

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

<i>Charity Name</i>	IMKAAN
<i>Company number</i>	04943395
<i>Charity number</i>	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.

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

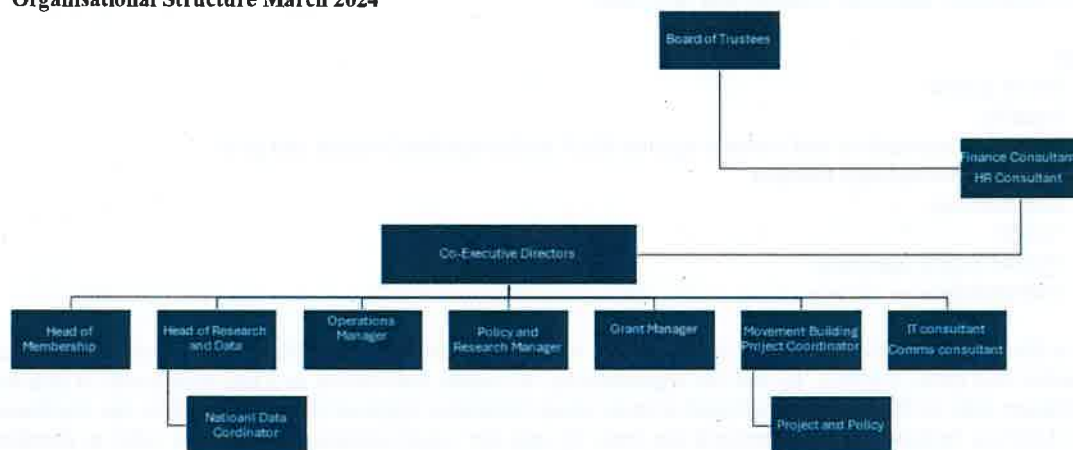
The existing Trustees approve new Trustees and appointments are reviewed on a rolling basis. Trustees are appointed for the skills and experience that they bring and their ability to assist Imkaan to meet its charitable objectives. All new Trustees must undergo an induction with the Executive Directors 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 know 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.<sup>1</sup> 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, Blackburn, Bradford, Cardiff, Coventry, Darlington, Durham, Edinburgh, Glasgow, Huddersfield, Ipswich, Leicester, Liverpool, London, Manchester, Merthyr Tydfil, Middlesbrough, 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 refugees 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 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. Alarming, 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 be 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, LGBTI 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 remuneration 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***

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.

**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 102) 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 10<sup>th</sup> December 2024 and signed on its behalf by:

Signed .....  
Anber Raz  
Trustee

Signed .....  
Rina Mehta  
Trustee

IMKAAN

## INDEPENDENT AUDITOR'S REPORT

FOR THE YEAR ENDED 31 MARCH 2024

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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.

IMKAAN

## INDEPENDENT AUDITOR'S REPORT

FOR THE YEAR ENDED 31 MARCH 2024

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### ***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;

INDEPENDENT AUDITOR'S REPORT

FOR THE YEAR ENDED 31 MARCH 2024

- 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.

IMKAAN

INDEPENDENT AUDITOR'S REPORT

FOR THE YEAR ENDED 31 MARCH 2024

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*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<sup>rd</sup> 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 £
<b><i>Income and endowments from:</i></b>					
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		<u>1,873,330</u>	<u>61,369</u>	<u>1,934,699</u>	<u>2,124,548</u>
<b><i>Expenditure on:</i></b>					
Charitable activities		<u>1,010,668</u>	<u>162,784</u>	<u>1,173,452</u>	<u>2,101,769</u>
Total expenditure	4	<u>1,010,668</u>	<u>162,784</u>	<u>1,173,452</u>	<u>2,101,769</u>
Net income/(expenditure)		862,662	(101,415)	761,247	22,779
Transfers between funds		<u>85,800</u>	<u>(85,800)</u>	<u>-</u>	<u>-</u>
Net movement in funds for the year		<u>942,462</u>	<u>(187,215)</u>	<u>761,247</u>	<u>22,779</u>
<b><i>Reconciliation of funds</i></b>					
Total funds brought forward	13	<u>1,090,351</u>	<u>589,121</u>	<u>1,679,472</u>	<u>1,656,693</u>
Total funds carried forward	13	<u><u>2,038,813</u></u>	<u><u>401,906</u></u>	<u><u>2,440,719</u></u>	<u><u>1,679,472</u></u>

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

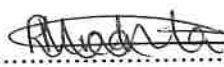
	Notes	2024 £	2023 £
Tangible Fixed Assets	9	12,793	15,407
Current Assets			
Debtors	11	1,679,739	622,435
Cash at bank and in hand		797,634	1,230,052
		2,477,373	1,852,487
Creditors: Amounts falling due within one year	12	(49,447)	(188,422)
Net Current Assets		2,427,926	1,664,065
Net Assets		2,440,719	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	<u>(428,545)</u>	<u>227,074</u>
Cash flow from investing activities			
Interest income			
Purchase of tangible fixed assets		<u>(3,873)</u>	<u>-</u>
Net cash (used in)/provided by investing activities		<u>(3,873)</u>	<u>-</u>
Net increase in cash and cash equivalents in the year		(432,419)	227,074
Cash and cash equivalents at the beginning of the year		<u>1,230,052</u>	<u>1,002,978</u>
Cash and cash equivalents at the end of the year		<u><u>797,634</u></u>	<u><u>1,230,052</u></u>
Analysis of cash and cash equivalents			
Cash in bank and in hand		<u>797,634</u>	<u>1,230,052</u>
Cash and cash equivalents at the end of the year	18.1	<u><u>797,634</u></u>	<u><u>1,230,052</u></u>

**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

## NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2024

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

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2024

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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.

## NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2024

**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
Esmée 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
	<u>1,845,152</u>	<u>43,104</u>	<u>1,888,256</u>	<u>2,070,596</u>

- 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
<b>Performance related Grants</b>				
London Council – Ascent Project	28,178	-	28,178	28,568
	<u>28,178</u>	<u>18,265</u>	<u>46,443</u>	<u>53,952</u>

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

	Basis of allocation	Restricted Funds £	Unrestricted Funds £	Total 2024 £	Total 2023 £
<b>Costs directly allocated to activities</b>					
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

## NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2024

	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
<b>Governance Costs</b>					
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
<b>Support costs allocated to activities</b>					
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
		<u>1,010,668</u>	<u>162,784</u>	<u>1,173,452</u>	<u>2,101,769</u>

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

	Basis of allocation	Restricted Funds £	Unrestricted Funds £	Total 2023 £	Total 2022 £
<b>Costs directly allocated to activities</b>					
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
<b>Governance Costs</b>					
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
<b>Support costs allocated to activities</b>					
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
		<u>1,922,297</u>	<u>179,472</u>	<u>2,101,769</u>	<u>1,004,294</u>



## NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2024

**5 Net Incoming Resources for the Year**

	2024 £	2023 £
<i>This is stated after charging:</i>		
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	-	-
	<u>          </u>	<u>          </u>

**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
	<u>          </u>	<u>          </u>
	<u>456,633</u>	<u>547,534</u>

**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
	<u>          </u>	<u>          </u>
	<u>8.97</u>	<u>11.70</u>

**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.

## NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2024

**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 31<sup>st</sup> 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).

## NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2024

**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
	<u>49,447</u>	<u>188,422</u>

**12.1** Deferred income comprises of grants received in advance.

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

**13 Movements in Funds**

	As at 1 April 2023 £	Incoming Resources £	Outgoing Resources £	Transfers £	As at 31 March 2024 £
<b><i>Restricted Funds - Current Year</i></b>					
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 <sup>1</sup>	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	<u>1,090,351</u>	<u>1,873,330</u>	<u>(1,010,668)</u>	<u>85,800</u>	<u>2,038,813</u>
<b><i>Unrestricted funds – Current Year</i></b>					
General Funds	<u>589,121</u>	<u>61,369</u>	<u>(162,784)</u>	<u>(85,800)</u>	<u>401,906</u>
Total Funds	<u>1,679,472</u>	<u>1,934,699</u>	<u>(1,173,452)</u>	<u>-</u>	<u>2,440,719</u>

1. Department for Digital, Culture, Media &amp; Sport

## NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2024

*Movements in Funds - continued*

	As at 1 April 2022 £	Incoming Resources £	Outgoing Resources £	Transfers £	As at 31 March 2023 £
<b>Restricted Funds - Previous Year</b>					
Chanel Foundation	381,559	-	(134,073)	-	247,486
Comic Relief	-	120,000	-	-	120,000
Department for DCMS <sup>1</sup>	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
<b>Total Restricted Funds</b>	<b>1,099,920</b>	<b>1,931,668</b>	<b>(1,922,297)</b>	<b>(18,940)</b>	<b>1,090,351</b>
<b>Unrestricted funds – Previous Year</b>					
General Funds	556,773	192,880	(179,472)	18,940	589,121
<b>Total Funds</b>	<b>1,656,693</b>	<b>2,124,548</b>	<b>(2,101,769)</b>	<b>-</b>	<b>1,679,472</b>

**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 <sup>1</sup>	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 in the 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 BAME 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

### 13.2 Unrestricted funds description, nature and purposes

14 *Analysis of Net Assets Between Funds – Current Year*28

**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	<u>1,090,351</u>	<u>589,121</u>	<u>1,679,472</u>

**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
	<u>(428,545)</u>	<u>227,074</u>

IMKAAN

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2024

**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	<u>1,230,052</u>	<u>(432,419)</u>	<u>797,634</u>