

HER EQUALITY RIGHTS AND AUTONOMY

England & Wales · Charity number 1115628

Details

Other names	HER EQUALITY, RIGHTS AND AUTONOMY, THE WOMEN TO WORK INITIATIVE
Status	Registered
Legal form	Charitable company
Company number	05401337
Registered	2006-07-31
Register	View on the Charity Commission register

Contact

Address	5 Cumnor Road Farmoor Oxford OX2 9NS
Phone	07860111555
Email	info@hera-uk.org
Website	https://hera-uk.org/

Activities

Objects: (1) THE RELIEF OF FORMERLY TRAFFICKED WOMEN AND YOUNG WOMEN VULNERABLE TO TRAFFICKING BY PROVIDING OR ASSISTING IN THE PROVISION OF EDUCATION, TRAINING AND MENTORING AND SUCH OTHER SUPPORT AS MAY BE DEEMED CHARITABLE AT LAW.(2) TO ADVANCE KNOWLEDGE OF THE CAUSES AND EFFECTS OF VIOLENCE AGAINST WOMEN BOTH 'DOMESTIC VIOLENCE' AND TRAFFICKING AND THE PREVENTION THEREOF.

Activities: To help female survivors of trafficking, conflict and other forms of exploitation and young women vulnerable to trafficking become economically self-sufficient to prevent re-trafficking. To improve these women survivors social and professional support networks. To increase public awareness of the plight of trafficked and women vulnerable to trafficking and other forms of exploitation.

Classification

- **How:** Makes Grants To Individuals, Provides Human Resources, Provides Services, Provides Advocacy/advice/information, Sponsors Or Undertakes Research
- **What:** General Charitable Purposes, Education/training, The Prevention Or Relief Of Poverty, Economic/community Development/employment, Human Rights/religious Or Racial Harmony/equality Or Diversity, Other Charitable Purposes
- **Who:** Children/young People, Other Charities Or Voluntary Bodies, Other Defined Groups

Geography

- **Area of benefit:** NOT DEFINED. IN PRACTICE, NATIONAL AND OVERSEAS.
- Throughout London

Finances

Period end	Income	Expenditure	Assets	Employees
2024-12-31	£78,994	£98,455	-	-
2023-12-31	£69,101	£105,833	-	-
2022-12-31	£77,410	£68,618	-	-
2021-12-31	£86,584	£67,136	-	-
2020-12-31	£72,513	£47,077	-	-

Trustees

Name	Role	Appointed
Anthony Stuart Newstead		2023-12-01
Gilli Coston		2023-12-09
Serena Hemmings		2026-02-23

HER EQUALITY RIGHTS AND AUTONOMY

England & Wales - Charity number 1115628

Accounts



Her Equality Rights & Autonomy (HERA UK)

**Annual Report and unaudited financial statements for
year ended 31st December 2024**

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees

Gilli Coston

Maninder Paul

Stuart Newstead

Charity Number 1115628

Company Number 05401337

Registered Office: 5 Cumnor Road, Oxford, OX2 9NS

Independent examiner Nik Hurst, The Gherkin, 28th & 29th Floors, 30 St Mary's Axe, London, EC3A 8BF.

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Trustee Report

Objectives and Activities

a. Policies and Objectives

The objectives of the charity are:

- 1) To help formerly trafficked women (women sold or trafficked for sexual slavery and young women vulnerable to trafficking) to become economically self-sufficient in order to prevent trafficking and re-trafficking
- 2) To help improve trafficked women's self-esteem and social and emotional support networks
- 3) To increase public awareness and understanding of the plight of trafficked women and young women vulnerable to trafficking.

b. Activities for achieving objectives

HERA UK organises the following programmes to address our objectives:

- Monthly seminars, for all trafficked women survivors, who have attended past and present HERA programmes ("Wednesday Wisdoms");
- Professional and business mentoring;
- Three-week Business & Entrepreneurial Training during the summer
- Raising money by various means to achieve the objectives

c. Public benefit

The Trustees confirm that due regard has been given to the Charity Commission's guidance on public benefit and in particular confirm that the charity provides the public benefit for the advancement of education and, training and well-being and the relief of those in need.

d. Main activities undertake to further the charity's purpose for public benefit

The main activities undertaken to further the charity's purposes for public benefit are synonymous with the activities for achieving objectives detailed above.

Vision & Mission

HERA empowers women survivors of modern slavery & exploitation to achieve a better life, working with business and academic mentors, to become financially independent.

Our mission is built on five core values: Trust, Autonomy, Empowerment, Collaboration and Compassion.

We focus on three key deliverables:

- 1) The delivery of a summer training programme
- 2) The delivery of mentoring support
- 3) The delivery of ongoing support such as alumni groups and Wednesday Wisdom talks

In order to deliver this, we have five foundation stones, each of which is owned by one of our trustees:

- 1) Team building and direction setting
- 2) Fundraising
- 3) Partnership development (corporate, charitable and academic)
- 4) Marketing and communications
- 5) Operational support (including governance and statutory requirements)

2024 review

2024 was a watershed financial year for HERA. It became clear that the cost structure of the organisation was unsustainable, especially the people-related costs. This resulted in the sad necessity of terminating the contracts of our three contractors once the summer programme was complete. Michelle Hammersley also stepped down as a trustee and treasurer. All the trustees are extremely grateful to Michelle for the professionalism, diligence and time commitment she brought to HERA.

We were still able to deliver the mentoring programme and the Wednesday Wisdoms through the efforts of the trustees and volunteer assistance. We were also able to assess options for planning and delivering the 2025 summer programme.

We continued the focus that we had started in 2023:

- **Ensure delivery of the 2024 summer programme** ensuring we take account of the changing world, with more students based outside of London and a need to balance entrepreneurship, education and employment as likely future paths for our students. The programme also includes, wherever possible, input from 'people like us', ie those from different backgrounds that reflect those of our students. This focus continues through the Wednesday Wisdoms.
- **Run the mentoring programme** to deliver more tailored support for our students, and ensure mentors are fully trained and have access to a wider resource library
- **Grow partnerships** by clarifying relationships and making our partnerships more transparent. In particular we will focus on **partnerships with funders**.
- **Maintain HERA as a going concern**

HERA Team

At the end of the year, HERA was led by its three trustees:

- Gilli Coston – mentoring
- Maninder Paul – comms
- Stuart Newstead – Interim Chair and academic director

Achievements and performance

Review of activities

This year's training programme was the 16th programme hosted in the UK by HERA. The programme saw 18 women survivors present their individual plan for their next 100 days and graduate from the three-week summer programme.

The summer programme comprised seven in-person days, including a Q&A morning at Borough Market, and the rest as online sessions, mostly delivered live. We were very thankful to our corporate partners and hosts, who provided highly stimulating days with a range of speakers – AMEX, NatWest, Marriott and Salesforce. The programme ended with a graduation ceremony and presentation of certificates for the course.

The training ran from in July and was predominantly taught between 10am and 3pm. This year we had six students via an Oxford-based charity, Refugee Resource. This presented some logistics and cost challenges, but the six were highly engaged and stimulating students. We had five students with university degrees (including one PhD) and most students were above the age of 30.

We collaborated with our supporters and educational partners to create regular online campaigns, events, and workshops for our students allowed us to minimise costs by receiving in-kind donations such as free office space for in person sessions plus food & beverages.

The 2024 summer programme built on successes and feedback from 2023. In particular, we continued to have HERA alumnae as in-person volunteers, which helped our new students to relate immediately to the programme; we asked our corporate partners to let our students hear from “people like us”, ie employees from minority and disadvantaged backgrounds. We also introduced the 100-day plan template right at the start of the programme, so that our students had a clear sense of personal direction for the next three weeks.

Speakers for the 2024 Business Training Programme

- Sarah Temple-Smith – Tree of Life
- Stuart Newstead – Ideas Generation; 100-day plan
- Shelley Spence – IT fundamentals
- Gilli Coston – building rapport
- Ian Kaye – emotional intelligence
- Dennis Long – business cashflow
- Andrew Collinson – marketing
- Lorna Lanigan – managing your presence
- Beth Kirk – personal branding
- Ruth Bender – business finance
- Arlyne Chinyanganya – personal finance
- April Oakley – CV clinic; interview skills
- Lara Miller – business plan
- Mary Donovan – mentoring
- Kristy Merson – products
- Laura Bradnam – accessing higher education; Birkbeck College
- Chris Merrington – price, profit & customers; behavioural profiling
- Dorothy Griffiths – team working; desert survival exercise
- Maninder Paul – social media

Events

During 2024 we saw all our activities continue to grow along with the number of supporters, partners and volunteers at HERA.

After the summer business training programme, our students, mentors and volunteers enjoyed outdoor events. We had a Christmas party for the class of 2024. Those in attendance exchanged gifts, pleasantries and enjoyed some Christmas games and quizzes.

We were delighted to join Adobe in March to celebrate International women's day. The event was a great opportunity for our students to meet with their mentors, catch up with other students and network with HERA Alumni.

We held eight Wednesday Wisdom Workshops so far this year building on each student's 100-day plan and some of the specialist topics related to business and self-confidence skills.

Mentoring Program

The mentoring programme in 2024 continued to run in the more focussed way that had started in 2023. It has a number of aims:

- 1) To fit more closely with the delivery of the summer programme (aligning to the concept of a “100-day plan”
- 2) To improve safeguarding by assessing how and when mentoring is provided
- 3) To provide a more sustainable pool of mentors

Partnerships & Collaborations

2024 has been another strong year in the development of our corporate partnerships. We continue to be supported by our longstanding partners in Vodafone, Salesforce and American Express, and have developed partnerships with Marriott and Adobe. Our corporate partners support us with:

- SIM cards with free mobile broadband (Vodafone)
- 15 reconditioned laptops (Thorlux).
- Ethique and Tropic (international woman-owned skincare companies based in UK) have kindly donated gifting packs to our students which is used for introduction and farewell totes / gift bags to students.
- Hosting for the summer programme and events such as graduation including food and drink for our students (Salesforce, Marriott, NatWest)
- People and expertise, whether that be summer programme speakers, Wednesday Wisdom speakers, mentors or volunteers

We also benefitted from the final six months from the Women of Impact Programme, which provided us special access to experts in the field of legal, governance and strategy. One of the firms, Simmons & Simmons, has become a core partner and has kindly offered to continue to give pro bono legal advice and process support.

Monitoring & Evaluation

To ensure the continued effectiveness and suitability of our programs, HERA employs three core processes for gathering and assessing student well-being and overall satisfaction.

1) Student Feedback:

Following the first part of the HERA programme i.e. the Summer Business & Entrepreneurial 3 Week training course, we gather feedback from the students,

- **‘we want to see more people like us’** We have brought in more alumni and added more inspirational speakers and have put more self-confidence sessions in the first days of the first week of the programme
- **‘I wanted to gain knowledge in IT’** – we have added more IT Skills training.

2) Student Engagement:

We maintain ongoing interactions with our students through social events, workshops, and WhatsApp

Our Trustees and Programme Director also maintain regular contact with students to ensure their safety and well-being.

3) Mentor Feedback:

HERA now organises an online gathering for mentors to connect, reflect, and exchange best practices to better support both one another and their mentees throughout the year. Subsequently, we introduced regular monthly "catch-up" sessions, allowing mentors to share their experiences within the HERA mentor community and collaboratively identify areas for improvement.

Fundraising

HERA continues to operate, like many other UK charities, within a challenging funding environment. The general economic climate and political uncertainty have created a difficult environment, particularly for small charities, with some reports suggesting that fundraising performance is now worse than at the peak of the Covid crisis. HERA has recognised that we need to resource and plan to meet these challenges for our future success. We are therefore very grateful to The Tribe Foundation and The Bromley Trust for giving us grants in 2024.

Financial and governance review

Report of the Trustees and Unaudited Financial Statements for the year ended 31 December 2024

Financial Review

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with charity's memorandum of association, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS" (as amended for accounting periods commencing from 1 January 2016)

Reserves Policy

The Reserves Policy is set to ensure there is no disruption of HERA's services in the event of an unforeseen reduction in income or increase in expenditure. It also allows for contingencies aimed at the mitigation of any major risks identified that would have a financial impact should they materialise.

The Trustees have determined a requirement for freely available funds in order to fund the following:

- To maintain uninterrupted the ongoing activities of the Charity, in particular the following year's summer programme
- To cover management, administration, fundraising and other support costs.

The Trustees believe that, in line current commitments the level of free reserves should be sufficient to cover four months' costs, being the approximate equivalent of delivering the summer programme. At 2024 prices this equated to approximately £25,000. When it was clear that the threshold would be breached, then the cost reduction plan was put in place and costs reduced to almost £0 after the notice periods given to contractors.

The level of reserves is continually monitored by the Trustees and the policy is reviewed at least every three years (next review due 2025).

The Charity works to build its reserves to the level required to meet the policy to remain sustainable, build a safer future and protect the Charity in the long term.

Income and Expenditure

In the period total income to the charity including grants, donations (both cash and in kind) and Gift Aid totalled £78,994 whilst expenditure was £98,455.

Structure and governance

The charity is registered as a company limited by guarantee and was set up by a memorandum of association on 22nd March 2005.

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 December 2024.

Trustees

- Gilli Coston (reappointed 1/1/24)
- Maninder Paul
- Stuart Newstead

Statement of Trustees Responsibilities

The trustees (who are also the directors of Her Equality Rights and Autonomy for the purposes of company law) are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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

- select suitable accounting policies and then apply them consistently
- observe the methods and principles in the Charity SORP
- make judgements and estimates that are reasonable and prudent
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping proper accounting records, which disclose with reasonable accuracy at any time the financial position of the charitable 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 charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees have adopted the provisions of the Statement of Recommended Practice (SORP) 'Accounting and Reporting by Charities' issued in January 2015.

Reference and Administrative Details

Registered Company number: 05401337 Registered Charity number: 1115628

Registered office: 5 Cumnor Road, Oxford, OX2 9NS

Method of appointment and election of trustees

Trustees (as listed by the Charities Commission) and Directors (as listed at Companies House) are elected and serve according to the provisions laid down in paragraphs 19 through 37 of the memorandum of association as lodged at Companies House. In brief:

- There should be no fewer than three trustees.
- Trustees are expected to serve for a minimum of two and a maximum of seven years
- At each AGM the most longstanding trustee is expected to stand down, but may be re-elected
- The selection and appointment of trustees is carried out by the trustees.

The trustees report was approved by the Board of Trustees

Stuart Newstead

Interim Chair of the Board of Trustees

27/09/2025

Independent Examiner's Report

TO THE TRUSTEES OF HERA – CHARITY NUMBER 1115628

I report on the Accounts and accompanying notes of the company for the year ended 31 December 2024

Respective Responsibilities of trustees and examiner

The trustees (who are also directors of the company for the purposes of company law) are responsible for the preparation of the accounts. The trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2012 (the 2012 Act) and that an independent examination is needed.

Having satisfied myself that the charity is not subject to an audit under company law and is eligible for independent examination, it is my responsibility to:

- examine the accounts under section 145 of the 2012 Act.
- follow the procedures laid down in the general Directions given by the Charity Commission under section 145(5)(b) of the 2012 Act; and
- state whether particular matters have come to my attention.

Basis of independent examiner's statement

My examination was carried out in accordance with general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the accounts present a "true and fair view" and the report is limited to those matters set out in the statement below.

Independent examiner's statement

In connection with my examination, no matter has come to my attention which gives me reasonable cause to believe that, in any material respect, the requirements below have not been met.

- to keep accounting records in accordance with section 386 of the Companies Act 2006.
- to prepare accounts which accord with the accounting records, comply with the accounting requirements of section 396 of the Companies Act 2006 and with the methods and principles of the Statement of Recommended Practice: Accounting and Reporting by Charities have not been met; or
- to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Nik Hurst *Nik Hurst*

Date 25/09/2025

Statement of financial activities

Income and expenditure and balance sheet for year ended 31 December 2024

Income and expenditure

In Kind funding	57,712
Grant Income	21,282
Total income	78,994

less Cost of Sales	65,155
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Consulting, speakers and trainers	24,629
Facilities and meeting rooms	29,500
Materials and supplies for summer program	3,787
Student travel and expenses	5,422
Other summer programme costs	1,816

less Administration Expenses	8,084
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Fundraising costs	5,753
Computer Software	619
Internet & Telephone	83
Legal and Professional Fees	394
Miscellaneous	848
Bank/Finance Charges	103
Insurance	283

less Staff Costs	25,216
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Operating Profit	-19,461
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Retained Profit this period:	-19,461
Retained Profit brought forward:	30,779
Distributable Reserves / Retained Profit carried forward:	11,413

Balance Sheet

Opening bank balance	30,875
Retained Profit this period:	-19,461
Closing bank balance:	12,142
Expenses owing	-729
P&L	11,413

HER EQUALITY RIGHTS AND AUTONOMY

England & Wales - Charity number 1115628

Accounts

Her Equality Rights & Autonomy (HERA UK)

**Annual Report and unaudited financial statements for year ended 31st December
2023**

Her Equality Rights and Autonomy (HERA UK)

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees

Gili Coston (reappointed 1/1/24)

Michelle Hammersley

Maninder Paul (appointed June 2023)

Stuart Newstead (appointed December 2023)

Charity Number 1115628

Company Number 05401337

Registered Office 184 Bath Rd, Worcester, WR5 3ER

Independent examiner Craig Muncaster, Albany, Port Isaac, Cornwall, PL29 3RF

Her Equality Rights and Autonomy (HERA)

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Trustee Report

Objectives and Activities

a. Policies and Objectives

The objectives of the charity are

- 1) To help formerly trafficked women (women sold or trafficked for sexual slavery and young women vulnerable to trafficking) to become economically self sufficient in order to prevent trafficking and re-trafficking
- 2) To help improve trafficked women's self esteem and social and emotional support networks
- 3) To increase public awareness and understanding of the plight of trafficked women and young women vulnerable to trafficking.

b. Activities for achieving objectives

HERA UK staff, volunteers, and trustees organised the following programmes to address our objectives:

- Monthly seminars, for all trafficked women survivors, who have attended past and present HERA programmes ("Wednesday Wisdoms");
- Professional and business mentoring;
- 3 week Business & Entrepreneurial Training during the summer
- Raised money by various means to achieve its objectives

c. Public benefit

The Trustees confirm that due regard has been given to the Charity Commission's guidance on public benefit and in particular confirm that the charity provides the public benefit for the advancement of education and, training and well-being and the relief of those in need.

d. Main activities undertake to further the charity's purpose for public benefit

The main activities undertake to further the charity's purposes for public benefit are synonymous with the activities for achieving objectives detailed above.

Vision & Mission

HERA empowers women survivors of modern slavery & exploitation to achieve a better life, working with business and academic mentors, to become financially independent.

Our mission is built on 5 core values: Trust, Autonomy, Empowerment, Collaboration and Compassion.

We focus on three key deliverables:

- 1) The delivery of a summer training programme
- 2) The delivery of mentoring support
- 3) The delivery of ongoing support such as alumni groups and Wednesday Wisdom talks

In order to deliver this, we have 5 foundation stones, each of which is owned by one of our trustees:

- 1) Team building and direction setting
- 2) Fundraising
- 3) Partnership development (corporate, charitable and academic)
- 4) Marketing and communications
- 5) Operational support (including governance and statutory requirements)

2023 review

2023 was a year of great change for HERA. In December, Jo Chidwick, our longstanding chair, decided to step back from the charity. Jo was very closely involved with HERA and her impact and contribution was huge. Her departure saw a period of change in which the board, supported by returning volunteers, refocussed on a small number of key priorities to ensure stability in the short term and continuity in the longer term:

- **Ensure delivery of the 2024 summer programme** ensuring we take account of the changing world, with more students based outside of London and a need to balance entrepreneurship, education and employment as likely future paths for our students. The programme also includes, wherever possible, input from 'people like us', ie those from different backgrounds that reflect those of our students. This focus continues through the Wednesday Wisdoms.
- **Refresh the mentoring programme** to deliver more tailored support for our students, and ensure mentors are fully trained and have access to a wider resource library
- **Grow partnerships** by clarifying relationships and making our partnerships more transparent. In particular we will focus on **partnerships with funders**.
- **Create a sustainable organisation** through fundraising, cost control, and clarifying the organisation and its ways of working

HERA Team

At the end of the year, HERA was supported by the following team:

- GILLI COSTON – Trustee (Mentoring)
- MARY DONOVAN, BOARD ADVISOR (mentoring)
- MICHELLE HACHE (chair and treasurer)
- IAN KAYE, BOARD ADVISOR (corporate partnerships)
- STUART NEWSTEAD (Trustee and Academic director)
- SHELLEY SPENCE (Online and Tech Support / Board Secretariat)
- MIMI UHANAN, PROGRAMME MANAGER
- ANDREA WEST, FUNDRAISING MANAGER

Achievements and performance

Review of activities

This year's training programme was the 15th programme hosted in the UK by HERA. The programme saw 18 women survivors graduate from the three week hybrid training course and present their individual plan for their next 100 days.

For the second time, the training programme was taught Hybrid – with 6 in person sessions and the remainder hosted over Zoom with some pre-recorded videos from speakers and partners, including Presentation skills from American Express and in person sessions at Natwest Bank, Marriott and Salesforce. The programme ended with a graduation ceremony and presentation of certificates for the course.

The training ran from Monday 03 July to Friday 11th August 2023 and was predominantly taught between 10am and 3pm. Total attendance for the programme was 95.70% with all students, except one, who couldn't attend in person classes because she was pregnant. This year there were six students with university degrees and most students above the age of 25 years old.

We collaborated with our supporters and educational partners to create regular online campaigns, events, and workshops for our students allowed us to minimise costs by receiving in-kind donations such as free office space for in person sessions plus food & beverages.

The year 2023 for HERA was a year of positive change and innovation to our programme offering various methods of support, including the addition of a new format and structure for the program, based on our focus on giving our students a clear path to 'becoming financially independent'. We also started working with patterns offering work experience and training for our students to enable them further towards their goals and aspirations.

In addition to the new structure, we wanted to bring in some innovation around the students' wellbeing and we worked with Athena Herd Foundation, an organisation that strives to improve the emotional health and wellbeing of their clients. Since setting up the foundation, they have positively influenced the lives of over one thousand young people and adults via their horse-assisted personal development and wellbeing programmes.

2023 also saw new additions to the staffing team, who all brought experience and energy to their roles, enabling productive strategy meetings regarding the future of HERA as we move into 2023 and beyond. A key initiative was to bring in our alumni to function as volunteers and HERA ambassadors, this really helped our students as they could see themselves reflected in these women who were happy to 'play it back' and share their positive experiences with HERA and the program.

HERA UK summer programme Team

The 2023 summer training programme was developed and coordinated by Uhanan Mimi, Programme Manager. The content and teaching was overseen by Joanne Chidwick, CEO and Trustee, and Stuart Newstead, Academic Director. The programme was also supported by:

- Nikki Pierce - Risk Management
- Mary Donovan - Head of Mentoring
- Shelley Spence - Online and Tech Support / Board Secretariat
- Eleanor Chidwick - Programme Volunteer
- Nemelyn Angco - Ambassador Volunteer
- Zenabou Zeba - Ambassador Volunteer
- Achiraya Srida - Ambassador Volunteer
- Julie Zhang - Ambassador Volunteer

Speakers for the 2023 Business Training Programme

- Dorothy Griffiths - speaker on team working; hosted the desert survival session
- Rob Thompson - speaker on Building relationships, rapport and listening skills
- Stephen Wander - speaker on Idea Generation, group facilitation
- Lara Miller - speaker on Business Planning
- Ian Kaye - speaker on Emotional Management
- Joanne Chidwick - speaker on Marketing skills
- Carolina M Castillo - speaker on Presentation Skills
- Rochelle Tomlin - speaker on The Power Of Mindset
- Lorna Lanigan - speaker on Managing Your Presence
- Ruth Bender - speaker on Basic Business Finance
- Chris Merrington - speaker on Price, Profit & Customers
- Dennis Long - speaker on Project Budgeting & Sources of Finance
- Isabelle Habib - speaker from Birkbeck University on accessing higher education
- Maninder Kaur - speaker on social media skills
- Athena Herd facilitators – Athena Herd Foundation Hosts

Events

During 2023 we saw all our activities continue to grow along with the number of supporters, partners and volunteers at HERA.

After the summer business training programme, our students, mentors and volunteers enjoyed outdoor events. We had a Christmas party at Natwest Angel for the class of 2023. Those in attendance exchanged gifts, pleasantries and enjoyed some Christmas games and quizzes.

We were delighted to join Adobe on the 8th of March to celebrate International women's day. The event was absolutely fantastic and a great opportunity for our students to meet with their mentors, catch up with other students and network with HERA Alumni.

We held eight Wednesday Wisdom Workshops so far this year building on each student's 100 day plan, and we are planning a farewell party in June for the class of 2023 before welcoming the new cohort starting the programme in July.

Mentoring Program

During 2023, the mentoring programme has been strengthened and reformulated. This has a number of aims:

- 1) To fit more closely with the delivery of the summer programme (aligning to the concept of a "100 day plan")
- 2) To improve safeguarding by assessing how and when mentoring is provided
- 3) To provide a more sustainable pool of mentors

Partnerships & Collaborations

2023 has been another strong year in the development of our corporate partnerships. We continue to be supported by our longstanding partners in Vodafone, Salesforce and American Express, and have developed partnerships with Marriott and Adobe. Our corporate partners support us with:

- Resources such as SIM cards and laptops, which are vital for engaging students and allowing them to participate in the summer programme. Vodafone have kindly donated 60 x 40GB SIM cards.
- Harney's (a global offshore law firm based in London) have in June 2023 kindly donated 5 x reconditioned laptops
- Ethique and Tropic (international woman-owned skincare companies based in UK) have kindly donated gifting packs to our students which is used for introduction and farewell totes / gift bags to students.
- Hosting for the summer programme and events such as graduation including food and drink for our students
- People and expertise, whether that be summer programme speakers, Wednesday Wisdom speakers, mentors or volunteers
- Fundraising events, such as the 2023 Adobe event

During the year we have also benefitted from the Women of Impact partnership providing us special access to experts in the field of legal, governance and strategy

Monitoring & Evaluation

To ensure the continued effectiveness and suitability of our programs, HERA employs three core processes for gathering and assessing student well-being and overall satisfaction.

1) Student Feedback:

Following the first part of the HERA programme i.e. the Summer Business & Entrepreneurial 3 Week training course, we gather feedback from the students,

- **‘we want to see more people like us’** We have brought in more alumni and added more inspirational speakers
- **I wanted to gain knowledge in IT’** – we have added more IT Skills training.

2) Student Engagement:

We maintain ongoing interactions with our students through social events, workshops, and WhatsApp

Our Trustees and Program Director also maintain regular contact with students to ensure their safety and well-being.

3) Mentor Feedback:

HERA now organises an online gathering for mentors to connect, reflect, and exchange best practices to better support both one another and their mentees throughout the year. Subsequently, we introduced regular monthly "catch-up" sessions, allowing mentors to share their experiences within the HERA mentor community and collaboratively identify areas for improvement.

Fundraising

HERA continues to operate, like many other UK charities, within a challenging funding environment. The cost of living crisis and general economic climate have created a difficult environment, particularly for small charities, with some reports suggesting that fundraising performance is now worse than at the peak of the Covid crisis. HERA has recognised that we need to resource and plan to meet these challenges for our future success. Alongside these challenges we are also thrilled to share the remarkable fundraising successes that have propelled our mission forward over the last twelve months. The incredible generosity and unwavering commitment of our supporters have enabled us to make a real difference and directly impact the lives of the women we serve. Here are some of the key highlights:

- **Tribe Foundation** very kindly granted HERA £10,000 for our work empowering the survivors of modern slavery to regain their freedom and work towards their career aspirations through training and mentoring.
- **The Bromley Trust** has continued its valuable support of our work at HERA with their grant of £10,000.
- **Corporate Partnerships:** We are very pleased to continue our corporate partnerships with Adobe

We are profoundly grateful for the continued support and partnership. There are some challenging times ahead but together, we are making a difference and creating lasting change. Thank you for being an integral part of our journey and for your unwavering commitment to our mission.

Her Equality, Rights and Autonomy (HERA)

Report of the Trustees and Unaudited Financial Statements for the year ended 31 December 2023 for Her Equality Rights and Autonomy

Financial Review

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with charity's memorandum of association, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS" (as amended for accounting periods commencing from 1 January 2016)

Reserves Policy

The Reserves Policy is set to ensure there is no disruption of HERA's services in the event of an unforeseen reduction in income or increase in expenditure. It also allows for contingencies aimed at the mitigation of any major risks identified that would have a financial impact should they materialise.

The Trustees have determined a requirement for freely available funds in order to fund the following:

- To maintain uninterrupted the ongoing activities of the Charity, in particular the following year's summer programme
- To cover management, administration, fundraising and other support costs.

The Trustees believe that, in line current commitments the level of free reserves should be sufficient to cover four months' costs, being the approximate equivalent of delivering the summer programme. At 2023 prices this equates to approximately £25,000

The level of reserves is continually monitored by the Trustees and the policy is reviewed at least every three years (next review due 2025)

The Charity works to build its reserves to the level required to meet the policy to remain sustainable, build a safer future and protect the Charity in the long term.

Income and Expenditure

In the period total income to the charity including grants, donations (both cash and in kind) and Gift Aid totalled £69,101 whilst expenditure was £105,738

Structure and governance

The charity is registered as a company limited by guarantee and was set up by a memorandum of association on 22nd March 2005.

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 December 2023.

Trustees

- Joanne Chidwick, Chair (resigned 1/12/23)
- Michelle Hache (Hammersley) (appointed 2022)
- Maninder Paul (appointed June 2023)
- Stuart Newstead (appointed December 2023)
- Gilli Coston, Head of Mentoring (reappointed 1/1/24)

Statement of Trustees Responsibilities

The trustees (who are also the directors of Her Equality Rights and Autonomy for the purposes of company law) are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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

- select suitable accounting policies and then apply them consistently
- observe the methods and principles in the Charity SORP
- make judgements and estimates that are reasonable and prudent
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping proper accounting records, which disclose with reasonable accuracy at any time the financial position of the charitable 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 charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees have adopted the provisions of the Statement of Recommended Practice (SORP) 'Accounting and Reporting by Charities' issued in January 2015.

Reference and Administrative Details

Registered Company number: 05401337 Registered Charity number: 1115628

Registered office:

184 Bath Rd, Worcester, WR5 3ER

Method of appointment and election of trustees

Trustees (as listed by the Charities Commission) and Directors (as listed at Companies House) are elected and serve according to the provisions laid down in paragraphs 19 through 37 of the memorandum of association as lodged at Companies House. In brief:

- There should be no fewer than three trustees.
- Trustees are expected to serve for a minimum of two and a maximum of seven years
- At each AGM the most longstanding trustee is expected to stand down, but may be re-elected
- The selection and appointment of trustees is carried out by the trustees.

The trustees report was approved by the Board of Trustees

Michelle Hache (Hammersley)

Interim Chair of the Board of Trustees

02/08/2024

Her Equality, Rights and Autonomy (HERA)

Independent Examiner's Report

TO THE TRUSTEES OF HERA – CHARITY NUMBER 1115628

I report on the Accounts and accompanying notes of the company for the year ended 31 December 2023

Respective Responsibilities of trustees and examiner

The trustees (who are also directors of the company for the purposes of company law) are responsible for the preparation of the accounts. The trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2012 (the 2012 Act) and that an independent examination is needed.

Having satisfied myself that the charity is not subject to an audit under company law and is eligible for independent examination, it is my responsibility to:

- examine the accounts under section 145 of the 2012 Act;
- follow the procedures laid down in the general Directions given by the Charity Commission under section 145(5)(b) of the 2012 Act; and
- state whether particular matters have come to my attention.

Basis of independent examiner's statement

My examination was carried out in accordance with general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the accounts present a "true and fair view" and the report is limited to those matters set out in the statement below.

Independent examiner's statement

In connection with my examination, no matter has come to my attention which gives me reasonable cause to believe that, in any material respect, the requirements below have not been met.

- to keep accounting records in accordance with section 386 of the Companies Act 2006;
- to prepare accounts which accord with the accounting records, comply with the accounting requirements of section 396 of the Companies Act 2006 and with the methods and principles of the Statement of Recommended Practice: Accounting and Reporting by Charities have not been met; or

- to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Craig Muncaster

Date

Her Equality, Rights and Autonomy (HERA)

Statement of financial activities (Income and expenditure and balance sheet)

For year ended 31 December 2023

Income and expenditure

In Kind funding	43,664
Grant Income	25,437
Total income	69,101

less Cost of Sales	57,485
Other summer program costs	32,171
Consulting, speakers and trainers	7,500
Materials and supplies for summer program	5,670
Student travel and expenses	11,030
Computer Hardware for students	1,114

less Administration Expenses	7,934
Fundraising costs	5,246
Computer Software	681
Internet & Telephone	203
Legal and Professional Fees	1,253
Subscriptions	289
Bank/Finance Charges	153
Insurance	108

less Staff Costs	40,414
-------------------------	---------------

	-
Operating Profit	36,731

	-
Retained Profit this period:	36,731
Retained Profit brought forward:	67,510
Distributable Reserves / Retained Profit carried forward:	30,779

Balance Sheet

Opening bank balance	67,510
	-
Retained Profit this period:	36,731
Closing bank balance:	30,779

HER EQUALITY RIGHTS AND AUTONOMY

England & Wales - Charity number 1115628

Accounts

HERA

2022

Annual Report



HERA (Her Equality Rights & Autonomy)

Registered Company number 05401337

Registered Charity number 1115628



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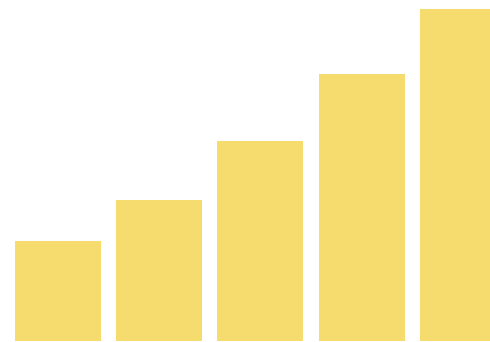
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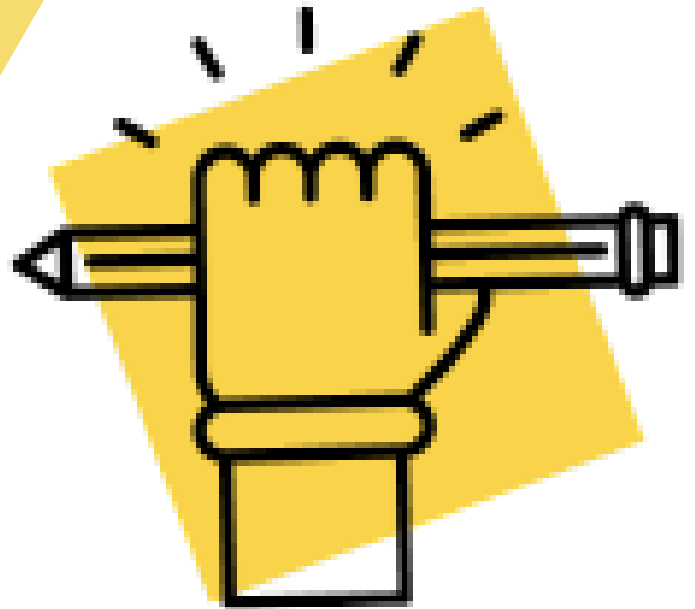
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Background

HERA was first organised for formerly trafficked women in Belgrade, Serbia in the 1990s, (during the Yugoslav Wars of 1991 to 1999). HERA was then incorporated in the UK as a limited company and charity in 2005 and its affiliate in France, as an Association in 2014. In 2008, the first Entrepreneurship Training and Mentoring Programme was organised in London at Imperial College Business School. In 2009, Women-to-Work was renamed HERA to maintain the same name as its entrepreneurship programme in the UK.

Since that time, HERA teams have run annual Entrepreneurship & Business Training Programmes hosted by our sponsors, professional educators and skilled mentors to support the women participants from each cohort over the following year and beyond.. HERA staff and volunteers also run monthly business training seminars and workshops at our sponsors offices to provide year-round support to participants, our alumni and their mentors.



HERA

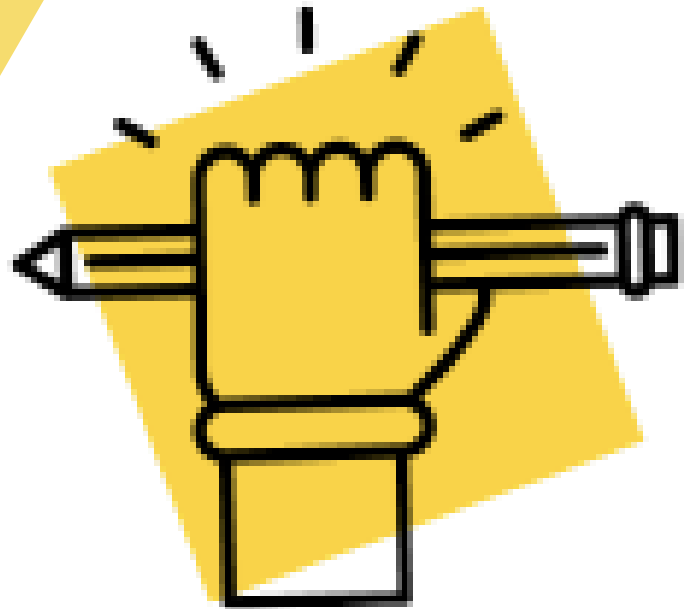
Empowering women
through capacity
building

Background (continued)

In recruiting women for the programme, HERA is assisted by over 20 London and national charities as well as former students. Business women and men, professors and trainers volunteer with HERA to provide high quality, cutting edge, and innovative entrepreneurship, business and mentor training. Private sector firms, such as Salesforce and FinancialForce as well as educational partners ie Birkbeck University have sponsored HERA meetings and events.

Speakers from banks, IT, consulting, media, and manufacturing firms and universities have given their time and volunteered at HERA seminars and training sessions..

¹ The first UK Entrepreneurship Training Programme was named HERA (Her Equality Rights and Autonomy) and subsequent organisers argued for bringing all the work together under this name, which was first published in a full-page article in the Financial Times (2008).



HERA

Empowering women
through capacity
building

Achievements & Events

Overview

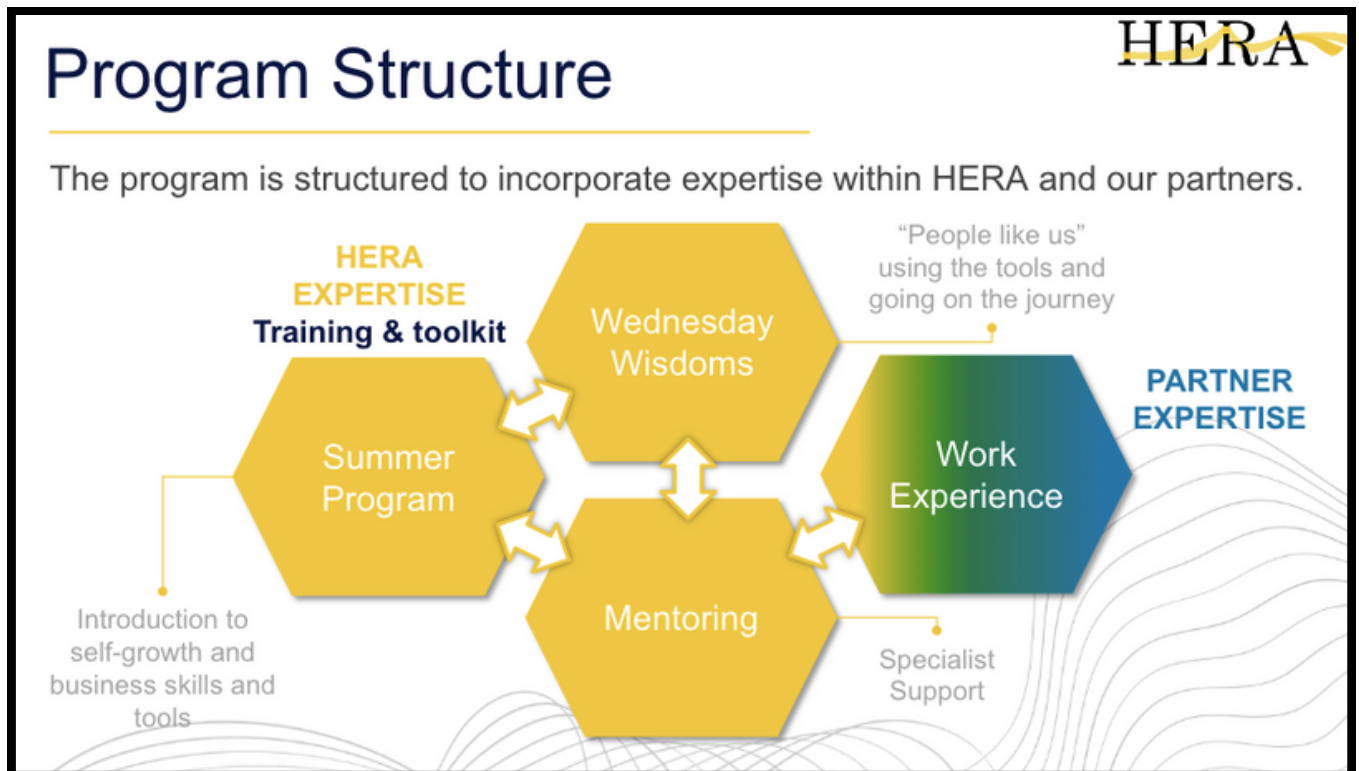
The 2022 training programme was the 14th programme hosted in the UK by HERA. The programme saw 17 women survivors graduate from the six week hybrid training course and pitch their group's business idea to a panel of judges.

For the first time ever, the training programme was in a Hybrid format – both in person and virtually and included mostly live sessions hosted over Zoom with some pre-recorded videos from speakers and partners, including Presentation skills from American Express and in person sessions at FinancialForce and Salesforce. The training ran from Monday 18 July to Friday 26 August 2022 and was predominantly taught between 10am and 3pm.

- **Working with our supporters and educational partners** to create regular online campaigns, events, and workshops for our students allowed us to minimise costs by receiving in-kind donations such as free office space for in person sessions plus food & beverages;
- The other key factor that helped us save money was the fact that all our **students were only coming to 6 in-person sessions** for the whole program, this kept one of our most expensive outgoings, i.e. student travel expenses, down to a minimum.

Achievements & Events

2022 for HERA was a year of positive change and innovation to our programme offering various methods of support, including the addition of a new format and structure for the program, based on our focus on giving our students a clear path to 'becoming financially independent'. We also started working with partners offering work experience and training for our students to enable them further towards their goals and aspirations. We have detailed more information later in the report about such a partnership which we hope to build on in 2023/24 cohort i.e. Women in Construction.



* new program structure for 2022

Achievements & Events

In addition to the new structure, we wanted to bring in some innovation around the students well being and we worked with **Tower House Horses**, an organisation that strives to improve the emotional health and wellbeing of their clients, and have been established for over 10 years. since 2011. Over that period, they have positively influenced the lives of over 1000 young people and adults via their horse assisted personal development and wellbeing programmes.



* image courtesy of Tower House Horses

2022 also saw new additions to the staffing team, who all brought experience and energy to their roles, enabling productive strategy meetings regarding the future of HERA as we move into 2023 and beyond. A key initiative was to bring in our alumni to act as volunteers and HERA ambassadors, this really helped our students as they could see themselves reflected in these women who were happy to 'play it back' and share their positive experiences with HERA and the program.



Achievements & Events

Personel

This summer's training programme was developed and coordinated by Uhanan Mimi, Programme Manager. The content and teaching was overseen by Joanne Chidwick, Academic Director and Trustee.

The programme was also supported by:

- Mimi Uhanan - Program Manager
- Shelley Spence - Board & Program Administrator
- Joanne Chidwick - Chair of Trustees & Academic Director
- Gilli Coston - Head of Mentoring & Trustee
- Nikki Pearce - Risk Assessment & Safeguarding & Trustee
- Shelley Spence - Online and Tech Support
- Eleanor Chidwick - Programme Volunteer
- Lipi Begum - Ambassador & Volunteer
- Anne Wambua - Ambassador & Volunteer
- Clarisse Muzozona - Ambassador & Volunteer



Achievements & Events

Events

In 2022, we have seen all our activities continue to grow as with previous years. After the summer business training programme, our students, mentors and volunteers enjoyed outdoor events.

We had a wonderful time cruising over the River Thames to Greenwich. It was a fantastic opportunity for our students to meet with their mentors in person, catch up with other students and network with HERA Alumni.

We had a wonderful Christmas party on 6th of December 2022. Students and Alumni enjoyed fun games, secret Santa, Christmas quizzes and exchanged gifts. We were lucky to be able to hold the party at our partner's premises - Birkbeck University and Isabelle Habib who runs the Compass Programme welcomed us and joined in the celebrations.

We got an Invitation to attend Beyonce's charity luncheon and we got some tickets to attend Beyonce's Renaissance concert in London. During the Luncheon, We met some amazing Entrepreneurs that won the competition and invited them as inspirational speakers for our 2023 Business training programme. Finally, we had a farewell party in June for the class of 2022 before welcoming the new cohort starting the programme this year.



Vision & Mission

Vision

- Empowerment of women survivors through education, capacity building and mentorship.
- Providing business education through workshops and training.
- Empowering women through capacity building
- Personal and professional mentoring to walk alongside women

Mission

HERA empowers women survivors of modern slavery & exploitation to achieve a better life, working with business and academic mentors, to become financially independent.

Board Structure



Joanne Chidwick
Chair, Board of Trustees



Maninder Paul
Trustee
Marketing & Comms



Michelle Hammersley
Treasurer



Gilli Coston
Board Advisor
Strategy



Stuart Newstead
Board Advisor
Academic & Strategy



Mary Donavon
Board Advisor
Mentoring



Paula Gordon
Board Advisor
Corporate Partnerships

Meet Our Board



JOANNE CHIDWICK

CHAIR, BOARD OF TRUSTEES

Joanne has been Chair since 2019 and has championed diversity and the empowerment of women throughout her career and is known for being a passionate evangelist for marketing through a customer first approach.



MICHELLE HAMMERSLEY

TREASURER

Michelle is an experienced senior finance professional who has worked both in industry and advisory for many years. She lives in Worcestershire with her husband and family, and is a qualified Mental Health First Aider.



MANINDER PAUL

TRUSTEE

I am digital marketer with over two decades working with established companies and high growth startups. For over three years, I've been deeply committed to volunteering with HERA.



GILLI COSTON

BOARD ADVISOR - STRATEGY

Gilli Coston: Founder and Trainer of The Horsepower Partnership Limited specialising in leadership, business growth and transformation through coaching, Mentoring and active learning training



STUART NEWSTEAD

BOARD ADVISOR - ACADEMIC & STRATEGY

A digital expert for so long that he remembers when digital was called telecoms. Since 2002 he has run Ellare, an independent consultancy providing high-quality advice to all parts of the communications and digital markets.



MARY DONOVAN

BOARD ADVISOR - MENTORING

Mary has worked in the UK Civil Service for over 20 years in a variety of roles including a 3 year posting to Chile, where she learned Spanish. She has been a street outreach volunteer for the Door of Hope project in east London, which supports women on their journey out of prostitution. She has been mentoring with HERA for three years and really enjoys the teamwork and learning.



PAULA GORDON

BOARD ADVISOR - CORPORATE PARTNERSHIPS

Paula joined HERA as a Board Advisor in early 2023 to focus on extending the Corporate Fundraising partnerships, having spent her career as a Leader of Enterprise Sales Teams within the Public and NGO Sectors in Tier 1 Software Companies including Sap, Oracle and latterly Salesforce.

Meet Our Program Team



MIMI UHANAN

PROGRAM MANGER

Mimi joined HERA in April 2022 after working for the NHS and health sector for over 10 years. Mimi has an academic background in business and leadership and is currently studying for her doctorate at University of Gloucestershire, with a BSc in Economics, an MBA in Business Management.



SHELLEY SPENCE

BOARD & PROGRAM ADMINISTRATOR

I am the Board Administrator for the HERA UK. I support the work of the Chair of the Board of Trustees, Board of Trustees, and Board Advisors. I am also the digital and IT lead for the charity with the role and responsibility of supporting the IT infrastructure of the charity as this function is the life blood of our charity. My professional background is in HR Management, PM and IT Business Analysis.



STUART NEWSTEAD

ACADEMIC DIRECTOR

A digital expert for so long that he remembers when digital was called telecoms. Since 2002 he has run Ellare, an independent consultancy providing high-quality advice to all parts of the communications and digital markets.



ANDREA WEST

FUNDRAISING MANAGER

Andrea West comes to HERA having spent almost 20 years leading a number of domestic abuse, disability and rare disease charities that provided family support and advocacy both locally and nationally. She has extensive fundraising experience in both the voluntary and statutory sector and is passionate about the role that the voluntary sector can play in supporting the most vulnerable in our society.

Mentoring Program



Our mentors have been a key part of our program for the last 10 years and we have many experienced mentors who remain loyal to our current and alumni - creating a bond for life and allowing our past students to continue to serve our current cohort.

It is this community and strong bond that brings strength to the new students as they start their HERA journey

MONTHLY MENTOR CLINICS

These formed (and continue to form) a valuable feedback and supervision loop and for HERA to be on top of issues arising from mentor sessions as well as being able to spot patterns and initiate new ideas. One such example was the recurrent theme that maths advice was required by a number of students. We were able to respond to that by recruiting quickly (following appropriate DBS checks) a new volunteer skilled in teaching and in maths, **Stuart Newstead. Stuart continues to support one of the students (Nov 2021).**

The sessions are confidential and a safe space to talk. Since starting these in 2020 they have been cemented into the newly updated Mentoring Recruitment and Training plan that will run in 2021. This will be run for past and new mentors.

We continue to adapt and develop the mentorship programme with an ever increasing and replenishing of mentors.

KEY SUCCESSES IN 2022

Another success with a HERA student who had been seeking leave to remain for 5 years and who was able to realise that dream this year. The student had been referred by the Salvation Army and had completed a basic accounting qualification through their sponsorship. This student became a volunteer for HERA and gained valuable experience in accounting (under the safe wing of HERA volunteer and ex-treasurer of HERA, Mr Ian Kaye). Along with mentoring and coaching, the student was able to secure two scholarships to pursue a degree in accounting. through the mentoring process she was coached to develop and deliver a budget plan and grant funding application which HERA board agreed to and she has subsequently begun her first year at university studying accounting and achieved her leave to remain status (multiple letters from HERA and her mentor to assist her application and her volunteering experience appear to move it forward and appear to have assisted in expediting her successful application. We are very happy and proud of her.



Partnerships & Collaborations

Salesforce

HERA continues to collaborate with employees from Salesforce to enhance the training programme offerings and workshops session. In 2020, HERA hosted Wednesday Wisdom's in Salesforce tower in February for a session on Social Media Marketing. With UK wide lockdown restrictions preventing in person workshops, Salesforce adapted their support to make the new focus for HERA. With great thanks to Yasmine Newman , a pro-bono team of 15 employees joined forces to explore the more effective way to develop an online platform for learning and community for HERA alumni and new students.

American Express

We are so lucky to have American Express as part of our corporate support group and throughout the pandemic they have been incredibly supportive. They supported our Summer Programme with workshops on presentation skills and public speaking and continue to support our Student Care Packages.

FinancialForce

FinancialForce have supported us throughout the Summer Programme and have organised venues for us to hold Wednesday Wisdoms and workshops. We even held a couple of Board meetings in their Bishopsgate offices - we look forward to a strong partnership with them moving forward. Hannah Joyce who runs their recruitment also ran a few workshops for us on personal image and body language which were very insightful and well attended by our students.



Monitoring & Evaluation

To ensure the continued effectiveness and suitability of our programs, HERA employs three core processes for gathering and assessing student well-being and overall satisfaction.

Student Feedback:

- Following the first part of the HERA program ie the Summer Business & Entrepreneurial 3 Week training course, we gather feedback from the students and this is how we update and tweak our training to meet the demands of our students. One example of this is when we received feedback as follows:
 - **‘we want to see more people that look like us’** this has led us to bring in more alumni who can share their experience of the HERA Program and guide the new cohort from a position of knowledge. We have also added more inspirational speakers - people who have shared asylum stories and have gone on to have successful careers;
 - **I wanted to gain knowledge in IT especially in Excel’** - this has helped us add more IT Skills training into the program;

Student Engagement:

- We maintain ongoing interactions with our students through a variety of channels, including social events, workshops, and our online programs. Additionally, we have established a WhatsApp channel for students to regularly communicate their successes, concerns or challenges.
- Our Trustees and Program Director also maintain regular contact with students to ensure their safety and well-being.

Mentor Feedback:

HERA organise an online gathering for mentors to connect, reflect, and exchange best practices to better support both one another and their mentees throughout the challenging year. Subsequently, we introduced regular monthly "catch-up" sessions, allowing mentors to share their experiences within the HERA mentor community and collaboratively identify areas for improvement.

This enhanced approach, featuring a consistent cadence of engagement, has had a profound impact on our students' lives, enabling us to be more proactive in providing support.



2022 Focus

As we work towards a more hybrid style working pattern, we will be taking our learnings from our students, our mentors, our partners and our Trustees to drive more innovation, efficiencies and measurement into our program.

We will be prioritising the following areas:

- **Student and alumni-led teaching syllabus** with new educators & workshops showing more ‘people who look like us’. This is as a direct response from our Annual Student Feedback Report;
- **A series of in-person workshops and mentor/mentee** meetings are planned as are our Wednesday Wisdoms
- **More volunteer opportunities** for our alumni to grow their knowledge and gain valuable experience;
- **Grow our online presence** and raise awareness of our program through regular posts and campaign collaborations with our partners;
- **Grow partnerships** with the organisations that can create work opportunities for students & alumni ie Women in Construction, Sophie Hayes Employability Program, etc.
- **Working with other trafficking charities** to raise awareness and grow fundraising efforts
- **Growing our supporter base** to increase funding opportunities for HERA
- Adding more **amazing Trustees** to our ranks and growing the organisation and offering work experience to our students



IT & Communications

Key achievements:

- Microsoft 365 Business Enterprise account (Not For Profit) version procured in May 2022 as an alternative to Google Workspace as a workaround for emailing (as some charity partners were not able to communicate with the charity using Google Mail). Getting this IT infrastructure enabled the organisation to operate during the website and Google outage that occurred in January 2023. This provided us with an opportunity to still continue operating and built resilience and contingency into operations.
- Cybersecurity audit conducted by Brent in January 2023 resulted in a security breach of the Google Workspace accounts, which resulted in the strengthening of Google Workspace accounts. A digital and GPDR audit was undertaken, and new security software implemented on both Google and Microsoft accounts. No further breaches since then.
- Review of the provision of existing IT tablets (Samsung purchased in 2021) and software support for the onboarding of existing users and new students for 2023/24 academic year - resulted in the resetting of the Samsung tablets at Samsung UK's expenses, and then scrapping of the Samsung tablets with replacement of the Lenovo tablets which is now the preferred choice of product and technology support for our students.
- We were able for the students cohort of 2023/2024 able to provide each student with a Lenovo tablet, wifi mini and Vodafone free 20GB data SIM so that they can connect to the online teaching sessions, Wednesday Wisdom sessions, and also work on their business presentations, and communicate with each other.
- Canva Pro Team (Not for Profit) subscription provided to the charity in May 2023 which has been invaluable for the production of online marketing campaigns, brand templates, annual report and impact report production.



IT & Communications

- Review of various cloud-based project management software to support the monitoring and progress of various projects of work in the charity. Monday.com Business Enterprise (Not For Profit) was purchased (free subscription) in January 2023 as the way of communicating and monitoring project progress across the various streams of work in the charity.
- Review undertaken of the charity's website hosting which was partly due to the security breach that occurred in January 2023. Included in the scope of this review was the review of the content of current and hosting of HERA UK and HERA International website, which was agreed by the HERA International, in April 2023, to be split away, and in September 2023 a new HERA UK website was established.
- One key lesson learned in the last academic year (2022/2023) was that we need to prepare incoming students for each new academic year with basic IT and digital skills. Some of our students have different levels of capability around these skills which are fundamental to our programme delivery. We propose to continue to screen them for their IT and digital skills at the interview and selection stages, but as part of their onboarding process, we hold online sessions around the use of the devices we give them, as basic learning around Google and Microsoft software, and video conferencing software like Zoom, Google Meet, MS Word, Excel, Powerpoint. This learning experience can be delivered online in Google Classroom environment (see below).
- New Financial Management System with the introduction of Free Agent software (cloud-based) provided for free via the NatWest Banking. Implementation in August 2023.
- Canva Pro Team (Not for Profit) subscription provided to the charity in May 2023 which has been invaluable for the production of online marketing campaigns, brand templates, annual report and impact report production.

Contact Us



+44 7749 638317



info@hera.international



www.hera-uk.co.uk



@HEREQUALITY



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&-AUTONOMY-HERA-UK-/**

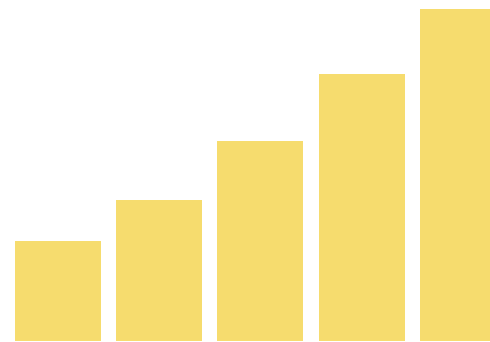


@HER.EQUALITY



Chairs Report & Summary

**Report of the Trustees and Unaudited Financial Statements for the year
ended 31 December 2022 for Her Equality Rights and Autonomy**





Chairs Report & Summary

Michelle Hache
184 Bath Rd
Worcester
WR5 3ER

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF HERA – CHARITY NUMBER 1115628

I report on the Accounts and accompanying notes of the company for the year ended 31 December 2021

Respective Responsibilities of trustees and examiner

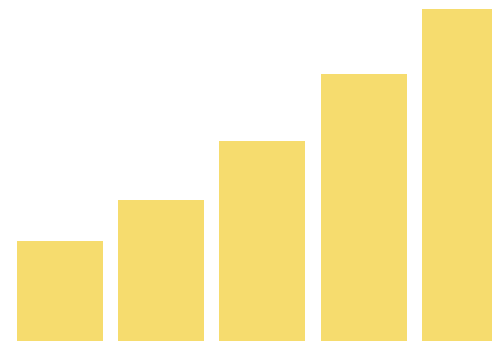
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Having satisfied myself that the charity is not subject to an audit under company law and is eligible for independent examination, it is my responsibility to:

- examine the accounts under section 145 of the 2012 Act;
- follow the procedures laid down in the general Directions given by the Charity Commission under section 145(5)(b) of the 2012 Act; and
- state whether particular matters have come to my attention.

Basis of independent examiner's statement

My examination was carried out in accordance with general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the accounts present a “true and fair view” and the report is limited to those matters set out in the statement below.





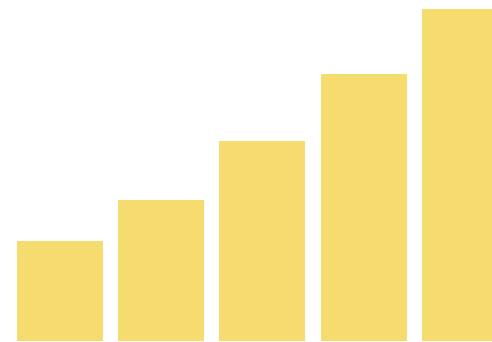
Chairs Report & Summary

Independent examiner's statement

In connection with my examination, no matter has come to my attention:

- which gives me reasonable cause to believe that, in any material respect, the requirements;
 - to keep accounting records in accordance with section 386 of the Companies Act 2006;
 - to prepare accounts which accord with the accounting records, comply with the accounting requirements of section 396 of the Companies Act 2006 and with the methods and principles of the Statement of Recommended Practice: Accounting and Reporting by Charities have not been met; or
 - to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Michelle Hache
15th October 2023





Chairs Report & Summary

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 December 2022. The trustees have adopted the provisions of the Statement of Recommended Practice (SORP) 'Accounting and Reporting by Charities' issued in January 2015.

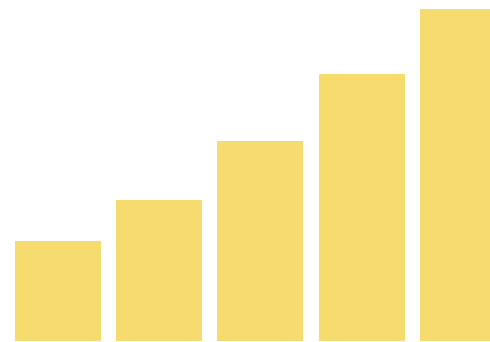
Reference and Administrative Details

Registered Company number: 05401337 Registered Charity number: 1115628

Registered office:
297 Waldegrave Road
Twickenham
TW1 3ST

Trustees

Joanne Chidwick, Chair (appointed XXX)
Michelle Hache (appointed XXX)
Gilli Coston, Head of Mentoring (resigned XXX)
Nikki Pierce, Head of Partnerships (resigned XXX)





Chairs Report & Summary

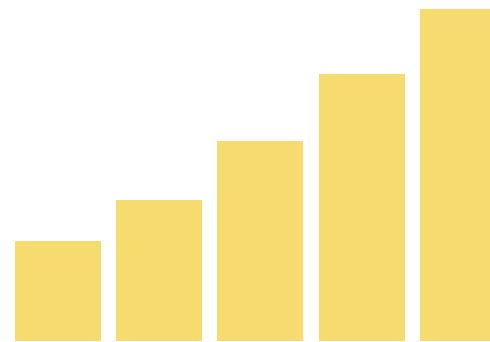
Objectives, activities and achievements

Her Equality Rights and Autonomy's objectives are:

- To help women survivors of modern slavery, trafficking, conflict, and other forms of violence and exploitation to trafficking become economically self-sufficient to prevent trafficking and re-trafficking;
- To help improve these women survivors' social, friendship, and professional support networks;
- To increase public awareness and understanding of the plight of trafficked and young women vulnerable to trafficking and other forms of violence, exploitation and conflict.

The HERA Trustees follow the Charities Commission Guidance on public benefit in carrying out our programmes and interventions in the UK and in collaboration with affiliates and partners in France, Central and Eastern Europe (note that the accounts of HERA UK affiliates are filed independently from the 2018 financial year). During 2021, HERA UK staff, volunteers, and trustees organised the following programmes to address our objectives:

- Monthly seminars at our corporate sponsors premises and virtually, for all trafficked women survivors, who have attended past and present HERA programmes;
- Professional and business mentoring;
- 3 week Business & Entrepreneurial Training during the summer (hybrid)





Chairs Report & Summary

Statement of Trustees Responsibilities

The trustees (who are also the directors of Her Equality Rights and Autonomy for the purposes of company law) are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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

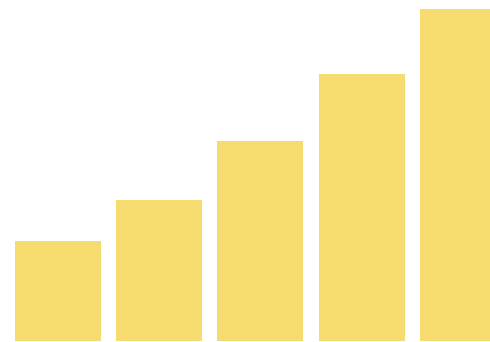
- select suitable accounting policies and then apply them consistently
- observe the methods and principles in the Charity SORP
- make judgements and estimates that are reasonable and prudent
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping proper accounting records, which disclose with reasonable accuracy at any time the financial position of the charitable 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 charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

On behalf of the Board



Joanne Chidwick
Chair of the Board of Trustees
October 2023



Statement of financial activities

1 January 2022 to 31 December 2022

Account	2022	2021	2020	2022 in kind
Turnover				
Gifts in-kind	28,550	30,925	13,667	28,550
Other Revenue	48,860	55,659	58,846	
Total Turnover	77,410	86,584	72,513	28,550
Cost of Sales				
Administration	0	10,000	9,688	
Buildings and Facilities	25,250	2,250	2,250	25,250
Child care	1,280	0	0	
Consulting/Speakers/Trainers	21,698	41,294	26,364	2,400
Food	2,541	4,154	245	
Grants	2,000	0	681	
Materials and supplies	8,753	9,438	6,928	900
Travel - National	4,373	0	201	
Total Cost of Sales	65,895	67,136	46,357	28,550
Gross Profit	11,515	19,448	26,156	0
Administrative Costs				
Audit & Accountancy fees	0	600	300	
Bank Fees	141	0	0	
Fund Raising	180	0	96	
Insurance	108	889	770	
Legal Expenses	750	0	0	
Printing, Postage & Stationery	329	0	0	
Other operating costs	0	684	0	
Subscriptions	1,215	1,685	1,010	
Currency Gains and Losses	0	1,392	0	
Total Administrative Costs	2,723	5,250	2,176	
Operating Profit	8,792	14,198	23,980	
Profit on Ordinary Activities Before Taxation	8,792	14,198	23,980	
Profit after Taxation	8,792	14,198	23,980	



Statement of financial activities

NOTES

HERA is facing a number of financial challenges in the year, being:

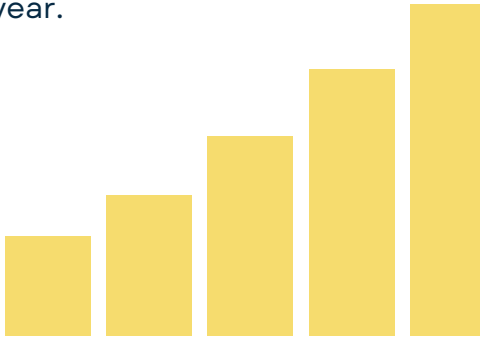
- The increasing tendency of the Home Office to move asylum seekers outside of London, causing increased costs for travel, accommodation and childcare for students;
- Several multi-year funding sources coming to and end;
- increasing competition for funding, with some programmes being closed almost the day they are opened.

To mitigate these, we have carried out the following:

- Moving to a hybrid programme delivery model
- Seeking both corporate partners to cover costs and strategic partners for accommodation
- Strengthening the financial planning and reporting processes to avoid surprises
- Taking on a dedicated fundraising manager to expand our types of funds and sources of funding

We have slightly changed the year on year classification of some costs such as administration, and split out programme delivery costs between provision of facilities and provision of trainers and expertise. Accounting principles and policies however remain consistent year on year.

Funding, both in kind and in cash, is reduced from 2021 for the reasons mentioned above, with the slightly reduced cost of delivery being a combination of slightly smaller student numbers, hybrid delivery, and stringent cost control. Also the completed separation of HERA UK and HERA international has reduced volatility related to currency gains and losses. Nonetheless, retained earning, whilst still positive, have dropped year on year. The mitigating actions described above should address this, as the aim is to make enough surplus to allow the programme to expand its aims year over year.



Statement of financial activities

Balance Sheet				
Her Equality Rights and Autonomy				
As at 31 December 2022				
	Account	31 Dec 2022	31 Dec 2021	31 Dec 2020
Current Assets				
	Cash at bank and in hand			
	Total Cash at bank and in hand	68,260	58,718	43,129.74
Total Current Assets		68,260	58,718	43,129.74
Creditors: amounts falling due within one year				
	Accruals	750	0	0.00
Total Creditors: amounts falling due within one year		750	0	0.00
	Net Assets	67,510	58,718	43,129.74
Capital and Reserves				
	Current Year Earnings	8,792	14,198	23,980.48
	Retained Earnings	57,326	43,129	19,148.28
Total Capital and Reserves		66,119	57,326	43,128.76



Chairs Report & Summary

For the financial year in question the company was entitled to exemption under section 477 of the Companies Act 2006 relating to small companies.

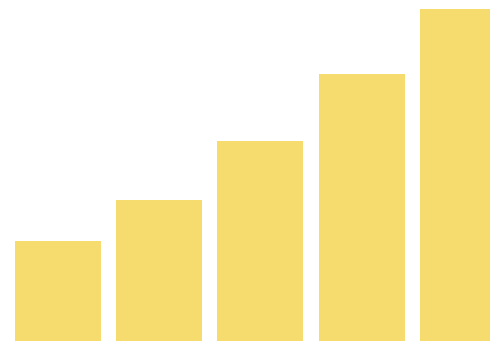
No members have required the company to obtain an audit of its accounts for the year in question in accordance with section 476 of the Companies Act 2006.

The directors acknowledge their responsibility for complying with the requirements of the Act with respect to accounting records and for the preparation of accounts.

These accounts have been prepared in accordance with the provisions applicable to companies' subject to the small companies' regime.



Joanne Chidwick
Chair of the Board of Trustees
October 2022



Financial Report

Profit and Loss

Her Equality Rights and Autonomy

For the year ended 31 December 2022

Account	2022	2021	2022 in kind
Turnover			
Gifts in-kind	28,550	30,925	28,550
Other Revenue	48,860	55,659	
Total Turnover	77,410	86,584	28,550
Cost of Sales			
Administration	0	10,000	
Buildings and Facilities	25,250	2,250	25,250
Child care	1,280	0	
Consulting/Speakers/Trainers	21,698	41,294	2,400
Food	2,541	4,154	
Grants	2,000	0	
Materials and supplies	8,753	9,438	900
Travel - National	4,373	0	
Total Cost of Sales	65,895	67,136	28,550
Gross Profit	11,515	19,448	0
Administrative Costs			
Audit & Accountancy fees	0	600	
Bank Fees	141	0	
Fund Raising	180	0	
Insurance	108	889	
Legal Expenses	750	0	
Printing, Postage & Stationery	329	0	
Other operating costs	0	684	
Subscriptions	1,215	1,685	
Currency Gains and Losses	0	1,392	
Total Administrative Costs	2,723	5,250	
Operating Profit	8,792	14,198	
Profit on Ordinary Activities Before Taxation	8,792	14,198	
Profit after Taxation	8,792	14,198	

Balance Sheet

Her Equality Rights and Autonomy

As at 31 December 2022

	Account	31 Dec 2022	31 Dec 2021
Current Assets			
	Cash at bank and in hand		
	Total Cash at bank and in hand	68,260	58,718
Total Current Assets		68,260	58,718
Creditors: amounts falling due within one year			
	Accruals	750	0
Total Creditors: amounts falling due within one year		750	0
	Net Assets	67,510	58,718
Capital and Reserves			
	Current Year Earnings	8,792	14,198
	Retained Earnings	57,326	43,129
Total Capital and Reserves		66,119	57,326

Reserves Policy

The Reserves Policy is set to ensure there is no disruption of HERA's services in the event of an unforeseen reduction in income or increase in expenditure. It also allows for contingencies aimed at the mitigation of any major risks identified that would have a financial impact should they materialise.

The Trustees have determined a requirement for freely available funds in order to fund the following:

- To maintain uninterrupted the ongoing activities of the Charity, in particular the following year's summer programme
- To cover management, administration, fundraising and other support costs.

The Trustees believe that, in line current commitments the level of free reserves should be sufficient to cover four months' costs, being the approximate equivalent of delivering the summer programme. At 2023 prices this equates to approximately £25,000

The level of reserves is continually monitored by the Trustees and the policy is reviewed at least every three years (next review due 2025)

The Charity works to build its reserves to the level required to meet the policy to remain sustainable, build a safer future and protect the Charity in the long term.

HERA is facing a number of financial challenges in the year, being:

- 1) The increasing tendency of the Home Office to move asylum seekers outside of London, causing increased costs for travel, accommodation and childcare for students;
- 2) Several multi-year funding sources coming to and end;
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Funding, both in kind and in cash, is reduced from 2021 for the reasons mentioned above, with the slightly reduced cost of delivery being a combination of slightly smaller student numbers, hybrid delivery, and stringent cost control. Also the completed separation of HERA UK and HERA international has reduced volatility related to currency gains and losses. Nonetheless, retained earnings, whilst still positive, have dropped year on year. The mitigating actions described above should address this, as the aim is to make enough surplus to allow the programme to expand its aims year over year.

The trustees note that there are no restricted or designated funds contained in the balances above.

The board of trustees considers that there are no material uncertainties about the organisation's ability to continue as a going concern

Independent examiner's report to the trustees of HERA UK

I report to the trustees on my examination of the accounts of the HERA UK for the year ended 31 December 2022.

Responsibilities and basis of report

As the charity trustees of the Trust you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the Trust's accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the Trust as required by section 130 of the Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair view which is not a matter considered as part of an independent examination.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.



Signed:

Name: Craig Muncaster

Relevant professional qualification / membership of professional bodies: FCMA

Address: Albany, Port Isaac, Cornwall, PL29 3RF

Date: 22/10/2023

Financial Report

Profit and Loss

Her Equality Rights and Autonomy

For the year ended 31 December 2022

Account	2022	2021	2022 in kind
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Balance Sheet

Her Equality Rights and Autonomy

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Signed:

Name: Craig Muncaster

Relevant professional qualification / membership of professional bodies: FCMA

Address: Albany, Port Isaac, Cornwall, PL29 3RF

Date: 22/10/2023

HER EQUALITY RIGHTS AND AUTONOMY

England & Wales - Charity number 1115628

Accounts



Her Equality Rights and Autonomy

**Annual Report for England and Wales Charities
Commission 2021**

Her Equality Rights and Autonomy

Registered Company number 05401337

Registered Charity number 1115628

**Report of the Trustees and Unaudited Financial Statements for the year ended
31 December 2021 For Her Equality Rights and Autonomy**

**This Annual Report summarises the activities of Her Equality Rights and
Autonomy (HERA) in the calendar year of 2021 for the UK Programme.**



Her Equality Rights and Autonomy

Background of HERA

HERA was first organised for formerly trafficked women in Belgrade, Serbia in the 1990s, (during the Yugoslav Wars of 1991 to 1999). HERA was then incorporated in the UK as a limited company and charity in 2005 and its affiliate in France, as an Association in 2014.

In 2008, the first Entrepreneurship Training and Mentoring Programme was organised in London at Imperial College Business School. In 2009, Women-to-Work was renamed HERA to maintain the same name as its entrepreneurship programme in the UK.¹ Since that time, HERA teams have run annual Entrepreneurship Training Programmes at Imperial College, and trained business and professional mentors to support the women participants from each cohort over the following year and beyond. In 2012, HERA staff and volunteers added monthly business training seminars and workshops at Imperial College and with London businesses to provide year-round support to participants and their mentors.

In recruiting women for the programme, HERA is assisted by over 20 London and national charities as well as former students. Business women and men, professors and trainers volunteer with HERA to provide high quality, cutting edge, and innovative entrepreneurship, business and mentor training. Private sector firms and banks, such as Salesforce, Weil, Gotshal & Manges LLP, PwC, World First, EBRD and Sanofi have sponsored HERA meetings and events. Speakers from law and investment firms, banks, IT, consulting, media, and manufacturing firms and universities have given their time and volunteered at HERA seminars and training sessions.

In addition to the London operations, HERA professors and trainers have delivered Entrepreneurship Training and Mentoring programmes for women trafficking survivors in the following locations:

- Tuhs University and Northeastern Business School in Boston, MA, (2008-9),
- Seattle University's Albers Business School (2015),
- IESEG School of Management and ESCP (2014-15),
- Sciences Po (2016) in Paris, and
- Luys Foundation and American University of Armenia (2015-2017).

HERA collaborated with one or more local social service charities in each country and since 2005, HERA has trained over 950 women internationally.

As part of our mission to inform the public about trafficking, HERA professors, trustees, and trainers conduct primary research and speak about trafficking, mentoring, and women's entrepreneurship. Past research on trafficking has been published in two edited volumes and our findings on mentoring presented at two panels for the Academy of Management's Annual Meetings. Our work has also been featured in the media and popular press (Financial Times, London Times, Bloomberg, Huffington Post, and BBC Business Matters and Women's Hour).

¹ The first UK Entrepreneurship Training Programme was named HERA (Her Equality Rights and Autonomy) and subsequent organisers argued for bringing all the work together under this name, which was first published in a full-page article in the Financial Times (2008).



Her Equality Rights and Autonomy

In 2016, HERA collaborated with FarSight (a private consultancy) to conduct primary research on young Nigerian women's experiences of domestic slavery in the UK. The purpose of this latest study was to inform the UK Government's proposed information campaigns to prevent trafficking for domestic slavery from Nigeria to the UK.

In carrying out all its activities and programmes, HERA adheres to its **mission** to:

To empower women survivors of modern slavery and exploitation to achieve a better life, working with academic and business mentors, to become financially independent.

It is HERA's **vision**²:

To see the empowerment of women survivors through education, capacity building and mentorship.



Providing business education through workshops and training



Empowering women through capacity building



Personal and professional mentors to walk alongside women

Over time, HERA's Board of Trustees elaborated on our charity objectives to encompass the different forms of conflict, violence and exploitation that lead to women's enslavement, hence the wording change from 'trafficked' to 'modern slavery and exploitation'. This has broadened our target groups, avoiding stigmatisation and to cover all forms of modern slavery and violence affecting women.

In planning all our programmes and activities, HERA follows the Charity Commission guidance on public benefit. We support women of different cultural, national, and ethnic backgrounds and who despite the adversity they have faced, are driven to succeed. Our work is supported by many women and men from diverse national, ethnic, cultural, and professional backgrounds. What all have in common is the commitment to preventing trafficking and re-trafficking through entrepreneurship, business expertise and mentoring and coaching.

² HERA's mission and vision were updated in 2020 from the previous statement: *To assist women who have been trafficked to realise their ambitions for a better life and to build on their demonstrated resilience to develop meaningful ventures that lead to economic autonomy.*



Her Equality Rights and Autonomy

2021 Achievements & Events

Overview

Like many other organisations within the sector of anti-trafficking and survivor support as well as the charity sector more widely, the 2021 (and on-going) coronavirus pandemic brought challenges to HERA. The Board of Trustees is pleased to announce that despite the pandemic, UK wide lockdowns and inability to host activities in person, HERA finished 2021 in a buoyant financial position.

The financial position and readiness for 2022 was down to two key areas:

1. Creating a fully online Summer Business & Entrepreneurship Training programme which allowed us to save money on normal programme expenses; and
2. Working with our supporters and educational partners to create regular online campaigns, events, challenges and workshops for our students.

2021 for HERA was a year that we regrouped following the first wave of the pandemic and bought in new team members who specialised in key areas such as governance, marketing and planning which has resulted in a new injection of innovation and an influx of new partners, especially in the commercial sector.

Training Programme

The HERA Training Programme consists of a three-week, full-time course traditionally hosted at Imperial Business School in June and July. As the coronavirus pandemic emerged in the UK, and there was uncertainty around the safety of our students, the Board of Trustees made the decision to create a 3 week online programme to ensure that our students did not miss out on the professional training and development opportunities that they needed to move forward with their lives.

HERA is pleased to share that whilst the summer training was 100% online in 2021, we did manage to meet in person for our celebration of Graduation. This was made possible by our supporters who arranged an outside picnic in Hyde Park.

HERA

Her Equality Rights and Autonomy



Students of 2021 celebrating receiving their HERA yellow scarf and certificates



Sophie-Rose with the winning pitching team for 2021 at the Graduation Picnic Celebration

Student Support Packages

HERA has continued to send monthly support packages which have been welcomed by the students and with a regular uptake of data top-ups we know students continue to actively access online learning, talk with their mentor and seek new opportunities to develop themselves even in this difficult time.

December's packages included donations from TONY'S Choclonely with a delicious bar of their chocolate as well as sanitary towels from IGEA Enterprise. We also gifted our students with a personalised planner for 2021 and toiletries as a Christmas present.



Virtual Wednesday Wisdom

As the pandemic was still alive and kicking, we ran a series of virtual Wednesday Wisdom's - always working with our students to ensure that the sessions were varied, focussed and would help them achieve their goal of financial independence.

We were incredibly honoured to welcome three (3) new educators to our Wednesday Wisdom portfolio this year (see image below). These sessions have been virtual and our speakers provided interactive and informative topics. Lisa and Hannah provided knowledge and tips which will empower students to approach future interviews with confidence in their abilities. Isabelle highlighted how achievable studying at university is and has generously offered her time to speak one-to-one with any students looking to apply for university this year.

HERA

Her Equality Rights and Autonomy

WEDNESDAY WISDOM GUEST SPEAKERS

 Lisa Talbot Award winning personal stylist How to feel confident in creating an outfit for an interview.	 Hannah Joyce Talent Acquisition specialist Body language: Preparing for interviews	 Isabelle Habib Senior Access Officer at Birkbeck, University of London Accessing university and scholarships
		 

Other Wednesday Wisdoms in 2021 included Web Design, Personal Finances and Budgeting, CV Writing & Applying for jobs workshops which were all well attended and have served our students well as they drive towards achieving their goals.

Mentoring Programme

New support mechanisms were developed by a long standing mentor and volunteer, Gilli Coston who joined the Board of Trustees in September 2020 to oversee mentoring.

Gilli instigated:

Six-Week Coaching & Mentoring Refresher Workshops

A six week coaching and mentoring refresher for existing mentors and the same course for new mentors (of which there were 5 new Mentors).

New mentors were recommended and recruited from either existing mentors, existing charity partnerships or funding sponsors of HERA such as TRIBE.

The training took place over ZOOM.

A new DBS check process was written and instigated in response to COVID 19 and the need to go online and to adhere to the changing and prolonged lockdown measures. This was implemented successfully.

Virtual Shared Learning Events

These were/are opportunities for mentors to share their current experiences (had with their mentees) - confidentially and using only META examples of METAdata , any challenges or best practices are shared.



Her Equality Rights and Autonomy

These formed (and continue to form) a valuable feedback and supervision loop and for HERA to be on top of issues arising from mentor sessions as well as being able to spot patterns and initiate new ideas. One such example was the recurrent theme that maths advice was required by a number of students. We were able to respond to that by recruiting quickly (following appropriate DBS checks) a new volunteer skilled in teaching and in maths, Stuart Newstead. Stuart continues to support one of the students (Nov 2021).

The sessions are confidential and a safe space to talk. Since starting these in 2020 they have been cemented into the newly updated Mentoring Recruitment and Training plan that will run in 2021. This will be run for past and new mentors.

Another success with a HERA student who had been seeking leave to remain for 5 years and who was able to realise that dream this year. The student had been referred by the Salvation Army and had completed a basic accounting qualification through their sponsorship. This student became a volunteer for HERA and gained valuable experience in accounting (under the safe wing of HERA volunteer and ex-treasurer of HERA, Mr Ian Kaye). Along with mentoring and coaching, the student was able to secure two scholarships to pursue a degree in accounting. through the mentoring process she was coached to develop and deliver a budget plan and grant funding application which HERA board agreed to and she has subsequently begun her first year at university studying accounting and achieved her leave to remain status (multiple letters from HERA and her mentor to assist her application and her volunteering experience appear to move it forward and appear to have assisted in expediting her successful application. We are very happy and proud of her.

We continue to adapt and develop the mentorship programme with an ever increasing and replenishing of mentors.

Events





Her Equality Rights and Autonomy

International Women's Day 2021 - Monday 8th March

The theme this year was '**Gender equality today for a sustainable tomorrow**' and we were invited to link up with HERA is excited to be partnering with one of our funders, the [TRIBE Freedom Foundation](#), along with three other charities to take this collaborative #choosetochallenge fundraiser.

**'A challenged world is an alert world and from challenge comes change
So let's choose to challenge'**

To celebrate the incredible achievements of the **330 survivors (and counting)** who have **graduated from a HERA training programme**, Team HERA collectively walked 330km from Saturday 6 to Monday 8 March! Here is the link to our sponsorship page for [Team HERA](#) - we had an amazing programme and exceeded our goal by raising over £1800 to honour the 330 women survivors of HERA.

International Women's Day Panel - Monday 8th March 2021 - 7 pm

HERA was invited to an exclusive panel bringing together four inspirational women: Julia Strachan (World Record Olympic Rower), Emily Chalke (Co-Director of Ella's), Jodie Gauld (Adventure runner who has ran the length of Tajikistan) and Kate Battersby (running the total elevation of the Three Peaks in 1 week).

Together, we heard how each of them has pushed their own limits to help fight modern slavery and why they #ChoosetoChallenge as part of the TRIBE International Women's Day Campaign.

Click [here](#) to see how women supported the #ChoosetoChallenge via the Tribe Freedom Foundation on YouTube.



Her Equality Rights and Autonomy

HERA's & Support Structure

Board and Management

We are pleased to announce Joanne Chidwick has continued to drive changes and update the team and governance as Chair of the Board of Trustees. Joanne has been a board member since 2017 and before then was a mentor and volunteer through the Salesforce partnership - her tenure to date is 7 years and counting.

The board was strengthened through the addition of a new board member bringing a range of expertise and experience:

Nikki Pierce has over 20 years of experience in managing teams with a background in the military and the police force, she now heads up Group Government Liaison for SKY and manages a global team. Nikki brings her many years of governance experience as well as management and leadership which is supporting our continued growth and innovation at HERA.

Trustees

Joanne Chidwick, Chair
Gill Coston, Trustee
Nikki Pierce, Trustee
Ian Kaye, Interim Treasurer

Staff & Volunteers

All of HERA's programmes and achievements would not be made possible without the commitment of our staff and volunteers. HERA had volunteers all throughout the year who supported Sophie-Rose Holt with the day-to-day activities and coordination of the events. HERA also partners with EUSA who provide interns for 4 to 8-week placements over the year.

Staff

Programme Director - Sophie-Rose Holt (4 days per week)

Marketing & Communications Officer

Daisy Cross (hired October 2020 - Aug - 2021)
12-18 hours per week

Volunteers

Legal Volunteer



Her Equality Rights and Autonomy

Isabelle Grant (October 2020-Present)

5 hours per week

Programme Manager

Eleanor Quinn (December 2020-June 2021)

20 hours per week

Finance Volunteer

Gihy Baffoe (October 2020-Present)

5 hours per week



Her Equality Rights and Autonomy

Partnerships & Collaboration

Funders

The Bromley Trust

HERA have gratefully been supported by The Bromley Trust for seven years to date. In 2020, HERA was successfully granted extraordinary funding to aid our work during the coronavirus pandemic. This funding will be received in early 2021 as an extension to the current funding and will go directly towards the 2021 virtual programmes to support survivors.

<https://www.thebromleytrust.org.uk/>

TRIBE Freedom Foundation

HERA was confirmed as a new project partner of the TRIBE Freedom Foundation. Their unrestricted funding will support HERA in 2021 to run the first virtual training programme. In addition, this partnership will encourage the TRIBE community to get involved with HERA, through fundraising collaborations and volunteering opportunities.

<https://tribefreedomfoundation.com/blog/introducing-hera-uk/>

The Fortune Trust

HERA was supported by a very generous grant from The Fortune Trust in 2021 which supports charities across the UK. Coutts Wealth Management reached out to HERA and have been historically linked to us over many years. We look forward to continued partnership with them and are grateful for their support.

<https://register-of-charities.charitycommission.gov.uk/charity-search/-/charity-details/284025/governing-document>



Her Equality Rights and Autonomy

Corporate Collaboration

Salesforce

HERA continues to collaborate with employees from Salesforce to enhance the training programme offerings and workshops session. In 2020, HERA hosted Wednesday Wisdom's in Salesforce tower in February for a session on Social Media Marketing. With UK wide lockdown restrictions preventing in person workshops, Salesforce adapted their support to make the new focus for HERA. With great thanks to Yasmine Newman, a pro-bono team of 15 employees joined forces to explore the more effective way to develop an online platform for learning and community for HERA alumni and new students.

American Express

We are so lucky to have American Express as part of our corporate support group and throughout the pandemic they have been incredibly supportive. They supported our Summer Programme with workshops on presentation skills and public speaking and continue to support our Student Care Packages.

FinancialForce

FinancialForce have supported us throughout the Summer Programme and have organised venues for us to hold Wednesday Wisdoms and workshops. We even held a couple of Board meetings in their Bishopsgate offices - we look forward to a strong partnership with them moving forward. Hannah Joyce who runs their recruitment also ran a few workshops for us on personal image and body language which were very insightful and well attended by our students.





Her Equality Rights and Autonomy

Monitoring & Evaluation

To continue to ensure that our programmes are effective and appropriate, HERA uses three key processes to gather and evaluate our students welfare and general well being.

1. Student Feedback

We meet with our students on a regular basis through social events, workshops and via our online programmes. We also have a WhatsApp channel where students can reach out to us on a regular basis to share any issues or concerns they have. Our Trustees and Programme Director also reached out regularly to the students to ensure that everyone was safe and supported.

2. Alumni Annual Survey

Through our Alumni Annual Survey. This was conducted by our volunteer Daisy Cross who contacted the HERA database of alumni to understand the changes they had experienced in their lives since completing HERA.

Out of the 175 alumni spoken to, 79 had gained a qualification, 120 now have the right to work in the UK with 70 of these currently employed. It was wonderful to hear that 39 alumnus were still communicating with their mentor after the 12 month official period had ended and a further 13 alumnus were running their own business venture successfully.

3. Mentor Feedback

HERA ran an online event for mentors to come together, to connect, to reflect and to share best practice in order to support each other and their mentees through the challenging year. We then continued to run regular monthly 'catch-ups' where mentors could share their experiences with the HERA community of mentors and work together to identify areas of improvement.

This new approach of regular cadence has had a major impact on the lives of our students and enabled us to be more proactive in supporting them.



Her Equality Rights and Autonomy

2021 Focus

Social Value Focus

As we work towards a more hybrid style working pattern, we will be taking our learnings and will a focus on the following:

- Increasing training access for survivors through online learning
- Survivor-centered and alumni-led teaching syllabus with new educators & workshops
- A series of in-person workshops and mentor/mentee meetings are planned as are our Wednesday Wisdoms
- Increased provision for volunteer mentors to support them as they support students
- Build online presence through regular posts and campaign collaborations
- Grow partnerships with the organisations that can create work opportunities for students & alumni
- Working with other trafficking charities to raise awareness and grow fundraising efforts
- Growing our supporter base to increase funding opportunities for HERA
- Adding more amazing Trustees to our ranks and growing the organisation

IT, Communications & Marketing

The HERA team uses Salesforce, MailChimp and Google Services to store data, conduct analyses and manage information flow with stakeholders. These systems ensure retention of detailed information and build resilience as the organisation evolves and staff, volunteers or Board members change. HERA UK also maintains crowdfunding pages on Local Giving which provides avenues for potential donors and volunteers to learn about HERA.

During 2021, we launched a new website built in partnership with HERA France to promote both boards work and provide a platform to promote the International Grants programme and recruit new mentors and donors. It was through the generosity of Samuel Ovie, from ComputerKo, who volunteered his time to assist with the development of the website the project was achieved. See link to website [here](#)

Throughout 2021, HERA prioritised sharing news and events via social media platforms; Facebook, Twitter, LinkedIn and the newly created Instagram page. The HERA quarterly newsletter continued as a popular feature through 2021 for supporters to engage with student success, events and general information.



Her Equality Rights and Autonomy

**Report of the Trustees and Unaudited Financial Statements
for the year ended 31 December 2021 for Her Equality
Rights and Autonomy**



Her Equality Rights and Autonomy

Michelle Hache
184 Bath Rd
Worcester
WR5 3ER

**INDEPENDENT EXAMINER'S REPORT
TO THE TRUSTEES OF HERA – CHARITY NUMBER 1115628**

I report on the Accounts and accompanying notes of the company for the year ended 31 December 2021

Respective Responsibilities of trustees and examiner

The trustees (who are also directors of the company for the purposes of company law) are responsible for the preparation of the accounts. The trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2012 (the 2012 Act) and that an independent examination is needed.

Having satisfied myself that the charity is not subject to an audit under company law and is eligible for independent examination, it is my responsibility to:

- i) examine the accounts under section 145 of the 2012 Act;
- ii) follow the procedures laid down in the general Directions given by the Charity Commission under section 145(5)(b) of the 2012 Act; and
- iii) state whether particular matters have come to my attention.

Basis of independent examiner's statement

My examination was carried out in accordance with general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the accounts present a "true and fair view" and the report is limited to those matters set out in the statement below.

Independent examiner's statement

In connection with my examination, no matter has come to my attention:

- 1. which gives me reasonable cause to believe that, in any material respect, the requirements;
 - a. to keep accounting records in accordance with section 386 of the Companies Act 2006; and
 - b. to prepare accounts which accord with the accounting records, comply with the accounting requirements of section 396 of the Companies Act 2006 and with the methods and principles of the Statement of Recommended Practice: Accounting and Reporting by Charities have not been met; or
- 2. to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Michelle Hache
15th October 2022



Her Equality Rights and Autonomy

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 December 2021. The trustees have adopted the provisions of the Statement of Recommended Practice (SORP) 'Accounting and Reporting by Charities' issued in January 2015.

Reference and Administrative Details

Registered Company number:
05401337 Registered Charity
number: 1115628

Registered office:
297 Waldegrave Road
Twickenham
TW1 3ST

Formerly - 79 Clarendon
Court, 33 Maida Vale,
London, W9 1AJ

Trustees

Joanne Chidwick, Chair
Ian Kaye (Interim Treasurer appointed 1 October 2021)
Gilli Coston, Head of Mentoring (appointed on 7 September 2020)
Nikki Pierce, Head of Partnerships (appointed on 10 January 2021)
Anne Waldron (resigned on 3 June 2020)
Ebrahim Mohammad, Academic Director (resigned on 1 September 2021)
Helen Chang, Treasurer (resigned on 19 May 2021)
Anne Cruikshank (resigned on 11 November 2021)
Lizzy Stewart (resigned on 10 July 2021)



Her Equality Rights and Autonomy

Objectives, activities and achievements

Her Equality Rights and Autonomy's objectives are:

- To help women survivors of modern slavery, trafficking, conflict, and other forms of violence and exploitation to trafficking become economically self-sufficient to prevent trafficking and re-trafficking;
- To help improve these women survivors' social, friendship, and professional support networks;
- To increase public awareness and understanding of the plight of trafficked and young women vulnerable to trafficking and other forms of violence, exploitation and conflict.

The HERA Trustees follow the Charities Commission Guidance on public benefit in carrying out our programmes and interventions in the UK and in collaboration with affiliates and partners in France, Central and Eastern Europe (note that the accounts of HERA UK affiliates are filed independently from the 2018 financial year). During 2021, HERA UK staff, volunteers, and trustees organised the following programmes to address our objectives:

1. Monthly seminars at Salesforce Tower and virtually, for all trafficked women survivors, who have attended past and present HERA programmes;
2. Professional and business mentoring;
3. Support Packages for 2019 students as a response to COVID-19 and the UK wide lockdowns.

Statement of Trustees Responsibilities

The trustees (who are also the directors of Her Equality Rights and Autonomy for the purposes of company law) are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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

- select suitable accounting policies and then apply them consistently
- observe the methods and principles in the Charity SORP
- make judgements and estimates that are reasonable and prudent
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.



Her Equality Rights and Autonomy

The trustees are responsible for keeping proper accounting records, which disclose with reasonable accuracy at any time the financial position of the charitable 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 charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

On behalf of the Board

A handwritten signature in black ink that reads 'J Chidwick'.

Joanne Chidwick – Chair of the Board of Trustees

October 2022



Her Equality Rights and Autonomy

Statement of financial activities

1 January 2021 to 31 December 2021

	2021		
Income		In-Kind	Notes
Gifts in-kind	£30,925		1
Other Revenue	£55,659		2
Total Income	£86,584		
Less Cost of Expenses			
Administration	£10,000	£10,000	
Buildings and Facilities	£2,250	£2,250	
Consulting/Speakers/Trainers	£41,294	£12,500	
Food	£4,154	£4,050	
Grants	£0		
Materials and supplies	£9,438	£2,125	
Travel - National	£0		
Total Cost of Expenses	£67,136		
Funds remaining	£19,448		
Less Operating Expenses			
Audit & Accountancy fees	£600		
Foreign Currency Gains and Losses	£1,392		
Insurance	£889		
Subscriptions	£1,685		
Other operating costs	£684		
Total Operating Expenses	£5,250		
Funds carried over to 2022	£14,198		

Notes:

- 1) GIKS are an estimate of the market value of services which were provided at no cost to the charity, and which otherwise would have had to have been paid for. In brief, support was provided by Salesforce in creating a business platform and hosting meetings (including the provision of food) and a Christmas event, and by educators in providing the delivery of the summer programme
- 2) See below for a breakdown of the main sources of income



Her Equality Rights and Autonomy

Balance Sheet

As of 31 December 2021

Assets		
Bank		
Cash in Hand - UK	£23	£23
HERA Community	£58,723	£44,527
Total Bank	£58,746	£44,550
Total Assets	£58,746	£44,550
Net Assets	£58,746	£44,550
Equity		
Current Year Earnings	£14,198	£24,157
Retained Earnings	£44,550	£20,393
Total Equity	£58,746	£44,550

For the financial year in question the company was entitled to exemption under section 477 of the Companies Act 2006 relating to small companies.

No members have required the company to obtain an audit of its accounts for the year in question in accordance with section 476 of the Companies Act 2006.

The directors acknowledge their responsibility for complying with the requirements of the Act with respect to accounting records and for the preparation of accounts.

These accounts have been prepared in accordance with the provisions applicable to companies' subject to the small companies' regime.

Joanne Chidwick – Chair of the Board of Trustees

October 2021



Her Equality Rights and Autonomy

Notes to the Financial Statements for the year ended 31 December 2021

1. Accounting policies Accounting convention

The financial statements have been prepared under the historical cost convention and in accordance with the Financial Reporting Standard for Smaller Entities (effective 1 January 2015), the Companies Act 2006 and the requirements of the Statement of Recommended Practice, Accounting and Reporting by Charities.

Cash Flow Statement

The company is exempt from producing a cash flow statement on the grounds that it is a small sized company.

Incoming resources

All incoming resources are included on the Statement of Financial Activities when the charity is legally entitled to the income and the amount can be quantified with reasonable accuracy.

Resources expended

Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category.

Gifs in kind

Donated facilities and services are included in the Statement of Financial Activities at the estimated market value that the company would be willing to pay for such service or facility received. Where donated services or facilities are recognised, an equivalent amount is included as expenditure under the appropriate heading in the Statement of Financial Activities.

Taxation

The charity is exempt from corporation tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

2. Grants and donations

The tables below sets out the key sources of funding received in 2021

Fortune Trust	19,152
Bromley Trust	10,000
Tribe Freedom	10,001
Local Giving	4,355
Others	12,151
TOTAL	55,659



Her Equality Rights and Autonomy

3. Trustees' remuneration and benefits

There was no remuneration for the trustees during the year ended 31 December 2021. The UK trustees are recipients of trustee indemnity insurance which cost £108.40 for the 2021 calendar year. There were no trustees' remuneration or benefits in 2021.

4. Future funding

HERA is pursuing various sources of funding to enable it to continue operating at its current levels. We have a series of fundraising events lined up for 2021 – including a collaboration with new funder the TRIBE Freedom Foundation, exhibition event with the Hampshire & Isle of Wight Modern Slavery Partnership, and seeking refunding from long term partners.

In 2021, it is planned, if such funding is not forthcoming, then the scale of operations may need to be cut back. HERA recognises its obligations and will not enter into commitments that it cannot meet.

HER EQUALITY RIGHTS AND AUTONOMY

England & Wales - Charity number 1115628

Accounts



Her Equality Rights and Autonomy

Annual Report for England and Wales Charities Commission 2020

Her Equality Rights and Autonomy
Registered Company number 05401337
Registered Charity number 1115628

Report of the Trustees and Unaudited Financial Statements for the year ended 31 December 2020 For Her Equality Rights and Autonomy

This Annual Report summarises the activities of Her Equality Rights and Autonomy (HERA) in the calendar year of 2020 for the UK Programme.



Her Equality Rights and Autonomy

Background of HERA

First organised for formerly trafficked women in Belgrade, HERA was incorporated in the UK as a limited company and charity in 2005 and its affiliate in France, as an Association in 2014.

In 2008, the first Entrepreneurship Training and Mentoring Programme was organised in London at Imperial College Business School. In 2009, Women-to-Work was renamed HERA to maintain the same name as its entrepreneurship programme in the UK.¹ Since that time, HERA teams have run annual Entrepreneurship Training Programmes at Imperial College, and trained business and professional mentors to support the women participants from each cohort over the following year and beyond. In 2012, HERA staff and volunteers added monthly business training seminars and workshops at Imperial College and with London businesses to provide year-round support to participants and their mentors.

In recruiting women for the programme, HERA is assisted by over 20 London and national charities as well as former students. Business women and men, professors and trainers volunteer with HERA to provide high quality, cutting edge, and innovative entrepreneurship, business and mentor training. Private sector firms and banks, such as Salesforce, Weil, Gotshal & Manges LLP, PwC, World First, EBRD and Sanofi have sponsored HERA meetings and events. Speakers from law and investment firms, banks, IT, consulting, media, and manufacturing firms and universities have given their time and volunteered at HERA seminars and training sessions.

In addition to the London operations, HERA professors and trainers have delivered Entrepreneurship Training and Mentoring programmes for women trafficking survivors in the following locations:

- Tufts University and Northeastern Business School in Boston, MA (2008-9),
- Seattle University's Albers Business School (2015),
- IESEG School of Management and ESCP (2014-15),
- Sciences Po (2016) in Paris, and
- Luys Foundation and American University of Armenia (2015-2017).

HERA collaborated with one or more local social service charities in each country and since 2005, HERA has trained over 950 women internationally.

As part of our mission to inform the public about trafficking, HERA professors, trustees, and trainers conduct primary research and speak about trafficking, mentoring, and women's entrepreneurship. Past research on trafficking has been published in two edited volumes and our findings on mentoring presented at two panels for the Academy of Management's Annual Meetings. Our work has also been featured in the media and popular press (Financial Times, London Times, Bloomberg, Huffington Post, and BBC Business Matters and Women's Hour). In

¹ The first UK Entrepreneurship Training Programme was named HERA (Her Equality Rights and Autonomy) and subsequent organisers argued for bringing all the work together under this name, which was first published in a full-page article in the [Financial Times](#) (2008).



Her Equality Rights and Autonomy

2016, HERA collaborated with FarSight (a private consultancy) to conduct primary research on young Nigerian women's experiences of domestic slavery in the UK. The purpose of this latest study was to inform the UK Government's proposed information campaigns to prevent trafficking for domestic slavery from Nigeria to the UK.

In carrying out all its activities and programmes, HERA adheres to its **mission** to:

To empower women survivors of modern slavery and exploitation to achieve a better life, working with academic and business mentors, to become financially independent.

It is HERA's **vision**²:

To see the empowerment of women survivors through education, capacity building and mentorship.



Providing business education through workshops and training



Empowering women through capacity building



Personal and professional mentors to walk alongside women

Over time, HERA's Board of Trustees elaborated on our charity objectives to encompass the different forms of conflict, violence and exploitation that lead to women's enslavement, hence the wording change from 'trafficked' to 'modern slavery and exploitation'. This has broadened our target groups, avoiding stigmatisation and to cover all forms of modern slavery and violence affecting women.

In planning all our programmes and activities, HERA follows the Charity Commission guidance on public benefit. We support women of different cultural, national, and ethnic backgrounds and who despite the adversity they have faced, are driven to succeed. Our work is supported by many women and men from diverse national, ethnic, cultural, and professional backgrounds. What all have in common is the commitment to preventing trafficking and re-trafficking through entrepreneurship, business expertise and mentoring and coaching.

² HERA's mission and vision were updated in 2020 from the previous statement: *To assist women who have been trafficked to realise their ambitions for a better life and to build on their demonstrated resilience to develop meaningful ventures that lead to economic autonomy.*



Her Equality Rights and Autonomy

2020 Achievements & Events

Overview

Like many other organisations within the sector of anti-trafficking and survivor support as well as the charity sector more widely, the 2020 (and on-going) coronavirus pandemic brought challenges to HERA. The Board of Trustees is pleased to announce that despite the pandemic, UK wide lockdowns and inability to host activities in person, HERA finished 2020 in its best financial position since the UK and France boards separated accounts and funding.

The financial position and readiness for 2021 was down to two key areas:

1. Appointment of a new Programme Director with experience in fundraising, who took the lead on fundraising through grant funding and virtual events,
2. Adaptation to online workshops for current and past students, as well as additional student support through extended mentoring relationships and covid support packages.

2020 for HERA was a year of positive change and innovation to our programmatic offering and methods of support. 2020 also saw new additions to the Board of Trustees and staffing team, who all brought experience and energy to their roles, enabling productive strategy meetings regarding the future of HERA as we move into 2021 and beyond.

Training Programme

The HERA Training Programme consists of a three-week, full-time course traditionally hosted at Imperial Business School in June and July. As the coronavirus pandemic emerged in the UK, the Board of Trustees made the decision to cancel the HERA programme for 2020 due to the uncertainty of physically hosting.

HERA is pleased to share that whilst the summer training did not happen in 2020, the team was able to adapt its support to the 2019 students and increase its support to all alumni. These adaptations took three forms, firstly through the first UK grants programme piloted as the Sandhu Charitable Awards thanks to the sponsorship for this received. Secondly, through Student Support Packages to meet the immediate needs for the 2019 student. Thirdly, by launching Virtual Wednesday Wisdoms, monthly business and entrepreneurship workshops.

Sandhu Charitable Awards

As HERA looks to increase the impact of its activities and see more alumni reach financial independence and run their own businesses, the Sandhu Charitable Award was launched for 2020. The criteria were to be a HERA UK alumni and to have started or starting a business.

There were three winners for the Sandhu Charitable Awards, one overall winner and two outstanding achievement awards. The winner was an alumnus who founded, A Ray of Hope, a social enterprise working with children in care and excluded to ensure they don't miss out on vital schooling and education. A Ray of Hope also trains volunteer councillors to support the reintegration of excluded children back into school.

Student Support Packages

In response to the first UK wide lockdown the team spoke with all the 2019 students to ascertain their immediate needs and understand where HERA could fit in ensuring that they ladies did not lose out in education, access and community. The overwhelming need was mobile data so they could continue education and training that had gone online, as well as enabling them to connect with their friends and family.



Thanks to our supporters who donated towards this project and to Shelter Stiftung for their funding, HERA was able to send over 200 packages to students. Packages were sent out monthly and included a £10 mobile data top up, hand sanitiser, face mask, learning materials related to a subject and a gift. The gifts varied from M&S vouchers donated by American Express to books including '100 Ways to Reach Financial Independence' and 'Your Best Year Yet'. HERA would also like to thank donations from TRIBE Freedom Foundation, Tony's Chokoloney, Soroptimists of East London and private individuals who wish to stay anonymous.

Virtual Wednesday Wisdom

Whilst the start of 2020 saw three in person Wednesday Wisdoms hosted by Salesforce, LSE Department of Management and LSE Creative Cycle the rest of 2020 was virtual. Following our above-mentioned immediate response to the coronavirus pandemic, HERA consulted with a pro-bono team from Salesforce on the best options for moving to virtual teaching and an online platform.

In October HERA hosted its first Virtual Wednesday Wisdom with great success. It was noted early on that by going virtual more alumni were able to attend these sessions than when they were in person. By taking away the commute women were able to log online without hassle, it was more beneficial to those with children and those who worked. It is a learning that HERA has taken into 2021.

Mentoring Programme

Where there was a reduced need for new mentors due to the cancellation of the 2020 training programme, the HERA team focused on developing increased support mechanisms for current mentors. New support mechanisms were developed by a long standing mentor and volunteer, Gilli Coston who joined the Board of Trustees in September 2020 to oversee mentoring.

Gilli instigated virtual Shared Learning Events. These were opportunities for mentors to share their current experiences with their mentees, any challenges or best practices. The sessions are confidential and a safe space to talk. Since starting these in 2020 they have been cemented into the newly updated Mentoring Recruitment and Training plan that will run in 2021. This will be run for past and new mentors.

There were however, two new mentors that joined in 2020 and were matched with two alumni. One with the winner of the Sandhu Charitable Award to work with her as she grows A Ray of Hope and increases its impact. The other, with an alumni who was coming to the end of her degree and their mentoring focuses on next steps and future opportunities.

Events

International Women's Day

Despite the coronavirus pandemic, in early March, HERA partnered with the London School of Economics (LSE) Department to run a public lecture to mark International Women's Day. This is an annual day that HERA marks yearly and 2020's theme was 'each for equal'. The public lecture and co-occurring panel discussion was centred around the question 'How to make equality a reality through change and innovation'. The discussion was well attended by HERA students, alumni, mentors and supporters. It was also recorded and accessible as a podcast for anyone to listen to via the LSE website³.



The poster features the HERA logo at the top, followed by the text 'INTERNATIONAL WOMENS DAY'. Below this is a yellow box with the title 'HOW TO MAKE EQUALITY A REALITY THROUGH CHANGE AND INNOVATION?'. The speakers listed are Abadesi Osunade (Founder of Hustle Crew), Stephanie Cutler (Founder of Making Lemonade), and Gary Heffernan (Entrepreneur & former Senior Managing Director at Accenture CMT). The event is scheduled for Wednesday 4 March from 6PM to 8PM. It is in partnership with LSE (The London School of Economics and Political Science). The poster includes two photographs: one of a group of women sitting on a bench and another of three women sitting on a bench.

HERA
INTERNATIONAL WOMENS DAY

**HOW TO MAKE EQUALITY A REALITY
THROUGH CHANGE AND INNOVATION?**

ABADESI OSUNADE
FOUNDER OF HUSTLE CREW

STEPHANIE CUTLER
FOUNDER OF MAKING
LEMONADE

GARY HEFFERNAN
ENTREPRENEUR & FORMER
SENIOR MANAGING
DIRECTOR AT ACCENTURE
(CMT)

WEDNESDAY 4 MARCH | 6PM TO 8PM

IN PARTNERSHIP WITH:
LSE THE LONDON SCHOOL
OF ECONOMICS AND
POLITICAL SCIENCE

³ Link for podcast: <https://www.lse.ac.uk/management/news/iwd-2020-podcast>

HERA

Her Equality Rights and Autonomy

During 2020, HERA ran three virtual events for supporters to get involved, raise awareness for modern slavery and exploitation and raise funds to contribute to the HERA projects. The first of these events was the 2.6 Challenge in April, followed by the TEN4TEN campaign in October to mark Anti Slavery Day and lastly the Hope4HERA Yellow Christmas in December.

The 2.6 Challenge

This was a national campaign during the first UK lockdown, organised by the London Marathon organisers. The concept was to take on a challenge related to 2.6 or 26. HERA has six fundraisers take part in the event, all who walked 26,000 steps in one day, under the lockdown restrictions of 1 hour of activity a day. Therefore the majority was completed in their homes and gardens.

TEN4TEN

With the success of the 2.6 challenge, HERA took this learnt experience into marking the 10th anniversary of Anti Slavery Day in the UK with a challenge of 10 days of something related to 10. Fundraiser's activities ranged from running 10km a day to cycling 10km a day to overcome their fear of road cycling, to walking 10,000 steps a day.



The challenge was a great success and gained local coverage in Southampton where four of the fundraiser completed their final day passing locations in their city related to historical slavery on their final run.

Hope 4 HERA Yellow Christmas

The last event of the year was an enjoyable social media campaign where followers and supporters took photos of the HERA yellow scarf or a yellow object amongst their Christmas decor. This images where then posted with a caption to raise awareness of modern slavery and exploitation that was occurring during the period and every other day of the year. The HERA team enjoyed the creativity of our supporters and followers for this campaign.





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HERA's & Support Structure

Board and Management

2020 saw the appointment of Joanne Chidwick to the Chair of the Board of Trustees. Joanne has been a board member since 2017 and before then was a mentor and volunteer through the Salesforce partnership.

The board was strengthened through the addition of three new board members bring a range of expertise and experience:

Gilli Coston has over 30 years experience in business telecoms and Internet of Things (IoT) where she has honed her passion for people development. Gilli is a highly experienced coach, mentor, trainer and facilitator. Using these skills and the past 4 years experience as a mentor for HERA, Gilli joined as a trustee to oversee the mentoring programme.

Anne Cruikshank brings a wealth of knowledge to the HERA board. She is a senior corporate finance lawyer, former magic circle lawyer, partner of an international law firm and general counsel, with approximately 30 years' experience in professional services. Anne established her own business, Arinna Law, in 2010, which provides corporate law and governance advice to listed and unlisted companies and corporate groups, SMEs, start-up businesses, private equity houses and entrepreneurs.

Lizzy Stewart is a CEO of a commercial barristers' chambers, a role she has had for over 20 years. Lizzy brings experience in managing a dynamic business and in developing new areas of work working closely with clients. It is these experiences that Lizzy will bring to the trustee board to support HERA to fulfil its objectives.

Staff & Volunteers

All of HERA's programmes and achievements would not be made possible without the commitment of our staff and volunteers. HERA had volunteers all throughout the year who supported Sophie-Rose Holt with the day-to-day activities and coordination of the events. HERA also partners with EUSA who provide interns for 4 to 8-week placements over the year.

Staff

Programme Director

Sarah Videau (resigned January 2020)

Sophie-Rose Holt (hired January 2020)

16.5 days per month



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Marketing & Communications Officer

Newly created role, initially funded by the Covid Community Fund for the first 6 months.

Daisy Cross (hired October 2020 - Aug - 2021)

12-18 hours per week

Volunteers

Programme & Admin Support

Lindsay Stroh (April-September 2020)

10 hours per week

Survey Support

Rachel Hammond (June 2020-September 2021)

4-10 hours per week

Marketing & Editing Volunteer

Daisy Cross (August 2020)

5 hours

Programme Manager

Eleanor Quinn (December 2020-June 2021)

20 hours per week

Legal Volunteer

Isabelle Grant (October 2020-Present)

5 hours per week

Finance Volunteer

Gifty Baffoe (October 2020-Present)

5 hours per week

Partnerships & Collaboration

Funders

The Bromley Trust

HERA have gratefully been supported by The Bromley Trust for seven years to date. In 2020, HERA was successfully granted extraordinary funding to aid our work during the coronavirus pandemic. This funding will be received in early 2021 as an extension to the current funding and will go directly towards the 2021 virtual programmes to support survivors.

<https://www.thebromleytrust.org.uk/>

Covid Community Fund (CCF)

The CCF was part of the UK Government's scheme (hosted by The National Lottery) to support charities during the pandemic and HERA was successfully granted funding to cover the core costs for a six month period as well as to hire a new Marketing & Communications Officer to support the



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promotion of HERA virtually and with the development of an online learning platform. This funding also covered the cost of purchasing tablets for students to reduce their digital poverty and software to enable online learning; live and self study.

Shelter Stiftung

Since 2009, Shelter has supported HERA France with their work in Eastern Europe. HERA UK was joined in 2020 as a project partner. The funding received from Shelter supported the Student Support Packages and the development of the online training platform in the second half of 2020.

<https://www.shelter-foundation.org/en/index.html>

TRIBE Freedom Foundation

At the end of 2020, HERA was confirmed as a new project partner of the TRIBE Freedom Foundation. Their unrestricted funding will support HERA in 2021 to run the first virtual training programme. In addition, this partnership will encourage the TRIBE community to get involved with HERA, through fundraising collaborations and volunteering opportunities.

<https://tribefreedomfoundation.com/blog/introducing-hera-uk/>

Corporate Collaboration

Salesforce

HERA continues to collaborate with employees from Salesforce to enhance the training programme offerings and workshops session. In 2020, HERA was hosted for Wednesday Wisdom's in Salesforce tower in February for a session on Social Media Marketing. With UK wide lockdown restrictions preventing in person workshops, Salesforce adapted their support to make the new focus for HERA. With great thanks to Yasmine Newman, a pro-bono team of 15 employees joined forces to explore the more effective way to develop an online platform for learning and community for HERA alumni and new students.

American Express

We are so lucky to have American Express as part of our corporate support group and throughout the pandemic they have been incredibly supportive. They paid for M&S vouchers to be included in our mentee's 'Support Packages' and contributed to the online training sessions for programmes which will be invaluable moving forward.

Nat West

Nat West has shared experience and support with HERA, introducing us to many of their key business teams and leaders. In 2020, HERA took part in their WISE 100 Women in Social Enterprise, a programme where they salute women who have made a difference during COVID and adapted to the 'new normal'. HERA nominated our 'Sandhu Foundation Award Winner' for her company 'Ray of Hope' as well as our Chair for this prestigious prize. The award focused on the experiences and achievements of women in social enterprise and purpose-led business who have shown exceptional leadership during the start of the pandemic.



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Monitoring & Evaluation

To continue to ensure that our programmes are effective and appropriate, HERA uses three key processes. Firstly, a student feedback form. This looked different in 2020 due to the pandemic and instead a survey was conducted by the HERA team, speaking directly to students to understand their needs and wants. This resulted in the Support Packages and Virtual Wednesday Wisdoms.

Secondly, through our Alumni Annual Survey. This was conducted by our volunteer Rachel who contacted the HERA database of alumni to understand the changes they had experienced in their lives since completing HERA. Out of the 165 alumni spoken to, 79 had gained a qualification, 120 now have the right to work in the UK with 70 of these currently employed. It was wonderful to hear that 39 alumnus were still communicating with their mentor after the 12 month official period had ended and a further 13 alumnus were running their own business venture successfully.

We identified through feedback on the mentoring relationship from the perspective of the mentor that the pandemic brought some challenges for mentoring. Mentoring had predominantly been in-person and some women found transitioning to virtual mentoring difficult coupled with increased negative mental health due to being in lockdown and reduced opportunities. HERA ran an online event for mentors to come together, to connect, to reflect and to share best practice in order to support each other and their mentees through the challenging year.

This shared learning event was noted as a success and with the new appointment of Gilli Coston to the Board of Trustees as Head of Mentoring they will be installed into the Mentoring Programme for 2021 and beyond.

IT, Communications & Marketing

The HERA team uses Salesforce, MailChimp and Google Services to store data, conduct analyses and manage information flow with stakeholders. These systems ensure retention of detailed information and build resilience as the organisation evolves and staff, volunteers or Board members change. HERA UK also maintains crowdfunding pages on Local Giving which provides avenues for potential donors and volunteers to learn about HERA.

During 2020, we launched a new website built in partnership with HERA France to promote both boards work and provide a platform to promote the International Grants programme and recruit new mentors and donors. It was through the generosity of Samuel Ovie, from ComputerKo, who volunteered his time to assist with the development of the website the project was achieved. See link to website [here](#)

Throughout 2020, HERA prioritised sharing news and events via social media platforms; Facebook, Twitter, LinkedIn and the newly created Instagram page. The HERA quarterly newsletter continued as a popular feature through 2020 for supporters to engage with student success, events and general information.



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2021 Focus

With the continued coronavirus pandemic the HERA team will be taking the successes learnt in 2020 and 2021, with a focus on the following:

- Increasing training access for survivors through online learning
- Survivor-centred and alumni-led teaching syllabus
- A series of in-person workshops and mentor/mentee meetings are planned as are our Wednesday Wisdoms
- Increased provision for volunteer mentors to support them as they support students
- Build online presence through regular posts and campaign collaborations
- Grow partnerships with the organisations that can create work opportunities for students & alumni
- Working with other trafficking charities to raise awareness and grow fundraising efforts



Her Equality Rights and Autonomy

Report of the Trustees and Unaudited Financial Statements for the
year ended 31 December 2020 for Her Equality Rights and
Autonomy



Her Equality Rights and Autonomy

Ian Kaye
120a Chatsworth Road
London
NW2 5QU

**INDEPENDENT EXAMINER'S REPORT
TO THE TRUSTEES OF HERA – CHARITY NUMBER 1115628**

I report on the Accounts and accompanying notes of the company for the year ended 31 December 2020 set out in the TAR dated October 2021.

Respective Responsibilities of trustees and examiner

The trustees (who are also directors of the company for the purposes of company law) are responsible for the preparation of the accounts. The trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2012 (the 2012 Act) and that an independent examination is needed.

Having satisfied myself that the charity is not subject to an audit under company law and is eligible for independent examination, it is my responsibility to:

- i) examine the accounts under section 145 of the 2012 Act;
- ii) follow the procedures laid down in the general Directions given by the Charity Commission under section 145(5)(b) of the 2012 Act; and
- iii) state whether particular matters have come to my attention.

Basis of independent examiner's statement

My examination was carried out in accordance with general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the accounts present a "true and fair view" and the report is limited to those matters set out in the statement below.

Independent examiner's statement

In connection with my examination, no matter has come to my attention:

1. which gives me reasonable cause to believe that, in any material respect, the requirements;
 - a. to keep accounting records in accordance with section 386 of the Companies Act 2006; and



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- b. to prepare accounts which accord with the accounting records, comply with the accounting requirements of section 396 of the Companies Act 2006 and with the methods and principles of the Statement of Recommended Practice: Accounting and Reporting by Charities have not been met; or
- 2. to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Ian Kaye
28 October 2021



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The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 December 2020. The trustees have adopted the provisions of the Statement of Recommended Practice (SORP) 'Accounting and Reporting by Charities' issued in January 2015.

Reference and Administrative Details

Registered Company number: 05401337

Registered Charity number: 1115628

Registered office:
297 Waldegrave Road
Twickenham
London
TW1 3ST

Formerly - 79 Clarendon Court,
33 Maida Vale, London, W9 1AJ

Trustees

Joanne Chidwick, Chair
Helen Chang, Treasurer
Anne Waldron (resigned on 3/6/2020)
Ebrahim Mohammad, Academic Director
Gilli Coston, Head of Mentoring (appointed on 7/9/2020)
Anne Cruikshank (appointed on 7/9/2020)
Lizzy Stewart (appointed on 7/9/2020)



Her Equality Rights and Autonomy

Objectives, activities and achievements

Her Equality Rights and Autonomy's objectives are:

- To help women survivors of modern slavery, trafficking, conflict, and other forms of violence and exploitation to trafficking become economically self-sufficient to prevent trafficking and re-trafficking;
- To help improve these women survivors' social, friendship, and professional support networks;
- To increase public awareness and understanding of the plight of trafficked and young women vulnerable to trafficking and other forms of violence, exploitation and conflict.

The HERA Trustees follow the Charities Commission Guidance on public benefit in carrying out our programmes and interventions in the UK and in collaboration with affiliates and partners in France, Central and Eastern Europe (note that the accounts of HERA UK affiliates are filed independently from the 2018 financial year). During 2020, HERA UK staff, volunteers, and trustees organised the following programmes to address our objectives:

1. Monthly seminars at Salesforce Tower and virtually, for all trafficked women survivors, who have attended past and present HERA programmes;
2. Professional and business mentoring;
3. Support Packages for 2019 students as a response to COVID-19 and the UK wide lockdowns.

Statement of Trustees Responsibilities

The trustees (who are also the directors of Her Equality Rights and Autonomy for the purposes of company law) are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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

- select suitable accounting policies and then apply them consistently
- observe the methods and principles in the Charity SORP
- make judgements and estimates that are reasonable and prudent
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business



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The trustees are responsible for keeping proper accounting records, which disclose with reasonable accuracy at any time the financial position of the charitable 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 charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

On behalf of the Board

A handwritten signature in black ink that reads "J Chidwick".

Joanne Chidwick – Chair of the Board of Trustees

October 2021



Her Equality Rights and Autonomy

Statement of financial activities

1 January 2020 to 31 December 2020

	2020		
Income		In-Kind	Notes
Gifts in-kind	£13,667.00		1
Other Revenue	£58,846.29		2
Total Income	£72,513.29		
Less Cost of Expenses			
Administration	£9,688.00	£9,555.00	
Buildings and Facilities	£2,250.00	£2,250.00	
Consulting/Speakers/Trainers	£26,364.00	£780.00	
Food	£245.20	£195.00	
Grants	£681.01		
Materials and supplies	£6,928.10	£887.00	
Travel - National	£200.90		
Total Cost of Expenses	£47,077.21		
Funds remaining	£26,156.08		
Less Operating Expenses			
Audit & Accountancy fees	£300.00		
Fund Raising	£96.00		
Insurance	£770.07		
Subscriptions	£1,009.53		
Total Operating Expenses	£2,175.60		
Funds carried over to 2021	£26,156.08		
Notes			

1. HERA benefitted from a number of administrative volunteers who supported activities including Student Support Package preparation and virtual Wednesday Wisdoms. Volunteers also conducted the Annual Student Survey and one has provided accounting and bookkeeping support. Whilst the majority of HERA's activities took place online in 2020, there were two Wednesday Wisdoms hosted in person at the start of the year by Salesforce, who kindly gave event space and their staff's time in-kind to HERA. Through the Student Support Packages in-kind gifts were received from American Express, East London Soroptimists, IGEAenterprise, Tony's Choccoloney, TRIBE and private donors.



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2. Donations made via the Global Giving Platform are managed by HERA France and a share of the donations are transferred to HERA UK in agreement with both organisational trustee boards. All donations via Local Giving and EasyFundraising go directly to HERA UK only. HERA UK received grants in 2020 from The Bromley Trust, Covid Community Fund (managed by the National Lottery), Shelter Stiftung, and Local Giving.

Balance Sheet

As of 31 December 2020

	31 Dec 2020	31 Dec 2019
Assets		
Bank		
Cash in Hand - UK	£22.64	£192.49
HERA Community	£44,526.54	£20,376.21
Total Bank	£44,549.18	£20,568.70
Total Assets	£44,549.18	£20,568.70
Net Assets	£44,549.18	£20,568.70
Equity		
Current Year Earnings	£24,156.38	-£18,615.55
Retained Earnings	£20,392.80	£39,184.25
Total Equity	£44,549.18	£20,568.70

For the financial year in question the company was entitled to exemption under section 477 of the Companies Act 2006 relating to small companies.

No members have required the company to obtain an audit of its accounts for the year in question in accordance with section 476 of the Companies Act 2006.

The directors acknowledge their responsibility for complying with the requirements of the Act with respect to accounting records and for the preparation of accounts.

These accounts have been prepared in accordance with the provisions applicable to companies' subject to the small companies' regime.

Joanne Chidwick – Chair of the Board of Trustees

October 2021



Notes to the Financial Statements for the year ended 31 December 2020

1. Accounting policies

Accounting convention

The financial statements have been prepared under the historical cost convention and in accordance with the Financial Reporting Standard for Smaller Entities (effective 1 January 2015), the Companies Act 2006 and the requirements of the Statement of Recommended Practice, Accounting and Reporting by Charities.

Cash Flow Statement

The company is exempt from producing a cash flow statement on the grounds that is a small sized company.

Incoming resources

All incoming resources are included on the Statement of Financial Activities when the charity is legally entitled to the income and the amount can be quantified with reasonable accuracy.

Resources expended

Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category.

Gifts in kind

Donated facilities and services are included in the Statement of Financial Activities at the estimated market value that the company would be willing to pay for such service or facility received. Where donated services or facilities are recognised, an equivalent amount is included as expenditure under the appropriate heading in the Statement of Financial Activities.

Taxation

The charity is exempt from corporation tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

2. Grants and donations

The tables below sets out the sources of funding received in 2020.

UK HERA Programme	
Bromley Trust	£10,000.00
Global Giving	£6,695.06
Local Giving	£8,959.96



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Easy Fundraising	£203.92
Covid Community Fund	£20,043.00
Shelter Stiftung	£3,788.36
Private Donor	£7,500
Other (including employee contribution schemes)	£1,656.99

3. Trustees' remuneration and benefits

There was no remuneration for the trustees during the year ended 31 December 2020. The UK trustees are recipients of trustee indemnity insurance which cost £108.40 for the 2020 calendar year. There were no trustees' remuneration or benefits in 2020.

4. Future funding

HERA is pursuing various sources of funding to enable it to continue operating at its current levels. We have a series of fundraising events lined up for 2021 – including a collaboration with new funder the TRIBE Freedom Foundation, exhibition event with the Hampshire & Isle of Wight Modern Slavery Partnership, and seeking refunding from long term partners. In 2021, it is planned, if such funding is not forthcoming, then the scale of operations may need to be cut back. HERA recognises its obligations and will not enter into commitments that it cannot meet.