

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

<b>Charity Name</b>	IMKAAN
<b>Company number</b>	04943395
<b>Charity number</b>	1105976
<b>Registered office and Operational address</b>	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)

<b>Bankers</b>	The Co-operative Bank PLC P.O. Box 250 Skelmersdale WN8 6WT
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<b>Statutory Auditors</b>	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.

### ***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***

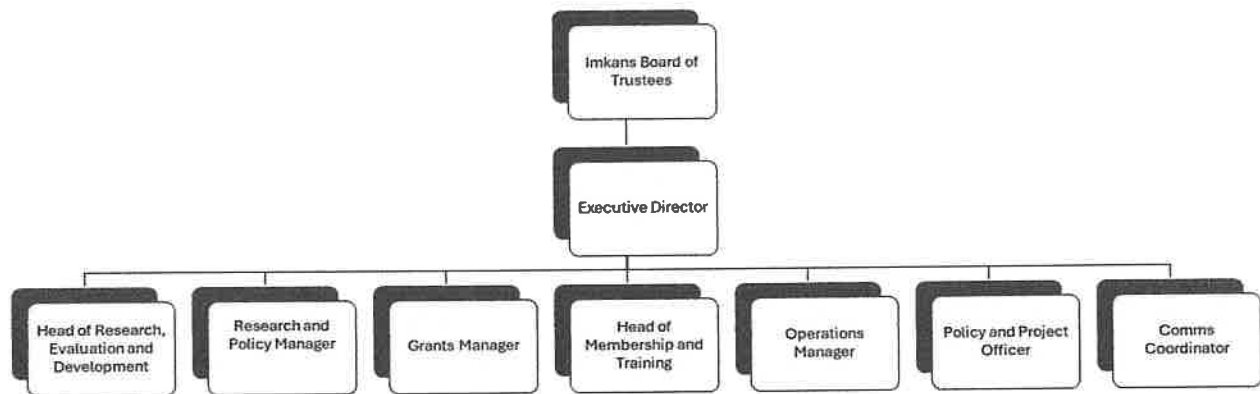
The existing Trustees approve new trustees and appointments are reviewed on a rolling basis. Trustees are appointed for the skills and experience that they bring and their ability to assist Imkaan to meet its charitable objectives. All new trustees must undergo an induction with the Executive Director 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 know 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 delegate 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, 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 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 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.

## IMKAAN

### TRUSTEES' ANNUAL REPORT (INCLUDING DIRECTORS' REPORT)

#### FOR THE YEAR ENDED 31 MARCH 2025

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) (<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) (<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) (<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 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.



## IMKAAN

### TRUSTEES' ANNUAL REPORT (INCLUDING DIRECTORS' REPORT)

#### FOR THE YEAR ENDED 31 MARCH 2025

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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 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 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.

## IMKAAN

### TRUSTEES' ANNUAL REPORT (INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MARCH 2025

#### ***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:

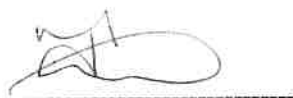
- there is no relevant audit information of which the charitable company's auditor is unaware; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

#### ***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 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 and signed on its behalf by:



Jean-Ann Ndow  
Co-chair



Carlinda Lopes  
Treasurer

Date: 28 / 10 / 25

# IMKAAN

## INDEPENDENT AUDITOR'S REPORT

### FOR THE YEAR ENDED 31 MARCH 2025

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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.

IMKAAN

INDEPENDENT AUDITOR'S REPORT

FOR THE YEAR ENDED 31 MARCH 2025

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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.

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
		£	£	£	£
<b><i>Income and endowments from:</i></b>					
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		<u>615,995</u>	<u>71,630</u>	<u>687,625</u>	<u>1,934,699</u>
<b><i>Expenditure on:</i></b>					
Charitable activities		<u>828,419</u>	<u>155,719</u>	<u>984,138</u>	<u>1,173,452</u>
Total expenditure	4	<u>828,419</u>	<u>155,719</u>	<u>984,138</u>	<u>1,173,452</u>
Net income/(expenditure)		(212,424)	(84,089)	(296,513)	761,247
Transfers between funds		<u>(2,996)</u>	<u>2,996</u>	<u>-</u>	<u>-</u>
Net movement in funds for the year		<u>(215,420)</u>	<u>(81,093)</u>	<u>(296,513)</u>	<u>761,247</u>
<b><i>Reconciliation of funds</i></b>					
Total funds brought forward	13	<u>2,038,813</u>	<u>401,906</u>	<u>2,440,719</u>	<u>1,679,472</u>
Total funds carried forward	13	<u><u>1,823,393</u></u>	<u><u>320,813</u></u>	<u><u>2,144,206</u></u>	<u><u>2,440,719</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

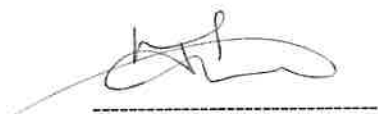
BALANCE SHEET

FOR THE YEAR ENDED 31 MARCH 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	<u>160,780</u>	<u>(428,545)</u>
Cash flow from investing activities			
Interest income		-	-
Purchase of tangible fixed assets		<u>(1,998)</u>	<u>(3,873)</u>
Net cash (used in)/provided by investing activities		<u>(1,998)</u>	<u>(3,873)</u>
Net increase in cash and cash equivalents in the year		158,782	(432,418)
Cash and cash equivalents at the beginning of the year		<u>797,634</u>	<u>1,230,052</u>
Cash and cash equivalents at the end of the year		<u><u>956,416</u></u>	<u><u>797,634</u></u>
Analysis of cash and cash equivalents			
Cash in bank and in hand		<u>956,416</u>	<u>797,634</u>
Cash and cash equivalents at the end of the year	18.1	<u><u>956,416</u></u>	<u><u>797,634</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

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 <sup>1</sup> Funding	-	-	-	169,706
	<u>363,282</u>	<u>45,603</u>	<u>408,885</u>	<u>1,888,256</u>

- 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	-
	<u>252,713</u>	<u>26,027</u>	<u>278,740</u>	<u>46,443</u>

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

	Basis of allocation	Restricted Funds £	Unrestricted Funds £	Total 2025 £	Total 2024 £
<b>Costs directly allocated to activities</b>					
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 Debts 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

## NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2025

	Basis of allocation	Restricted Funds £	Unrestricted Funds £	Total 2025 £	Total 2024 £
<b><i>Governance costs</i></b>					
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
<b><i>Support costs</i></b>					
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
		<u>828,419</u>	<u>155,719</u>	<u>984,138</u>	<u>1,173,452</u>

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

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

**5 Net Incoming Resources for the Year**

	2025 £	2024 £
<i>This is stated after charging:</i>		
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
	<u>          </u>	<u>          </u>

**6 Staff Costs and Numbers**

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

**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
	<u>          </u>	<u>          </u>
	9.70	8.97
	<u>          </u>	<u>          </u>

**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 31<sup>st</sup> 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
	<u>55,979</u>	<u>49,447</u>

**13 Analysis of charitable funds – Current year**

	1 April 2024 £	Incoming Resources £	Outgoing Resources £	Transfers £	31 March 2025 £
<b>Restricted Funds</b>					
City Bridge Foundation	1,202,900	-	(96,279)	-	1,106,621
Comic Relief	360,400	80,000	(94,850)	-	345,550
Department for DCMS <sup>1</sup>	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	<u>2,038,813</u>	<u>615,995</u>	<u>(828,419)</u>	<u>(2,996)</u>	<u>1,823,393</u>
<b>Unrestricted funds</b>					
General Funds	<u>401,906</u>	<u>71,630</u>	<u>(155,719)</u>	<u>2,996</u>	<u>320,813</u>
Total Funds	<u>2,440,719</u>	<u>687,625</u>	<u>(984,138)</u>	<u>-</u>	<u>2,144,206</u>

1. Department for Culture, Media &amp; Sport

**13.1 Analysis of charitable funds – Previous year**

	1 April 2023 £	Incoming Resources £	Outgoing Resources £	Transfers £	31 March 2024 £
<b>Restricted Funds</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 <sup>2</sup>	790	169,706	(170,496)	-	-
<b>Total Restricted Funds</b>	<b>1,090,351</b>	<b>1,873,330</b>	<b>(1,010,668)</b>	<b>85,800</b>	<b>2,038,813</b>
<b>Unrestricted funds</b>					
General Funds	589,121	61,369	(162,784)	(85,800)	401,906
<b>Total Funds</b>	<b>1,679,472</b>	<b>1,934,699</b>	<b>(1,173,452)</b>	<b>-</b>	<b>2,440,719</b>

**13.2 Restricted funds description, nature and purposes**

<b>Name of restricted fund</b>	<b>Description, nature and purposes of the fund</b>
Chanel Foundation	<p>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.</p> <p>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.</p>

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

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

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### NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2025

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 <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 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

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### NOTES TO THE FINANCIAL STATEMENTS

#### FOR THE YEAR ENDED 31 MARCH 2025

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.
Treeheard 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 <sup>1</sup>	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).

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NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2025

**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)
	<u>160,780</u>	<u>(428,545)</u>

**18.1 Analysis of changes in Net Debt**

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