



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).



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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.*



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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

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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

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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.



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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





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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.



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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



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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



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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>



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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.





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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.



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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.



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**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



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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 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.



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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 2022



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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



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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



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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



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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.