

WOMEN WORKING WORLDWIDE

England & Wales · Charity number 1119101

Details

Status Registered

Legal form Charitable company

Company number [02124694](#)

Registered 2007-05-08

Register [View on the Charity Commission register](#)

Contact

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Activities

Objects: THE OBJECTS FOR WHICH THE ASSOCIATION IS ESTABLISHED ARE TO ADVANCE EDUCATION IN THE SUBJECT OF HUMAN RIGHTS AND ETHICAL STANDARDS OF CONDUCT AND COMPLIANCE WITH THE LAW PARTICULARLY IN RELATION TO WORKING WOMEN THROUGHOUT THE WORLD BY:(A) CARRYING OUT RESEARCH FOR THE PUBLIC BENEFIT AND DISSEMINATING THE USEFUL RESULTS OF THAT RESEARCH;(B) PROVIDING APPROPRIATE TRAINING TO INDIVIDUALS AND ORGANISATIONS THAT WORK DIRECTLY WITH WOMEN WORKERS AT HOME AND IN THE WORK PLACE;(C) PROMOTING RESPECT FOR HUMAN RIGHTS AMONG INDIVIDUALS AND CORPORATIONS; AND(D) ADVOCATING AT NATIONAL AND INTERNATIONAL FORA ON BEHALF OF WOMEN WORKERS.

Activities: Working to enable women workers in global supply chains to claim their rights and gain decent wages for their work, through advocacy, training, research, and consultancy.

Classification

- **How:** Provides Services, Provides Advocacy/advice/information, Sponsors Or Undertakes Research, Acts As An Umbrella Or Resource Body
- **What:** Education/training, Economic/community Development/employment, Human Rights/religious Or Racial Harmony/equality Or Diversity
- **Who:** Other Defined Groups

Geography

- **Area of benefit:** THROUGHOUT THE WORLD.
- Bangladesh
- Ethiopia
- India
- Kenya
- Lesotho
- Madagascar
- Tanzania
- Uganda
- Throughout England

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£12,448	£26,774	-	-
2024-03-31	£24,943	£14,283	-	-
2023-03-31	£22,737	£14,535	-	-
2022-03-31	£20,031	£18,396	-	-
2021-03-31	£33,436	£23,442	-	-

Trustees

Name	Role	Appointed
Dr LINDA MARION SHAW		
Eleanore Jane Blacklock		2021-12-15
Halima Ahmed		2022-12-05
Harriet Cole		2023-12-04

WOMEN WORKING WORLDWIDE

England & Wales - Charity number 1119101

Accounts

WOMEN WORKING WORLDWIDE

FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2021

Registered Charity No. 1119101
Company Registration No. 02124694

WOMEN WORKING WORLDWIDE

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WOMEN WORKING WORLDWIDE

Report of the Trustees for the year ended 31st March 2021

The trustees present their annual directors' report and financial statements of the charity for the year ended 31st March 2021 which are also prepared to meet the requirements for a directors' report and accounts for Companies Act purposes.

The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

Objectives and activities

The purposes of the charity are:

- To work in partnership with grassroots organisations to assist and empower women workers in international production chains that supply European consumers to claim their rights, improve their conditions, to seek solutions to gender sensitive issues and be rewarded equitably for their work.
- To empower women workers by providing appropriate training and promoting unionisation of workers.
- To advocate at national and international level for improved women's rights, conditions and working life.
- To build the capacity of individuals and organisations that work directly with women workers.
- To carry out research into women's work for the public benefit in collaboration with women workers and to disseminate the results.
- To act as a resource for women-centred work on labour rights and to link women's organisations around the world.

Project activities include:

- Action research to underpin the development of a gendered perspective on strategies for supporting workers' rights in globalised industries.
- Presentation of the findings from the research in the UK and international forums.
- Running workshops, seminars and conferences in the UK and overseas.
- Production of educational and campaigning materials on the implications of industrial restructuring and trade liberalisation for women workers.
- Networking with other organisations.
- Campaigning and advocacy at national and international level to secure the rights of women workers.

The trustees confirm that they have referred to the Charity Commission's guidance on public benefit when reviewing the Charity's aims and objectives, in planning future activities, and setting the policies for the year.

A review of our achievements and performance

Our project work this year was focused on three areas; ethical trade, disability and gender awareness in flower supply chains in Kenya; funded by ETI, Eleanor Rathbone and UK Aid.

The UK Aid project was building on our relationship with Coventry University and MM Flowers and we were part of the Fairtrade/MM Flowers project: Building Resilience in Kenyan Flower Supply Chains, funded by Foreign, Commonwealth Development Office (FCDO) as part of their Business

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Partnerships for Global Goals (BP4GG) and Vulnerable Supply Chain Facility (VSCF) and managed by Mott Macdonald. We provided both the 'gender lens' for the whole project as well as research into the impact of COVID-19 on women and girls in Kenya, incorporated a gender lens into COVID-19 training and developed a practical gender toolkit that can be used by trainers on flower farms all available on our website www.women-ww.org

The training was delivered to 5 farms and 93 trainers and all those participating in the training felt they had increased their knowledge of COVID-19, understood its greater impact on women and felt more confident to deliver this awareness raising in their committees and with other workers. We presented the results of this work at the Cooperative Ethical Trade Forum, ETI VSCF forum and the BP4GG forum.

The funding from Eleanor Rathbone enabled us to add disability into the COVID-19 training in Kenya and to incorporate raising awareness of disability and the increased impact those with disabilities (both physical and mental) faced during COVID-19. We gained this funding because our research highlighted the difference encountered through self-diagnosis of disability from that used by farm managers. The research showed that up to 22% of workers self-diagnosed themselves as disabled whilst farm managers thought that a maximum of 2% of workers would be classed as disabled. This anomaly highlights an issue that appears to be poorly understood and we will continue to seek partners and funding for projects and research into this aspect of workers' rights.

We were awarded a grant which helps support the participation of small NGOs in ETI's work, this funding comes via the larger NGO's. ETI has undergone a major revamp and review this year, which should be completed by mid-2021. We have participated in a number of roundtables and focus groups to support them in developing their new direction. We have also attended NGO caucus meetings and contributed to specific areas of work such as gender, climate change, agriculture and garments. We will apply for funding for this work again in 2021.

Staff

Due to COVID-19 all staff and student volunteers have worked remotely for the year. The last time we worked from the office was March 2020. We still have two part-time staff (the Executive Director and Emma Willder from Beyond Profit who delivers our finance function). We also had a number of retained and new student volunteers.

Student Volunteer Placements

Student volunteer placements continue to add new thinking and new vision to our work. Ellie Holly, Nina Roberts, Hanna Peurala and Evie Gilbert remained as volunteer placements although sadly Evie left us in June due to work pressures. The school's pack was put on hold as all schools were in quarantine, so we were unable to do a pilot. The university focused remote fashion fundraising project was also put on hold as all the universities closed. The students worked on a number of research projects including women in brick kilns, conflict minerals and tea. Salma Ahmed and Naima Shah from Salford University joined us in June, working on the impact of COVID-19 on women and the women's march in Pakistan. As we were all working remotely, we worked hard to ensure all volunteers were supported via zoom, email and phone.

As well as offering work experience we continued to offer advice on CV's and job applications and provided references for those seeking work. How we will engage with students to offer the opportunity to volunteer and gain this valuable work experience in 2021 is still uncertain but we will continue to promote opportunities on our social media and through our contacts.

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Donations and other funding

This year we were fortunate to be part of a successful consortium bid for UK aid for vulnerable supply chains due to our engagement with Coventry University, through their sustainable cut flowers project, and our engagement with MM Flowers. A bid to Eleanor Rathbone was also successful and was aligned to the UK Aid bid with a focus on disability. We also received donations from individuals, online card and shopping channels and through 'Together Bands'. Whilst this year has been even more challenging for direct funding, as this was channelled towards supporting vulnerable people in the UK and addressing short-term needs exposed by the COVID-19 pandemic, we continued to develop funding bids, tenders and increase Trustee engagement in fundraising.

Communications

Our communications are steadily improving and our visibility increasing. We have responded to major events such as Black Lives Matter and COVID-19 with statements on our website and social media. We continue to promote ways people can support our work through donation requests on all our communication channels.

Financial review

With COVID-19 dominating the funding scene we highlighted the increased impact COVID-19 had on women and girls. However, most funders were more interested in short-term relief and support rather than funding longer-term systemic change. We continued to submit a range of smaller bids to private trusts as well as tenders for consultancy and research work. At the end of the financial year we had enough funds in hand, or promised, to continue for another year.

Plans for future periods

The cut in the UK overseas Aid budget, low interest rates and the continued impact of COVID-19 have all had a massive impact on charities working overseas. We continue to monitor the situation and seek out funders who understand and support those working to address the root cause of inequalities.

We will seek to grow our partnership working and further develop funding bids with organisations that have common aims to WWW. Trustees will continue to take a more active role in raising funds and we will revisit our aim to develop a larger bid for longer-term funding for programme delivery.

We will continue mapping our organisation through the Charity Excellence programme and identifying areas which need additional support. We will refresh our gender review and training offer and will seek out tenders and funders that match our values.

Investment powers and policy

At the moment WWW do not have sufficient reserves or cash flow to make investments. However, should this situation change then this investment will be in line with our policies and ethical value

Reserves policy and going concern

The balance held in unrestricted reserves at 31st March 2021 was £5,459 of which all are free reserves, after allowing for funds tied up in tangible fixed assets. The trustees' goal is to secure free reserves in unrestricted funds at a level which equates to approximately three months of operating costs which are approximately £9k. Whilst the level of funding secured is reduced the organisation is still a going concern and the staff and trustees will continue to work to increase funds.

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Risk management

Women Working Worldwide maintains a risk register. Risks are raised by trustees of the Board and staff in Board meetings and are logged on the register by the Chair with a ranked assessment of likelihood, impact on the organisation, a combined risk score, and risk response and risk triggers. The risk register contains a section for closed risks noting how and when the risks were resolved. These stay on the closed register and can be reopened at any time. The register is monitored by the Board. Minutes of Board meetings also note actions to address current risks.

Structure, governance and management

The organisation is a company limited by guarantee governed by its Memorandum and Articles of Association dated 21st April 1987. It was registered as a charity by the Charity Commission on 8th May 2007.

Members of the charity guarantee to contribute an amount not exceeding £1 to the assets of the charity in the event of winding up. The total number of such guarantees at 31st March 2021 was six (6) (2020: 7). The trustees are members of the charity but this entitles them only to voting rights. The Board have no beneficial interest in the charity.

Appointment of trustees

As set out in the Articles of Association trustees are elected annually by the members of the charitable company attending the Annual General meeting and serve until the following Annual General meeting where they may or may not be re-appointed. There is no upper limit to how long trustees can serve.

Trustee induction and training

The four Co-opted trustees were officially appointed at the AGM in November 2020. Unfortunately, Tegan needed to step down early in 2021 in order to focus on her family.

Organisation

The board of trustees administers the charity. The board normally meets every 6-8 weeks.

Related parties and co-operation with other organisations

None of our trustees receive remuneration or other benefit from their work with the charity. Any connection between a trustee or senior manager with any service providers must be disclosed to the full board of trustees in the same way as any other contractual relationship with a related party. In the current year no such related party transactions were reported.

Reference and administrative information

Charity Name: Women Working Worldwide

Charity Number: 1119101

Company Registration Number: 2124694

WOMEN WORKING WORLDWIDE**Directors and trustees**

The directors of the charitable company (the charity) are its trustees for the purpose of charity law. The trustees and officers serving during the year and since the year-end were as follows:

Key management personnel: Trustees and Directors

Directors and Trustees:

Linda Shaw	Chair
Hannah Lerigo	Vice Chair
Marion Sharples	(resigned July 2020)
Clare Wiley	
Abigail Huff	

Trustees:

Tasneem Azad	(appointed November 2020)
Nkechi Adeboye	(appointed November 2020)
Tegan Narain	(appointed November 2020, resigned January 2021)
Francesca Rhodes	(appointed November 2020)
Geraldine Reardon	(resigned February 2020)

Company Secretary

Caroline Downey

Senior Manager

Caroline Downey Executive Director

Registered Office

546/547 Royal Exchange
5th Floor
Old Bank Street
Manchester
M2 7EN

Independent Examiners

Community Accountancy Service Limited
The Grange
Pilgrim Drive
Beswick
Manchester
M11 3TQ

Bankers

Co-operative Bank plc
PO Box 250
Delf House
Southway
Skelmersdale
WN8 6WT

Solicitors

Salvus Law Ltd
1st Floor, 49 King Street
Manchester
M2 7AY

Trustees responsibilities in relation to the financial statements

The charity trustees (who are also the directors of Women Working Worldwide for the purposes of company law) are responsible for preparing a trustees' annual report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the charity trustees to prepare financial statements for each 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 the financial statements, the trustees are required to:

- Select suitable accounting principles and then apply them consistently;
- Observe the methods and principles in the applicable Charities SORP;
- Make judgments and estimates that are reasonable and prudent;
- State whether applicable accounting standards have been followed, subject to any material departures that must be disclosed and explained in the financial statements;
- Prepare the financial statements on a going concern basis unless it is inappropriate to presume that the charity will continue in business.

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

By order of the board of trustees on 24th November 2021

Linda Shaw Chair

Independent examiner's report to the trustees of WOMEN WORKING WORLDWIDE

I report on the accounts of the company for the year ended 31st March 2021, which are set out on pages 8 to 16.

Respective responsibilities of trustees and examiner

The trustees (who are also the 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 2011 (the 2011 Act) and that an independent examination is needed. The charity is required by company law to prepare accrued accounts and I am qualified to undertake the examination by being a qualified member of The Association of Chartered Certified Accountants.

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

- examine the accounts under section 145 of the 2011 Act ;
- to follow the procedures laid down in the general Directions given by the Charity Commission under section 145(b) of the 2011 Act; and
- to state whether particular matters have come to my attention.

Basis of independent examiner's report

My examination was carried out in accordance with the 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
- to keep accounting records in accordance with section 386 of the Companies Act 2006; and
 - 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.

A.U.King

AM King FCCA
Community Accountancy Service Ltd
The Grange, Pilgrim Drive, Beswick, Manchester, M11 3TQ

Date: 24th November 2021

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED**31 MARCH 2021**

	Further Details	Unrestricted Funds £	Restricted Funds £	Total Funds Year Ended 31 March 2021 £	Total Funds Year Ended 31 March 2020 £
Income from:					
Donations and legacies	(3)	6,936	-	6,936	7,277
Charitable Activities	(4)	-	26,500	26,500	16,070
Other Income		-	-	-	1,408
Total		6,936	26,500	33,436	24,755
Expenditure on:					
Raising Funds		18	-	18	-
Charitable Activities	(5)	1,392	22,032	23,424	30,572
Total		1,410	22,032	23,442	30,572
Net income/(expenditure)		5,526	4,468	9,994	(5,817)
Transfers between funds	(13)	-	-	-	-
Net movement in funds		5,526	4,468	9,994	(5,817)
Reconciliation of funds					
Total funds brought forward	(13)	(67)	1,684	1,617	7,434
Total funds carried forward	(13)	5,459	6,152	11,611	1,617

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

The notes on pages 11 to 16 form part of these accounts.

BALANCE SHEET AS AT 31 MARCH 2021

	Notes	2021 £	2020 £
Current assets:			
Debtors	(10)	6,861	2,279
Cash at Bank & in Hand		14,610	4,307
Total current assets		<u>21,471</u>	<u>6,586</u>
Liabilities:			
Creditors: Amounts falling due within one year	(11)	9,860	4,969
Net current assets or liabilities		<u>11,611</u>	<u>1,617</u>
Total assets less current liabilities		11,611	1,617
Total net assets or liabilities		<u><u>11,611</u></u>	<u><u>1,617</u></u>
The funds of the charity:			
Restricted income funds	(13)	6,152	1,684
Unrestricted income funds	(13)	5,459	(67)
Total charity funds		<u><u>11,611</u></u>	<u><u>1,617</u></u>

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

- The members have not required The company to obtain an audit of its accounts for the year in question in accordance with section 476.
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

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

Approved by the trustees on 24th November 2021

Linda Shaw Chair

The notes on pages 11 to 16 form part of these accounts.

Statement of Cash Flows for the year ending 31 March 2021

	Year Ended 31 March 2021 £	Year Ended 31 March 2020 £
Net cash used in operating activities	10,303	(7,901)
Cash flows from investment activities:		
Interest	-	-
Purchase of fixed assets	-	-
Net cash provided by investing activities	<u>-</u>	<u>-</u>
Increase/(decrease) in cash and cash equivalents during the year	10,303	(7,901)
Cash and cash equivalents brought forward	4,307	12,208
Cash and cash equivalents carried forward	<u>14,610</u>	<u>4,307</u>

Notes to the accounts**1. Accounting policies****(a) Basis of preparation and assessment of going concern**

The accounts (financial statements) have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant notes to these accounts. The financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Charities Act 2011.

The charity constitutes a public benefit entity as defined by FRS 102.

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern.

(b) Funds structure

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by the donor or trust deed. There are 5 restricted funds.

Unrestricted income funds comprise those funds which the trustees are free to use for any purpose in furtherance of the charitable objects. Unrestricted funds include designated funds where the trustees, at their discretion, have created a fund for a specific purpose.

Further details of each fund are disclosed in note 13.

(c) Income recognition

All income is recognised once the charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Donations are recognised when the charity has been notified in writing of both the amount and settlement date. In the event that a donation is subject to conditions that require a level of performance before the charity is entitled to the funds, the income is deferred and not recognised until either those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the charity and it is probable that those conditions will be fulfilled in the reporting period.

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank. Dividends are recognised once the dividend has been declared and notification has been received of the dividend due.

(d) Expenditure Recognition

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

All expenditure is accounted for on an accruals basis. All expenses including support costs and governance costs are allocated or apportioned to the applicable expenditure headings. For more information on this attribution refer to note (f) below.

(e) Irrecoverable VAT

Irrecoverable VAT is charged against the expenditure heading for which it was incurred.

(f) Allocation of support and governance costs

Support costs have been allocated between governance costs and other support costs. Governance costs comprise all costs involving the public accountability of the charity and its compliance with regulation and good practice. These costs include costs related to independent examination and legal fees together with an apportionment of overhead and support costs.

Governance costs and support costs relating to charitable activities have been apportioned based on type of expense. The allocation of support and governance costs is analysed in note 7.

(g) Charitable Activities

Costs of charitable activities include governance costs and an apportionment of support costs as shown in note 7.

(h) Tangible fixed assets and depreciation

All assets costing more than £500 are capitalised and valued at historical cost. Depreciation is charged on the following basis:

Office fixtures and equipment 33.33% on cost

(i) Realised gains and losses

All gains and losses are taken to the Statement of Financial Activities as they arise. Realised gains and losses on investments are calculated as the difference between sales proceeds and their opening carrying value or their purchase value if acquired subsequent to the first day of the financial year. Unrealised gains and losses are calculated as the difference between the fair value at the year end and their varying value. Realised and unrealised investment gains and losses are combined in the Statement of Financial Activities.

(j) Pensions

The charity currently administers contributions to a pension scheme on behalf of one individual. The charity has no liability beyond making its contributions and paying across the deductions for the employee's contributions.

(l) Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

(m) Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

2. Related party transactions and trustees' expenses and remuneration

The trustees all give freely their time and expertise without any form of remuneration or other benefit in cash or kind (2020: £nil). Expenses paid to the trustees in the year totalled £nil (2020: £nil).

3. Donations and Legacies

	Unrestricted Year Ended 31 March 2021 £	Restricted Year Ended 31 March 2021 £	Total Funds Year Ended 31 March 2021 £	Total Funds Year Ended 31 March 2020 £
Donations	4,493	-	4,493	2,277
Gift Aid	443	-	443	-
General grants:				
Bottletop Foundation	2,000	-	2,000	1,000
Funderbirds	-	-	-	4,000
	<u>6,936</u>	<u>-</u>	<u>6,936</u>	<u>7,277</u>
Previous reporting period	<u>8,777</u>	<u>-</u>	<u>8,777</u>	

4. Income from charitable activities

	Unrestricted Year Ended 31 March 2021 £	Restricted Year Ended 31 March 2021 £	Total Funds Year Ended 31 March 2021 £	Total Funds Year Ended 31 March 2020 £
Restricted grants and donations:				
Just Solutions	-	500	500	1,500
Fairtrade Foundation	-	17,500	17,500	-
Rathbone Trust	-	1,000	1,000	-
ETI - BOAG	-	2,500	2,500	5,000
ETI - Participation	-	5,000	5,000	4,170
ETI - Consultancy	-	-	-	5,400
	<u>-</u>	<u>26,500</u>	<u>26,500</u>	<u>16,070</u>
Previous reporting period	<u>-</u>	<u>14,570</u>	<u>14,570</u>	

5. Expenditure

	Women's Rights Projects £	Year Ended 31 March 2021 £	Year Ended 31 March 2020 £
Expenditure of raising funds:			
PayPal Charges	18	18	-
	18	18	-
Expenditure on charitable activities:			
Employment Costs	9,120	9,120	12,321
Consultancy Fees	3,252	3,252	5,000
Travel and Subsistence	-	-	1,026
Volunteer Expenses	-	-	47
Subscriptions	-	-	13
Penalties	-	-	150
Heat, Light & Water	210	210	207
IT Costs	345	345	310
Telephone	170	170	1,238
Rent and Rates	6,268	6,268	6,351
Insurance	428	428	266
Governance and Support Costs	3,631	3,631	3,563
Post, Printing & Stationery	-	-	80
	23,424	23,424	30,572
Total Expenditure	23,442	23,442	30,572
Unrestricted funds		1,410	7,704
Restricted funds		22,032	22,868
		23,442	30,572

6. Analysis of expenditure on charitable activities

As per note 5.

7. Allocation of governance and support costs

The breakdown of support costs and how these were allocated between governance and other support costs is shown below:

	General Support	Governance	Total	Basis of apportionment
Payroll Bureau Fees	76	-	76	type of expense
Book-keeping	2,835	-	2,835	type of expense
Accountancy Fees	-	720	720	type of expense
	<u>2,911</u>	<u>720</u>	<u>3,631</u>	

8. Analysis of staff costs

	Year Ended 31 March 2021 £	Year Ended 31 March 2020 £
Wages and Salaries	9,036	12,141
Redundancy	-	-
Social Security Costs	-	-
Pension Costs	84	180
	<u>9,120</u>	<u>12,321</u>
Charitable activities	9,120	12,321
Support costs	-	-
	<u>9,120</u>	<u>12,321</u>

The average number of employees during the year was 1 (previous year: 1).

The charity considers its key management personnel comprises the trustees and Managers. The total employment benefits, including employer pension contributions of the key management personnel were £9,340 (excluding employment allowance) (previous year: £12,891), No employee has benefits in excess of £60,000 (previous year: £nil).

9. Independent Examiner Fees

	Year Ended 31 March 2021 £	Year Ended 31 March 2020 £
Independent examination fees	720	720
	<u>720</u>	<u>720</u>

10. Analysis of debtors

	2021	2020
	£	£
Debtors	5,301	583
Prepayments	1,560	1,696
	<u>6,861</u>	<u>2,279</u>

Debtors and prepayments related to unrestricted funds £1,861 and restricted funds £5,000 in 2021. 2020 unrestricted £1,879 and restricted £400.

11. Creditors: amounts falling due within one year

	2021	2020
	£	£
Creditors	3,676	231
Short-term compensated absences (holiday pay)	-	-
Deferred Income	830	3,830
Other creditors and accruals	5,184	738
Taxation and social security costs	170	170
	<u>9,860</u>	<u>4,969</u>

12. Deferred income

Deferred income comprises grants received in advance.

Balance as at 1 April 2020	3,830
Amount released to income earned from charitable activities	(3,830)
Amount deferred in year	830
Balance at 31 March 2021	<u>830</u>

13. Analysis of charitable funds**Analysis of movements in unrestricted funds**

	Balance at 1 April 2020	Incoming Resources	Resources Expended	Transfers	Balance at 31 March 2021
	£	£	£	£	£
General Fund	(67)	6,936	(1,410)	-	5,459
	<u>(67)</u>	<u>6,936</u>	<u>(1,410)</u>	<u>-</u>	<u>5,459</u>

Previous reporting period

	Balance at 1 April 2019	Incoming Resources	Resources Expended	Transfers	Balance at 31 March 2020
	£	£	£	£	£
General Fund	(2,548)	10,185	(7,704)	-	(67)
	<u>(2,548)</u>	<u>10,185</u>	<u>(7,704)</u>	<u>-</u>	<u>(67)</u>

Name of unrestricted fund:
General Fund

Description, nature and purpose of the fund
The "free reserves"

Analysis of movements in restricted funds

	Balance at 1 April 2020	Incoming Resources	Resources Expended	Transfers	Balance at 31 March 2021
	£	£	£	£	£
ETI - BOAG	-	2,500	(2,500)	-	-
Just Solutions	-	500	(500)	-	-
Fairtrade Foundation	-	17,500	(13,852)	-	3,648
Rathbone Trust	-	1,000	(1,000)	-	-
ETI - Participation	1,684	5,000	(4,180)	-	2,504
	<u>1,684</u>	<u>26,500</u>	<u>(22,032)</u>	<u>-</u>	<u>6,152</u>

Previous reporting period

	Balance at 1 April 2019	Incoming Resources	Resources Expended	Transfers	Balance at 31 March 2020
	£	£	£	£	£
Oxfam International	309	-	(309)	-	-
University of Manchester	6	-	(6)	-	-
ETI - Innovation	9	-	(9)	-	-
ETI - Participation	321	4,170	(2,807)	-	1,684
ETI - Consultancy	9,335	5,400	(14,735)	-	-
HIVOS - Horticulture	2	-	(2)	-	-
	<u>9,982</u>	<u>9,570</u>	<u>(17,868)</u>	<u>-</u>	<u>1,684</u>

Name of restricted fund:

ETI - BOAG

Description, nature and purpose of the fund

for the continuation of the 'Banana Link' project to support the aims of the Ethical Trading Initiative - this was for an update on the gender awareness in tea, flowers and bananas project

Just Solutions

for research on Fairtrade tea

Fairtrade Foundation

for Gender in Building Resilience Kenyan flower supply chains FCDO funded project

Rathbone Trust

for disability in Kenyan Flower supply chains

ETI - Participation

funding to enable WWW to attend and contribute to the ETI NGO caucus, Base Code company reviews and industry working groups

14. Analysis of net assets between funds

	Unrestricted funds	Designated funds	Restricted funds	Total 2021
	£	£	£	£
Cash at bank and in hand	6,467	-	8,143	14,610
Other net current assets/(liabilities)	(1,008)	-	(1,991)	(2,999)
Total	<u>5,459</u>	<u>-</u>	<u>6,152</u>	<u>11,611</u>

Previous reporting period

	Unrestricted funds	Designated funds	Restricted funds	Total 2020
	£	£	£	£
Cash at bank and in hand	(807)	-	5,114	4,307
Other net current assets/(liabilities)	740	-	(3,430)	(2,690)
Total	<u>(67)</u>	<u>-</u>	<u>1,684</u>	<u>1,617</u>

15. Financial Instruments

The charity only has financial assets and liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised on a transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at an amortised cost using the effective interest method.

16. Reconciliation of net movement in funds to net cash flow from operating activities

	Year Ended 31 March 2021	Year Ended 31 March 2020
	£	£
Net movement in funds	9,994	(5,817)
Deduct investment income	-	-
Decrease/(increase) in debtors	(4,582)	(174)
Increase/(decrease) in creditors	4,891	(1,910)
Net cash used in operating activities	<u>10,303</u>	<u>(7,901)</u>

Income and Expenditure Account

	Year Ended 31 March 2021 £	Year Ended 31 March 2020 £
Income		
Donations	4,493	2,277
Gift Aid	443	-
Other Income	-	1,408
Just Solutions	500	1,500
Fairtrade Foundation	17,500	-
Rathbone Trust	1,000	-
Bottletop Foundation	2,000	1,000
Funderbirds	-	4,000
ETI - BOAG	2,500	5,000
ETI - Participation	5,000	4,170
ETI - Consultancy	-	5,400
Total Income	33,436	24,755
Expenditure		
PayPal Charges	18	-
Employment Costs	9,120	12,321
Consultancy Fees	3,252	5,000
Travel and Subsistence	-	1,026
Volunteer Expenses	-	47
Subscriptions	-	13
Penalties	-	150
Heat, Light & Water	210	207
IT Costs	345	310
Telephone	170	1,238
Rent and Rates	6,268	6,351
Insurance	428	266
Governance and Support Costs	3,631	3,563
Post, Printing & Stationery	-	80
Total Expenditure	23,442	30,572
Surplus/(deficit for year)	9,994	(5,817)