**195,000**
Oak Foundation - Tallawah Project	24,740	-	24,740	-	-
Oak Foundation - Covid 19 Emergency Funding	-	385,000	385,000	-	-
Comic Relief	-	520,000	475,785	-	**44,215**
London Council - NRPF (AWRC)	-	30,000	30,000	-	-
Open Society Foundation	-	43,144	17,944	-	**25,200**
Domestic Abuse Strategic Learning Partnership	-	12,935	12,935	-	-
Unbound Philanthropy	-	120,000	39,801	-	**80,199**
Treebeard Trust	-	20,000	16,610		**3,390**
Total restricted funds	219,740	1,321,010	1,180,746	-	**360,004**
General Funds	21,382	286,491	163,036	-	**144,837**
Total funds	**241,122**	**1,607,501**	**1,343,782**	**-**	**504,841**

13. Movements in funds

	At 1 Oct 2019 £	Incoming resources £	Outgoing resources £	Transfers In/(Out) £	At 31 March 2020 £
Restricted funds - Previous Six Month Period					
London Councils(Ascent Project)	-	18,142	18,142	-	-
Rosa Fund	-	18,900	18,900	-	-
Oak Foundation	29,304	-	29,304	-	-
Oak Foundation - Legal Defence Fund	-	195,000	-	-	**195,000**
Oak Foundation - Tallawah Project	-	78,000	53,260	-	**24,740**
MHCLG	61,638	-	61,639	-	-
Standing Together - Tampon Tax	-	32,774	32,774	-	-
United Nations	2,145	-	-	(2,145)	-
Total restricted funds	93,087	342,816	214,018	(2,145)	**219,740**
General Funds	44,125	45,952	70,839	2,145	**21,382**
Total funds	**137,212**	**388,768**	**284,857**	-	**241,122**

Transfers from general funds to restricted funds represent a shortfall in restricted funding on those projects made up by general funds.

Transfers from restricted to general funds represent old balances that have already been applied to Imkaan's work in keeping with the purposes for which the funds were originally given.

Purposes of restricted funds

London Council

The London Councils' grant contributes towards the development and delivery of training programmes to London-based frontline refuge staff on areas including housing, supporting people and immigration law. It also contributes towards the production of community based research, policy and information bulletins, as well as ensuring that the needs of BAMER women and children are reflected within mainstream service planning and funding policies.

Rosa Fund

The Rosa Fund part supports the salary for the post of Communications Coordinator to deliver work related to awareness raising of racialised sexual harassment and to work with members to develop communications infrastructure.

Oak Foundation

The Oak Foundation is a core grant towards the post of the Executive Director and the Operations Coordinator and to cover any additional core costs of the organisation including overhead.

Oak Foundation - Legal Defence Fund

Oak Foundation Legal Justice Fund is dedicated to strategic litigation in cases where there have been microaggressions and/or breaches of specific duties (Equality Act, Competition Law, Human Rights Law and the Social Value Act) by public authorities in tendering and commissioning. The fund will support organisations to under legal actions where there have been breaches.

Oak Foundation - Tallawah Project

Oak Foundation Tallawah Project establishes a community resource for black and minoritised women creating the foundation for more equitable resourcing and grant management. While the project is independent, it involved Imkaan in the development of the work. Imkaan serves as fiscal host for the project with some governance responsibilities.

Oak Foundation - Covid 19 Emergency

Emergency COVID funding to Imkaan to offer onward grants to Black and minoritised women and girls organisations to address emergencies needs arising from the COVID pandemic including meeting IT needs, backfill and demand for frontline support.

Comic Relief

Awarded to Imkaan to offer onward grants focusing on the sustainability of Black and minoritised women and girls sector and crisis management during COVID.

London Council - NRPF (AWRC)

A partnership led by Asian Women's Resource Centre supporting women with NRPF. Imkaan provided an evaluation of the work delivered by the partnership to highlight ways in which by and for services worked with women with NRPF.

Open Society Foundation

Domestic Abuse Strategic Learning Partnership

Awarded to engage in sector-wide work focusing on the coping of women's services during the period of the pandemic and identifying lessons learned towards ways of working.

Unbound Philanthropy

Support the work of the Policy team at Imkaan to deliver a range of activities related to policy responses, analysis and developing policy positions.

Treebeard Trust

To deliver work addressing sector sustainability focusing on strategic issues covering development and planning to identify responses to risks and challenges facing the sector.

14. ***Analysis of net assets between funds - Current Year***

	Restricted funds **2021** £	Unrestricted funds **2021** £	**Total 2021 £**
Tangible fixed assets	-	6,206	**6,206**
Cash at Bank and in hand	360,004	588,240	**948,244**
Other net current assets/(liabilities)	-	(449,609)	**(449,609)**
Net assets at 31 March 2021	**360,004**	**144,837**	**504,841**

Analysis of net assets between funds - Previous Year

	Restricted funds 2020 £	Unrestricted funds 2020 £	**Total** 2020 £
Tangible fixed assets	-	5,816	**5,816**
Cash at Bank and in hand	112,110	42,700	**154,810**
Other net current assets/(liabilities)	107,630	(27,134)	**80,496**
Net assets at 31 March 2020	**219,740**	**21,382**	**241,122**

15. Trustees members' remuneration and expenses

The trustees' received no remuneration. No costs were incurred for members attending meetings, (2020- £nil)

16. Operating leases

At the reporting end date the charitable company had outstanding commitments for future minimum lease payments under non cancellable operating leases which fall due as follows :

	Office Equipment		Leasehold Property	
	2021	2020	**2021**	2020
	£	£	**£**	£
Within one year	1,588	2,116	21,918	21,918
Between two and five years	-	1,588	-	21,918
	1,588	**3,704**	**21,918**	**43,836**

17. Related Party Transactions

There were no related party transactions during the year (2020 – none).

18. Reconciliation of Net Income to Net Cash Flow From Operating Activities

	Year Ended 31 March 2021	**Six Month Period ended 31 March 2020**
	£	£
Net Income for the year	263,719	103,910
Adjustment for :		
Purchase of Tangible Assets	(3,684)	-
Depreciation	3,294	1,279
(Increase)/decrease in debtors	41,598	(40,046)
Increase/(decrease) in creditors	488,507	(14,497)
	793,434	50,646

18.1 Analysis of Changes in Net Debt

	At 1 April 2020	Cash-flows	At 31 March 2021
Cash in bank and in hand	154,810	793,434	948,244