ETHIOPIAN WOMEN'S EMPOWERMENT GROUP

England & Wales · Charity number 1120326

Details

Status	Registered
Legal form	Charitable company
Company number	05550982
Registered	2007-07-30
Register	View on the Charity Commission register

Contact

Address	Ethiopian Women's Empowerment Group Unit 7 Office 8 Thorpe Close London
Phone	07771357189
Email	eweglondon@gmail.com
Website	www.eweglondon.org

Activities

Objects: 1) TO ADVANCE THE EDUCATION AND TRAINING OF ETHIOPIAN AND OTHER WOMEN IN NEED THEREOFWITHIN THE UNITED KINGDOM SO AS TO ADVANCE THEM IN LIFE AND ASSIST THEM TO ADAPT WITHIN THECOMMUNITY2) TO PRESERVE AND PROTECT THE PHYSICAL AND MENTAL HEALTH OF ETHIOPIAN WOMEN IN NEED THEREOF WITHIN THE UNITED KINGDOM BY THE PROVISION OF HEALTH INFORMATION AND ADVICE.3) THE RELIEF OF SICKNESS, POVERTY, FINANCIAL HARDSHIP AND THE PRESERVATION OF HEALTH OF WOMEN AND CHILDREN IN ETHIOPIA BY THE PROVISION OF INFORMATION, ADVICE, TRAINING, SUPPORT AND FACILITIES.

Activities: The charity provides the following activities. (1) Employability project:- for refugee women providing jobsearch skills, interview techniques information session and holding an open day. (2) Coffee morning:- to alleviate isolation and strengthen the social bondage amongst refugee women. (3) Homework club:- to equip refugee children with maths and english skills.

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Classification

- **How:** Provides Services, Provides Advocacy/advice/information
- **What:** General Charitable Purposes, Education/training, The Advancement Of Health Or Saving Of Lives, The Prevention Or Relief Of Poverty, Economic/community Development/employment, Other Charitable Purposes
- **Who:** Elderly/old People, People With Disabilities, People Of A Particular Ethnic Or Racial Origin

Geography

- **Area of benefit:** NOT DEFINED IN PRACTICE NATIONAL AND OVERSEAS
- Throughout England

Finances

Period end	Income	Expenditure	Assets	Employees
2025-09-30	£54,043	£77,323	-	-
2024-09-30	£69,796	£81,278	-	-
2023-09-30	£62,741	£77,787	-	-
2022-09-30	£28,514	£58,280	-	-
2021-09-30	£206,738	£126,775	-	-
2020-09-30	£206,738	£108,298	-	-

Trustees

Name	Role	Appointed
NATAN DANIEL Accountant	Chair	
ASHA HUSSEN		2022-04-01
Hafsa MUHAMMED		2023-01-15
TABASSAM SHABBIR		

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ETHIOPIAN WOMEN'S EMPOWERMENT GROUP

England & Wales - Charity number 1120326

Accounts

REGISTERED COMPANY NUMBER: 05550982 (England and Wales)
REGISTERED CHARITY NUMBER: 1120326

Report of the Trustees and

Financial Statements

for the Year Ended 30 September 2025

for

ETHIOPIAN WOMEN'S EMPOWERMENT GROUP

Pembroke Briggs Chartered Accountants
Beacon House
South Road
Weybridge
Surrey
KT13 DZ

ETHIOPIAN WOMEN'S EMPOWERMENT GROUP

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for the Year Ended 30 September 2025

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REFERENCE AND ADMINISTRATIVE INFORMATION

Company/Charity Name	Ethiopian Women's Empowerment Group
Company Registration Number	05550982
Charity Registration Number	1120326
Registered office and operational address	Office 8. 7 Thorpe Close W10 5XL
Directors/Trustees	Natan Daniel Tabassam Shabbir Asha Hussen Senait Shigute Hafsa Muhammed (appointed 15 September 2024)
Independent Examiner	Stephen Briggs ACA Pembroke Briggs Chartered Accountants Beacon House South Road, Weybridge Surrey, KT13 9DZ
Bankers	Lloyds Banking 21-25 King Street London W6 9HW

Acknowledgements

We would like to express our sincere gratitude to all our partners, funders, staff, volunteers, and supporters who have contributed to the success of our work. Your dedication and collaboration enable us to continue making a positive impact in the lives of those we serve. Thank you for your ongoing support. Without their financial support, we would not have been able to deliver the full range of services we offer. Their contribution has been invaluable in helping us achieve our mission and continue making a positive impact in the community. We are deeply grateful for their partnership and commitment to our work.

Report of the Directors

The trustees present their annual report and the financial statements for the year ended September 2025. The financial statements have been prepared in accordance with the accounting policies outlined within the statements and comply with EWEG's governing document, the Companies Act 2006, and the Accounting and Reporting by Charities: Statement of Recommended Practice (SORP), which is applicable to charities preparing their accounts in accordance with the Financial Reporting Standard (FRS 102) effective from 1 January 2019. This ensures that the financial statements accurately reflect the organisation's financial position and activities in line with regulatory requirements.

Strategic Priorities for 2025

In 2025-2028

- Strengthening core services
- Involving volunteer's accreditation
- Strengthening governance and policies
- Reach more young asylum seekers and refugees in accessing health services
- Continue to provide advice and information program
- To increase funding capacity

Values

The organisation will stay responsive, adapting quickly to community needs and developing new services as required. It will remain person- and community-centred, valuing people's lived experiences and strengths. All work will be carried out with transparency, honesty, and integrity. The organisation will also be collaborative, partnering with others to challenge discrimination, injustice, and inequality.

Achievements and Performance

Over the reporting period, our programmes have strengthened organisational capacity, improved governance, and delivered positive health outcomes for women from Black and Minority Ethnic (BME) communities. The involvement of part-time staff and volunteers has enhanced administrative systems, internal communication, and monitoring and evaluation processes. Key policies and procedures have been reviewed and updated, improving accountability and organisational effectiveness.

Our Zumba programme runs twice weekly at Bay 20, with 15 BME women participating each quarter. Baseline and end-of-programme measurements, including weight and blood pressure, are collected alongside individual action plans. This enables us to evidence improvements in physical health, emotional wellbeing, and social connectedness. Participants report reduced social isolation, increased confidence, and improved motivation. Consistent attendance records, case studies, and participant feedback have strengthened our impact reporting.

Diet and nutrition workshops are delivered quarterly in partnership with a nutritionist, supported by individual follow-ups with a health coach. Women have increased their knowledge of balanced nutrition, healthier cooking methods, and portion control. Many report improved eating habits, healthier shopping choices, and positive changes in weight and BMI.

Through our Health Advocacy Programme, we support individuals to access services within the NHS, addressing barriers such as language, disability, and mental health challenges. Advice and guidance support has also improved financial wellbeing through benefit applications and reduced household costs. Securing long-term funding and volunteer training has strengthened sustainability and service capacity.

Improved Wellbeing, Happiness, and Social Connection for Women.

Over the year, 45 BME women attended our women-only Zumba classes, 58 women participated in six diet and nutrition workshops, and 14 women accessed the Health Advocacy Programme against a target of 60. We measured outcomes using baseline and end-of-programme data, attendance records, group discussions, and participant feedback.

Diet and nutrition workshops led to significant behaviour change, with 86% of participants improving unhealthy eating habits. Women reported adapting healthier versions of cultural foods and using the Eatwell Guide to make better food choices. One Zumba participant shared: "I had recently moved to the area and was struggling with my weight. Joining the Zumba class was the best decision I've made. Not only have I lost weight, but I've also made new friends."

Through the Health Advocacy Programme, 100% of women supported improved their access to services within the NHS. One client said: "Because of your help, my doctor reduced my medication. I felt listened to and supported and wouldn't have been able to manage on my own." We also provided ad hoc advice and guidance support, including help with Universal Credit applications, medical reports, and homelessness information.

The Core Funding Improved Organisational Effectiveness and Sustainability.

Increased staffing capacity enabled us to improve policies and procedures and submit more funding applications. As a result, we secured three-year unrestricted funding and achieved a five-year renewal of the Health Advocacy Programme. Progress was measured through successful grant awards, policy reviews, and compliance checks. Achieving Living Wage accreditation improved staff morale, engagement, and productivity, demonstrating strong governance and responsible leadership.

Stronger Networks and Improved Governance.

Strong partnerships enabled staff and volunteers to complete training in safeguarding, mental capacity, nutrition, adolescent mental health, performance management, and AI for fundraising. Training was accessed through organisations including KCSC, Open University, and local voluntary sector partners. Increased volunteer involvement expanded our capacity to support women at appointments and strengthened links with GP services, hospitals, and community organisations, improving governance, resilience, and long-term sustainability.

Breast Cancer Awareness

15 women aged 30+ increased their knowledge and awareness of breast cancer, including early symptoms, risk factors, and the importance of routine screening. Participants learned how to perform breast self-examinations, when to seek medical advice, and gained a better understanding of how breast cancer can present differently across age groups and ethnic backgrounds. The workshop also helped address common barriers within the community, such as cultural stigma, fear, lack of information, and language challenges.

As a result, participants reported feeling more informed, reassured, and confident discussing breast health. The session helped reduce fear and stigma around breast cancer conversations, and women expressed greater motivation to attend screening appointments and share the information with family and others in their community, supporting wider awareness and early detection.

Green Doctors – Energy, Debt & Financial Wellbeing Support

16 women increased their knowledge of how to reduce household energy costs and better manage energy-related financial pressures. Participants learned practical strategies to lower utility bills, understand energy usage, and identify common sources of energy waste in the home. The session also provided guidance on accessing energy grants, negotiating with energy suppliers, and managing or seeking support for energy-related debt.

As a result, participants felt more confident taking immediate steps to reduce their household expenses and better navigate rising living costs. Many reported feeling reassured and less overwhelmed by financial pressures, while the opportunity to discuss energy and money concerns in a supportive, non-judgmental environment helped improve their overall sense of financial wellbeing.

Bowel Screening

10 women and men participated in the training and increased their understanding of bowel cancer screening, including the purpose of the screening programme, how the home test kit works, and the importance of early detection. The workshop addressed common barriers within BME communities such as embarrassment, stigma, and uncertainty about using the test kit. Women also learned about key signs and symptoms, risk factors, and when to seek medical advice.

As a result, participants reported feeling more confident and comfortable discussing bowel health and completing the home screening test. The session helped reduce stigma around bowel cancer conversations and encouraged women to take a more proactive approach to screening, supporting earlier detection and improved health outcomes.

Volunteers

EWEG'S team of 8 volunteers, including 5 BME community volunteers and 3 high skilled university volunteers, deliver culturally appropriate support that drives real outcomes for women in our community.

The volunteers speak community languages like Arabic, Amharic, African and Asian languages. Community volunteers provide outreach, accompany women to health and housing services, and build trust through shared migration experiences, enabling access to vital services. skilled volunteers support housing applications, benefits, and income maximisation, helping the organisation reach more clients, reduce staff costs, and strengthen monitoring and evaluation systems, critical for demonstrating impact and securing funding. Together, volunteers increase services reach, ensure

inclusivity, and foster empowerment, creating a positive cycle of support, integration, and long-term community resilience.

Structure, Governance, and Management

EWEG was established in 2005 with the mission of supporting BME women, particularly those who face barriers in accessing mainstream services due to language challenges, lack of confidence, and illiteracy. Since its inception, the organisation has focused on empowering these women by providing tailored support and services that address their unique needs.

Partnerships

Currently, we are working strongly with the BME Health Forum, KCSC, Citizen Advice Bureau, Shelter, North Kensington Job Centre Plus, Health Coach, Reed Partnerships, Royal Borough of Kensington and Chelsea, Alcohol Services of Westminster and Kensington and Chelsea, SASH, African Woman Care, Westway Development Trust, Camden Charity, Housing Solutions, Volunteer Centre Kensington and Chelsea, and NHS.

Challenge and Successes

In the current funding climate, it remains increasingly challenging for small organisations to secure sustainable financial support. Despite these constraints, through strong commitment and continued hard work, we have successfully secured limited funding to maintain delivery of our core services. However, rising service charges, utility costs, and ongoing inflation have placed significant financial pressure on the organisation. As a small charity operating primarily on restricted funding, our flexibility to manage increasing operational expenses is limited. To ensure long-term sustainability and organisational stability, we are actively seeking unrestricted funding to strengthen our resilience and enable us to continue serving our community effectively.

Reserves Policy: The Trustees have established a reserve policy aimed at ensuring that EWEG's core activities can continue during periods of unforeseen difficulty. The reserve policy ensures that funds are set aside to safeguard the organisation's stability in challenging times.

As most of EWEG's funding is restricted in nature, the restricted funds will be treated accordingly. To achieve the reserve target, EWEG will focus on increasing fundraising efforts, generating additional income through donations, and reducing expenditures where possible.

Future Plans

Continued Implementation: We will continue to implement our strategy, which builds on the progress made and adapts to emerging needs. Our focus will remain on strengthening our network both locally and nationally, fostering collaborations that enhance the impact of our services.

Fundraising efforts will be a key priority as we aim to secure the necessary resources to sustain and expand our services. Additionally, we are committed to working towards obtaining the Advice Quality Standard (AQS) to further improve the quality of our advice services.

We will continue to strengthen our organisational infrastructure, focusing on improving our monitoring and evaluation practices. To support this growth, we will fundraise to increase both staff and organisational capacity, ensuring that we are well-equipped to meet the needs of the communities we serve.

STATEMENT AS TO DISCLOSURE TO OUR INDEPENDENT EXAMINERS

In so far as the trustees are aware at the time of approving the trustees' annual report:

- There is no relevant information of which the charitable company's independent examiners are unware, and
- The trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the independent examiners are aware of that information.
-

INDEPENDENT EXAMINERS

Stephen Briggs of Pembroke Briggs Chartered Accountants will be proposed for re-appointment at the forthcoming Annual General Meeting.

Approved by the Management Committee on and signed on behalf of the Management:

Tabbasam Shabbir 15-05-2026 ..... 15/05/2026

Tabbasam Shabbir **Date** **Natan Daniel** **Date**
Trustee **Trustee**

Independent examiner's report to the trustees of Ethiopian Women's Empowerment Group ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 30 September 2025.

Responsibilities and basis of report

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5) (b) of the 2011 Act.

Independent examiner's statement

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

1. accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act 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; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)).

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.

Pembroke Briggs

Stephen Briggs ACA
Pembroke Briggs Chartered Accountants
Beacon House
South Road
Weybridge
Surrey
KT13 9DZ

Date: 15 May 2026

Ethiopian Womens' Empowerment Group

Statement of Financial Activities for the Year Ended 30 September 2025

	Notes	Unrestricted Funds £	Restricted Funds £	Total Funds 2025 £	Total Funds 2024 £
INCOME AND ENDOWMENTS FROM:					
Income from charitable activities					
BME Health Forum		-		-	16,650
City Bridge		-		-	6,900
City of London		-	14,100	14,100	-
Hammersmith United Charities		-	-	-	-
Kensington and Chelsea Foundation		-	9,944	9,944	9,944
People's Health Trust				-	5,910
The Health Forum		3,132	26,636	29,768	-
The Co-Op		-	-	-	-
Trust for London		-		-	30,000
Interest received		231	-	231	392
TOTAL	1	3,363	50,680	54,043	69,796
EXPENDITURE ON:					
Expenditure on charitable activities					
Salaries/ENIC		-	44,808	44,808	45,299
Volunteers' expenses		514	374	888	1,445
Sessional & outreach workers		-	22,762	22,762	19,112
Mentoring & community activities		-	130	130	213
Events/childcare		253	389	642	385
Coffee mornings		-	178	178	881
Room hire		3,778	-	3,778	2,637
Consultancy		812	1,000	1,812	5,270
Office rent		-	-	-	1,752
Operational costs		394	556	950	2,446
Communication & website		302	-	302	800
Independent Examiner's fee		1,074	-	1,074	1,038
TOTAL		7,127	70,197	77,323	81,278
NET INCOME/(EXPENDITURE)		- 3,764	- 19,517	- 23,280	- 11,482
TRANSFERS BETWEEN FUNDS		-	-	-	-
		- 3,764	- 19,517	- 23,280	- 11,482
NET MOVEMENT IN FUNDS		- 3,764	- 19,517	- 23,280	- 11,482
RECONCILIATION OF FUNDS:					
TOTAL FUNDS BROUGHT FORWARD		20,690	51,296	71,986	83,468
TOTAL FUNDS CARRIED FORWARD		16,926	31,780	48,706	71,986

The notes form part of these financial statements

Balance Sheet
as at 30 September 2025

	Notes	Unrestricted Funds £	Restricted Funds £	Total Funds 30.09.25 £	Total Funds 30.09.24 £
FIXED ASSETS					
Tangible assets		-	-	-	-
		-	-	-	-
CURRENT ASSETS					
Debtors & prepayments		-	-	-	-
Cash at bank and in hand		16,926	31,780	48,706	71,986
		16,926	31,780	48,706	71,986
CURRENT LIABILITIES					
Creditors		-	-	-	-
		-	-	-	-
NET CURRENT ASSETS		16,926	31,780	48,706	71,986
TOTAL ASSETS LESS CURRENT LIABILITIES		16,926	31,780	48,706	71,986
NET ASSETS		16,926	31,780	48,706	71,986
FUNDS					
Unrestricted funds		16,926	-	16,926	20,690
Restricted funds		-	31,780	31,780	51,296
		16,926	31,780	48,706	71,986

The notes form part of these financial statements

Continued . . . . . .

Balance Sheet - continued
30 September 2025

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 30 September 2025.

The members have not required the company to obtain an audit of its financial statements for the year ended 30 September 2025 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

(a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and

(b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

These financial statements have been prepared in accordance with the provisions applicable to charitable companies subject to the small companies regime.

The financial statements were approved by the Board of Trustees and authorised for issue on ....11/05/2026..... and were signed on its behalf by:

.....
T Shabbir - Trustee

.....
N Daniel - Trustee

The notes form part of these financial statements

1. ACCOUNTING POLICIES

Basis of preparing the financial statements
The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) '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 2015)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

The charitable company meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction values unless otherwise stated in the relevant accounting policy or note.

Income
Income, including income from government grants, whether 'capital' or 'revenue', is recognised when the charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.

Grants are credited to income when they are receivable, unless they are for activities relating specifically to a future period, in which case they are deferred to that period. Income receivable under contracts for services is recognised in the financial statements in proportion to the percentage of completion of the contract.

Donated professional services and facilities are recognised as income when the charity has control over the item or received the service, any conditions associated with the donation have been met, the receipt of economic benefit from the use by the charity of the items is probable and that the economic benefit can be measured reliably in accordance with the Charities SORP (FRS 102), volunteers time is not recognised so refer to the trustees' annual report for more information about their contribution.

On receipt, donated gifts, professional services and donated facilities are recognised on the basis of the value of the gift to the charity, which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market, a corresponding amount is then recognised in expenditure in the period of receipts.

1. ACCOUNTING POLICIES - continued

Expenditure
Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

Costs of raising funds comprise of trading costs and the costs incurred by the charitable company including third parties with a fundraising purpose.

Expenditure on charitable activities includes the costs of delivering services and other activities undertaken to further the purposes of the charity and their associated support costs. Where the costs cannot be directly attributed, they have been allocated to activities on a basis consistent with their use of resources.

Other expenditure represents those items not falling into any other headings.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

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.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Going concern
The trustees consider that there are no material uncertainties about the charitable Company's ability to continue as a going concern. The trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amount of assets and liabilities within the next reporting period.

ETHIOPIAN WOMEN'S EMPOWERMENT GROUP

England & Wales - Charity number 1120326

Accounts

REGISTERED COMPANY NUMBER: 05550982 (England and Wales)
REGISTERED CHARITY NUMBER: 1120326

Report of the Trustees and

Financial Statements

for the Year Ended 30 September 2024

for

ETHIOPIAN WOMEN'S EMPOWERMENT GROUP

Pembroke Briggs Chartered Accountants
1a The Quadrant Courtyard
Quadrant Way
Weybridge
Surrey
KT13 8DR

ETHIOPIAN WOMEN'S EMPOWERMENT GROUP

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for the Year Ended 30 September 2024

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REFERENCE AND ADMINISTRATIVE INFORMATION

Company/Charity Name	Ethiopian Women's Empowerment Group
Company Registration Number	05550982
Charity Registration Number	1120326
Registered office and operational address	Office 8. 7 Thorpe Close W10 5XL
Directors/Trustees	Natan Daniel Tabassam Shabbir Asha Hussen Senait Shigute Hafsa Muhammed (appointed 15 September 2024)
Independent Examiner	Stephen Briggs ACA Pembroke Briggs Chartered Accountants 1a The Quadrant Courtyard Quadrant Way, Weybridge Surrey, KT13 BDR
Bankers	Lloyds Banking 21-25 King Street London W6 9HW

Acknowledgements

We would like to express our sincere gratitude to all our partners, funders, staff, volunteers, and supporters who have contributed to the success of our work. Your dedication and collaboration enable us to continue making a positive impact in the lives of those we serve. Thank you for your ongoing support.

We would like to give special thanks to the following funders who generously provided grants during the financial year:

1. BME Health Forum
2. City Bridge Trust
3. Trust for London
4. Kensington and Chelsea Foundation

Without their financial support, we would not have been able to deliver the full range of services we offer. Their contribution has been invaluable in helping us achieve our mission and continue making a positive impact in the community. We are deeply grateful for their partnership and commitment to our work.

Report of the Directors

The trustees present their annual report and the financial statements for the year ended September 2024. The financial statements have been prepared in accordance with the accounting policies outlined within the statements and comply with EWEG's governing document, the Companies Act 2006, and the Accounting and Reporting by Charities: Statement of Recommended Practice (SORP), which is applicable to charities preparing their accounts in accordance with the Financial Reporting Standard (FRS 102) effective from 1 January 2019. This ensures that the financial statements accurately reflect the organisation's financial position and activities in line with regulatory requirements.

Objectives

1. To advance the education and training of Ethiopian and other women in need. To advance education and training of Ethiopian and other women who are in need, by the provision of training, advice and support.
2. To preserve and protect the physical and mental health of Ethiopian and other women by the provision of information and advice.
3. The relief of sickness, poverty, financial hardship and the preservation of health of women and children in Ethiopia by the provision of information, advice, training support and facilities.

Achievements

The core funding provided stability for the organisation, allowing us to implement our strategy and strengthen both our financial and administrative systems, as well as our strategic communications. This funding has been vital in ensuring the continuity of our work, enabling us to maintain staff salaries and continue providing essential services. Core staff have also played a key role in the ongoing development and operation of the organisation.

We have focused on enhancing our monitoring, evaluation, and data collection practices, testing new approaches to capture and reflect on the impact of our work. Additionally, we have successfully recruited new volunteers, further expanding our capacity and resources.

A strategic away day was held with our staff team and board of trustees, resulting in a review and update of our strategy for 2024-2029. This update considers internal changes in our operations and the evolving external context in which we work.

Thanks to core funding, our Directors and Staff Team have continued to build strong alliances and partnerships, ensuring that we remain well-positioned to respond to emerging challenges and maximise our impact.

Trust for London has funded us to provide vital advice and information for women who need assistance with form filling, as well as guidance on housing and benefit-related issues. Through this support, we have been able to assist 221 women, helping them navigate complex processes and access the resources they need to improve their circumstances. This funding has been essential in ensuring that these women are better equipped to manage their housing, financial, and legal challenges.

City Bridge Trust has provided funding for the CEO's salary to enhance our organisation's capacity. This support has allowed us to focus on strengthening our governance and working towards renewing our Advice Quality Standard (AQS) accreditation. With this funding, we are improving the overall effectiveness and quality of our services, ensuring we continue to provide high standards of support to the women and families we serve.

BME Health Forum is working in partnership with EWEG to address and reduce health inequalities in Northwest London. Together, we have advocated for and supported 45 women in accessing both primary and secondary healthcare services. This collaboration has been instrumental in ensuring that these women receive the necessary healthcare support, helping to bridge gaps in access and improve their overall health outcomes.

The Kensington and Chelsea Foundation provided funding to support a part-time staff member, which significantly contributed to strengthening our administrative capacity. This additional support allowed us to improve the efficiency of our day-to-day operations and played a key role in securing extra funding. As a result, we were able to enhance our governance structures and update our policy and procedural frameworks, ensuring that EWEG continues to operate with transparency, accountability, and effectiveness.

Volunteering programs

We have successfully recruited six volunteers from various prestigious universities, including the London School of Economics (LSE) and the University College London (UCL), to strengthen the capacity of our organisation. These volunteers have developed valuable skills in administration, fundraising, communications, and support services. In addition, we have provided training sessions aimed at cultivating coordination skills and promoting collective action, with a particular focus on punctuality, confidentiality, safeguarding, boundaries, and respect.

EWEG has maintained strong partnerships with institutions such as the London School of Economics and Political Science (LSE), University College London (UCL), Birkbeck University, and Team London to recruit dedicated volunteers. These volunteers enhance their abilities in fundraising, administration, logistics, and communications, while also undergoing essential training on their roles, responsibilities, confidentiality, professional boundaries, and working with vulnerable clients. Volunteers are encouraged to set personal goals, reflect on their experiences, and explore ways to contribute their skills to the wider community. In return, EWEG offers additional training opportunities through courses provided by our partner organisations, helping to build a strong, well-equipped volunteer workforce committed to advancing our mission.

Advice and Information Project Activities

As part of the Advice and Information Project activities, we provided tailored one-to-one support to 24 women facing a range of challenges, including housing evictions, utility bill arrears, overcrowding, homelessness, and job searches. Each woman received personalised advice and practical assistance suited to her individual circumstances. As a result, several secured alternative accommodations, others managed utility bill debt through affordable repayment plans and accessed additional financial support, and some were able to resolve overcrowded living conditions through successful house swaps. This support has had a meaningful impact, improving both immediate living situations and long-term stability for those involved.

Group information session included:

- Universal Credit guidance
- Form filling assistance
- Homelessness applications
- Attendance allowance information
- Personal Independence Payment Advice
- Updates on Universal Credit changes

The Coffee Morning Program (12 women)

- This offered a welcoming platform for BME women to socialise, make friends, and access valuable information in a supportive environment. Over the past year,

participants have attended weekly sessions, where they have gained essential knowledge on topics such as housing, benefits, and available services. Feedback from participants indicates that the program has helped many BME women build stronger local connections, improve their emotional well-being, and share useful information with others in their community. The program has not only fostered friendships but also empowered women with the resources and support they need to navigate various challenges.

Cooking Class (22 adults and children)

- Our cooking classes are designed to teach women from BME (Black and Minority Ethnic) communities how to prepare and enjoy healthy, nutritious meals. Participants learn essential skills such as reading food labels, shopping effectively, and maintaining a balanced diet that includes all key macronutrients—proteins, carbohydrates, fibre, and fats. The initiative also involves children aged eight and older, fostering an early interest in healthy eating and cooking. Feedback from participants suggests that these classes have led to improved family health, as well as strengthened the bond between parents and children, with families enjoying cooking together and making more informed food choices.

Self-Employment Workshop in collaboration with North Kensington job centre plus (17 women)

- This program focused on the rights and responsibilities associated with self-employment, including tax obligations, the impact on Universal Credit, and how to evaluate personal strengths and weaknesses. The workshop was particularly beneficial for single-parent families, as feedback indicated it successfully addressed concerns regarding how self-employment affects Universal Credit entitlements. In addition, it provided valuable guidance on business planning and accessing loan funding for essential repairs and improvements, such as heating systems, sanitation, electrical wiring, and ventilation. The session not only clarified financial and legal considerations but also empowered participants to better manage their self-employment ventures and improve their business infrastructure.

Health Advocacy Programme (43 women)

- As part of the Health Advocacy programme, we ran a Glaucoma workshop, with the NHS, where participants learned about the signs and symptoms of glaucoma and the importance of annual eye screenings. The facilitator emphasised that individuals with a family history of glaucoma should undergo regular screenings to detect any early signs of the condition. This workshop helped raise awareness about eye health and encouraged participants to take proactive steps in safeguarding their vision through regular check-ups and screenings.

Oral Health

- In collaboration with the NHS, we delivered an Oral Health workshop aimed at educating women on the importance of maintaining good oral hygiene. The facilitator

provided valuable information on how regular visits to the dentist can help protect and improve oral health. Participants learned about the significance of proper brushing techniques, the benefits of routine check-ups, and the impact of oral health on overall wellbeing. The workshop encouraged women to take proactive steps in caring for their teeth and gums, emphasising the role of prevention in maintaining long-term oral health.

Cost of Living Workshop (15 women)

- We held a collaborative Cost of Living Workshop in partnership with North Kensington Job Centre Plus, designed to support local residents in managing the growing financial pressures caused by the rising cost of living. The workshop provided practical information and guidance on key areas such as accessing local food banks, applying for emergency financial support through council funds, and adopting strategies to reduce everyday household bills. It also created a space for residents to ask questions and share experiences, helping to build a stronger sense of community support. As a result, participants reported a noticeable improvement in their understanding of available resources and felt more confident in accessing the help they need to manage their financial situations more effectively.

Telephone Advice Provision (37 women)

- As part of our commitment to accessibility, we offered telephone advice to women unable to attend our office due to childcare responsibilities, age, or disability. This service provided personalised guidance on housing, benefits, and other local resources. As a result, many women saw an improvement in their financial circumstances- some successfully applied for grants, others accessed disability benefits, and several were supported in registering for housing applications. The telephone advice helped remove barriers and ensured women received the support they needed to improve their stability and independence.

Universal Credit Workshop (28 women)

- We delivered a dedicated workshop focused on key aspects of Universal Credit, covering eligibility criteria, the different components of the benefit, how to report changes in circumstances, while on Universal Credit, and tips for managing monthly payments. The session was especially beneficial for new claimants, many of whom were unfamiliar with the system. Participants reported a clearer understanding of their rights and responsibilities, particularly around how reporting changes can affect their entitlement. The workshop equipped attendees with the knowledge and confidence to better manage their claims and avoid potential issues.

Green Doctors Collaboration (11 women)

- Green Doctors provided valuable support to women struggling with high winter energy bills by offering 25 winter warmth kits and financial assistance. In addition to this practical help, they offered energy-saving advice to reduce household consumption and costs. The team also advocated on behalf of the women, helping them navigate

complex energy-related issues and ensuring they received the support they were entitled to. This service was crucial in helping many manage the financial strain during the colder months, while also empowering them with the knowledge to lower their energy usage in the long term.

Domestic Violence and Homelessness (27 women)

- We provided essential information to women experiencing domestic abuse, focusing specifically on their housing options and the support available to them if they faced homelessness as a result. This guidance was crucial in raising awareness of the various resources and services accessible to women in such circumstances, helping them understand their rights and available pathways to safety and stability. By ensuring that women had a clear understanding of the support available, they were empowered to make informed decisions and take the necessary steps towards securing their safety and wellbeing. As a result, women reported increased awareness and a better understanding of the options they could pursue, enabling them to take informed steps toward securing their safety and wellbeing.

Housing Disrepair Information Session (18 women)

- This session educated participants on how to report housing disrepair to landlords, explained reasonable timeframes for repairs, and clarified the respective responsibilities of landlords and tenants concerning maintenance issues such as infestations and mould. As a result of this workshop, Shelter were able to advocate on behalf of women living in homes with severe mould and damp issues. In response, the council took serious action and arranged for the homes of those families to be cleaned and repaired, significantly improving their living conditions. The workshop not only empowered participants with vital knowledge but also helped drive tangible improvements in housing conditions for those in need.

Home Visit (8 women)

- We conducted home visits to support 8 women who needed assistance with completing forms and advocacy. During these visits, we explored their housing options and reviewed their care plans, offering support in areas such as contacting GPs for medical reports required for benefit applications, particularly for those facing language barriers. Additionally, we helped women access services tailored to their needs, including arranging bathroom adaptations for individuals with mobility challenges through age care services. These visits provided essential support, empowering women to navigate complex systems and enhancing their quality of life and independence.

Outreach Activities (54 leaflets distributed)

- Our outreach activities focused on engaging with schools, community events, open days, and local meetings to introduce our services to a wider audience. By actively participating in these community spaces, we were able to strengthen relationships with local organisations and raise awareness of the support we offer. These efforts also

led to increased referrals of new women to our group activities, ensuring that more individuals could benefit from the services and resources we provide. Through these connections, we were able to build a stronger sense of community and support for those in need.

Campden Charity

- Provided financial support and bursaries to young people, helping them pursue education, training, and employment opportunities while also supporting the wider needs of their families. In doing so, they encouraged personal development and improved long-term prospects. Additionally, they shared information about a partner charity offering similar support and we referred individuals and organisations to their services, ensuring access to a broader network of resources.

Structure, Governance, and Management

EWEG was established in 2003 with the mission of supporting BME women, particularly those who face barriers in accessing mainstream services due to language challenges, lack of confidence, and illiteracy. Since its inception, the organisation has focused on empowering these women by providing tailored support and services that address their unique needs.

Partnerships

Reserve Policy: The Trustees have established a reserve policy aimed at ensuring that EWEG's core activities can continue during periods of unforeseen difficulty. The reserve policy ensures that funds are set aside to safeguard the organisation's stability in challenging times.

As most of EWEG's funding is restricted in nature, the restricted funds will be treated accordingly. To achieve the reserve target, EWEG will focus on increasing fundraising efforts, generating additional income through donations, and reducing expenditures where possible.

EWEG has committed to allocating £150 per month towards the reserve fund, which amounts to £1,800 per year. This allocation will come from unrestricted funds, ensuring the organisation maintains financial resilience and can continue to meet its objectives even in times of uncertainty.

Stronger Relationships: Expanding Our Community and Voluntary Sector Network

Over the past year, we have significantly strengthened our relationships with local partners, enhancing both service delivery and community engagement.

- **North Kensington Job Centre Plus**: Our partnership now supports referrals for employment advice and training and includes co-delivery of workshops on self-employment and Universal Credit.

- **Shelter**: We continue to collaborate on workshops covering housing rights, homelessness, and disrepair, along with providing one-to-one advocacy for those at risk of eviction.
- **Kensington and Chelsea Social Council (KCSC)**: KCSC provides essential policy updates, funding news, and free training, supporting the ongoing development of our staff and volunteers.
- **Health & Wellbeing Partners**: Collaborations with NHS Central London Community Healthcare and Glaucoma UK have enabled us to deliver workshops on oral health and glaucoma awareness, improving access to health information.
- **Other Key Partners**: We've also worked with Green Doctors, RBKC Housing Strategy Consultations, Westway Development Trust, Bay 20, and the BME Health Forum—expanding our reach, accessing venue support, and offering practical resources such as energy consultations and financial relief.

These strengthened partnerships have improved communication, increased resource access, and enhanced our organisation's sustainability, ensuring continued support for our community through a strong service network.

Future Plans

Continued Implementation: We will continue to implement our strategy, which builds on the progress made and adapts to emerging needs. Our focus will remain on strengthening our network both locally and nationally, fostering collaborations that enhance the impact of our services.

Fundraising efforts will be a key priority as we aim to secure the necessary resources to sustain and expand our services. Additionally, we are committed to working towards obtaining the Advice Quality Standard (AQS) to further improve the quality of our advice services.

We will continue to strengthen our organisational infrastructure, focusing on improving our monitoring and evaluation practices. To support this growth, we will fundraise to increase both staff and organisational capacity, ensuring that we are well-equipped to meet the needs of the communities we serve.

STATEMENT AS TO DISCLOSURE TO OUR INDEPENDENT EXAMINERS

In so far as the trustees are aware at the time of approving the trustees' annual report:

- There is no relevant information of which the charitable company's independent examiners are unware, and
- The trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the independent examiners are aware of that information.
-

INDEPENDENT EXAMINERS

Stephen Briggs of Pembroke Briggs Chartered Accountants will be proposed for re-appointment at the forthcoming Annual General Meeting.

Approved by the Management Committee on and signed on behalf of the Management:

.....
Tabbasam Shabbir **Date**
Trustee

..... 11/06/2025
Natan Daniel **Date**
Trustee

Independent examiner's report to the trustees of Ethiopian Women's Empowerment Group ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 30 September 2024.

Responsibilities and basis of report

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5) (b) of the 2011 Act.

Independent examiner's statement

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

1. accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act 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; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)).

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.

Pembroke Briggs

Stephen Briggs ACA
Pembroke Briggs Chartered Accountants
1a The Quadrant Courtyard
Quadrant Way
Weybridge
Surrey
KT13 8DR

Date: 18-06-2025

Ethiopian Womens' Empowerment Group

Statement of Financial Activities for the Year Ended 30 September 2024

	Notes	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £	Total Funds 2023 £
INCOME AND ENDOWMENTS FROM:					
Income from charitable activities					
BME Health Forum		-	16,650	16,650	6,000
City Bridge		-	6,900	6,900	-
City of London		-	-	-	3,450
Hammersmith United Charities		-	-	-	500
Kensington and Chelsea Foundation		-	9,944	9,944	-
People's Health Trust		4,500	1,410	5,910	14,780
The Health Forum		-	-	-	6,750
The Co-Op		-	-	-	1,261
Trust for London		-	30,000	30,000	30,000
Interest received		392	-	392	77
TOTAL	1	4,892	64,904	69,796	62,818
EXPENDITURE ON:					
Expenditure on charitable activities					
Salaries/ENIC			45,299	45,299	46,066
Volunteers' expenses			1,445	1,445	4,024
Sessional & outreach workers			19,112	19,112	9,751
Mentoring & community activities			213	213	500
Events/childcare			385	385	-
Coffee mornings			881	881	-
Room hire		975	1,662	2,637	2,275
Consultancy		1,345	3,925	5,270	5,586
Office rent			1,752	1,752	3,672
Operational costs		918	1,528	2,446	4,994
Communication & website			800	800	-
Independent Examiner's fee		996	42	1,038	996
TOTAL		4,234	77,044	81,278	77,864
NET INCOME/(EXPENDITURE)		658	- 12,140	- 11,482	- 15,046
TRANSFERS BETWEEN FUNDS		-	-	-	-
		658	- 12,140	- 11,482	- 15,046
NET MOVEMENT IN FUNDS		658	- 12,140	- 11,482	- 15,046
RECONCILIATION OF FUNDS:					
TOTAL FUNDS BROUGHT FORWARD		20,032	63,436	83,468	98,514
TOTAL FUNDS CARRIED FORWARD		20,690	51,296	71,986	83,468

The notes form part of these financial statements

Balance Sheet
as at 30 September 2024

	Notes	Unrestricted Funds £	Restricted Funds £	Total Funds 30.09.24 £	Total Funds 30.09.23 £
FIXED ASSETS					
Tangible assets		-	-	-	-
		-	-	-	-
CURRENT ASSETS					
Debtors & prepayments		-	-	-	-
Cash at bank and in hand		20,690	51,296	71,986	83,468
		20,690	51,296	71,986	83,468
CURRENT LIABILITIES					
Creditors		-	-	-	-
		-	-	-	-
NET CURRENT ASSETS		20,690	51,296	71,986	83,468
TOTAL ASSETS LESS CURRENT LIABILITIES		20,690	51,296	71,986	83,468
NET ASSETS		20,690	51,296	71,986	83,468
FUNDS					
Unrestricted funds		20,690	-	20,690	20,032
Restricted funds		-	51,296	51,296	63,436
		20,690	51,296	71,986	83,468

The notes form part of these financial statements

Continued . . . . . .

Balance Sheet - continued
30 September 2024

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 30 September 2024.

The members have not required the company to obtain an audit of its financial statements for the year ended 30 September 2024 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

(a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and

(b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

These financial statements have been prepared in accordance with the provisions applicable to charitable companies subject to the small companies regime.

The financial statements were approved by the Board of Trustees and authorised for issue on ...11/06/2025..... and were signed on its behalf by:

.....
T Shabbir - Trustee

.....
N Daniel - Trustee

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) '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 2015)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

The charitable company meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction values unless otherwise stated in the relevant accounting policy or note.

Income

Income, including income from government grants, whether 'capital' or 'revenue', is recognised when the charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.

Grants are credited to income when they are receivable, unless they are for activities relating specifically to a future period, in which case they are deferred to that period. Income receivable under contracts for services is recognised in the financial statements in proportion to the percentage of completion of the contract.

Donated professional services and facilities are recognised as income when the charity has control over the item or received the service, any conditions associated with the donation have been met, the receipt of economic benefit from the use by the charity of the items is probable and that the economic benefit can be measured reliably in accordance with the Charities SORP (FRS 102), volunteers time is not recognised so refer to the trustees' annual report for more information about their contribution.

On receipt, donated gifts, professional services and donated facilities are recognised on the basis of the value of the gift to the charity, which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market, a corresponding amount is then recognised in expenditure in the period of receipts.

1. ACCOUNTING POLICIES - continued

Expenditure

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

Costs of raising funds comprise of trading costs and the costs incurred by the charitable company including third parties with a fundraising purpose.

Expenditure on charitable activities includes the costs of delivering services and other activities undertaken to further the purposes of the charity and their associated support costs. Where the costs cannot be directly attributed, they have been allocated to activities on a basis consistent with their use of resources.

Other expenditure represents those items not falling into any other headings.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

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.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Going concern

The trustees consider that there are no material uncertainties about the charitable Company's ability to continue as a going concern. The trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amount of assets and liabilities within the next reporting period.

ETHIOPIAN WOMEN'S EMPOWERMENT GROUP

England & Wales - Charity number 1120326

Accounts

REGISTERED COMPANY NUMBER: 05550982 (England and Wales)
REGISTERED CHARITY NUMBER: 1120326

Report of the Trustees and

Financial Statements

for the Year Ended 30 September 2023

for

ETHIOPIAN WOMEN'S EMPOWERMENT GROUP

Pembroke Briggs Chartered Accountants
1a The Quadrant Courtyard
Quadrant Way
Weybridge
Surrey
KT13 8DR

ETHIOPIAN WOMEN'S EMPOWERMENT GROUP

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for the Year Ended 30 September 2023

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REFERENCE AND ADMINISTRATIVE INFORMATION

Company/Charity Name	Ethiopian Women's Empowerment Group
Company Registration Number	05550982
Charity Registration Number	1120326
Registered office and operational address	Office 8. 7 Thorpe Close W10 5XL
Directors/Trustees	Natan Daniel Tabassam Shabbir Asha Hussen Hafsa Muhammed (appointed 15 January 2023)
Independent Examiner	Stephen Briggs ACA Pembroke Briggs Chartered Accountants 1a The Quadrant Courtyard Quadrant Way, Weybridge Surrey, KT13 BDR
Bankers	Lloyds Banking 21-25 King Street London W6 9HW

Acknowledgments

We are extremely grateful to all our funders: Trust for London, BME Health Forum, Hammersmith United Charities, City Bridge Trust, Kensington and Chelsea Foundation, and People Health Trust. Without their financial support, we would not have been able to deliver all our services.

Report of the Directors/Trustees

The trustees are pleased to present their annual report together with consolidated and financial statements for the year ended 30 September 2022/2023, which are prepared to meet the requirements for directors' reports 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 Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts by the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Effective 1 January 2015).

Objectives

Address Social, Educational, and Emotional Needs: The primary objective of the Ethiopian Women's Empowerment Group (EWEG) is to support Ethiopian and Black Minority Ethnic (BME) women, including refugees and asylum seekers, by addressing their social, educational, and emotional needs. This is achieved by promoting learning opportunities and fostering social cohesion within the community.

Advance Education and Training: EWEG aims to enhance the education and training of BME women in the London, helping them develop essential skills for future employment. By doing so, these women are encouraged to participate in and contribute to their communities actively.

Preserve Physical and Mental Health: To support the physical and mental well-being of BME women in need, EWEG provides vital health information and advice, ensuring access to resources that promote their overall health.

Alleviate Hardship: EWEG seeks to relieve sickness, poverty, and financial hardship, as well as preserve the health of women and children. This is achieved by offering comprehensive information, advice, training, support, and facilities tailored to their specific needs.

ACHIEVEMENTS

Most of our activities have been funded by the People's Health Trust, Trust for London. City Bridge Trust and BME Health Forum. The People's Health Trust has funded us to run the volunteering programs, coffee morning, Leadership skills, parenting programs, cooking class, and self-empowerment group. We have worked with women who live in Hammersmith and Fulham. The feedback has shown us that provided activities helped the women to feel less isolated, find new friends, increase skills, gain volunteering opportunities, accessing local services in a better way. More than 59 women and children have benefitted from the services.

Trust for London has funded us to provide advice and information for women who need form filling, and information on housing and benefit issues. We have provided the services for 68 women.

City Bridge Trust: has funded us with the CEO salary to improve our organization's capacity and we are working now on improving our Governance and renewing AQS (Advice Quality Mark)

BME Health Forum: are working in partnership with EWEG to reduce Health inequality in Northwest London. We have advocated and worked with 30 women in accessing primary and secondary healthcare

Volunteering programs

We have successfully recruited Eight volunteers from various universities, including the London School of Economics (LSE), to enhance the capacity of our organization. These volunteers have developed skills in administration, fundraising, communications, and support services. Additionally, we provided training sessions to cultivate coordination skills and support collective action, with a focus on punctuality, confidentiality, safeguarding, boundaries, and respect.

The Coffee Morning program

Provided a platform for BME women to socialize, make friends, and access valuable information. Participants have been attending weekly sessions for the past year, where they learn essential skills related to housing, benefits, and available services. Feedback indicates that BME women have made more local friends, improved their emotional well-being, and shared positive information with others.

Parenting programmes

Many BME women come from different countries, where parenting practices can be very different from those in the UK. Language barriers, differences in generations, and varied life experiences can cause communication issues between parents and children. To help address this, EWEG provides parenting sessions that aim to improve communication between BME parents and their children. These sessions focus on promoting respect, avoiding judgment, and praising and rewarding children. As a result, children have become more motivated to do their homework and help with household tasks like cooking and cleaning. Participants have reported a better understanding of positive parenting and have shown increased interest in attending further parenting courses and workshops to improve their skills and enhance their relationships with their children.

Leadership Program

The purpose of this program is to help participants improve their communication skills and leadership abilities. The program covers topics such as assertiveness, clear and direct communication, effective verbal and non-verbal communication, emotional awareness, active listening, respecting others' dignity, standing up for oneself, and understanding one's rights. As a result, participants have reported increased confidence and self-esteem, as well as learning new skills and techniques to effectively manage their families and assert their rights in their daily lives.

Cooking Class

Our cooking classes teach women from BME (Black and Minority Ethnic) communities how to prepare and enjoy healthy meals. Participants learn how to read food labels, shop effectively, and maintain a balanced diet that includes all essential macronutrients (proteins, carbohydrates, fibre, and fats). Additionally, the initiative involves children aged eight and older, encouraging an early

interest in healthy eating and cooking. Feedback indicates that these classes have not only improved family health but also strengthened the bond between parents and children.

Self-Empowerment Group Sessions

The program aims to increase BME women's skills in various areas, including IT, crochet, and art. More specifically, digital skills sessions were particularly beneficial for them as they proved vital to learning to shop online, fill online forms, use Google, use their phones by downloading and using apps to travel such as Google Maps and track their exercise and steps, all of which are essential for living in the UK. The program also provided mindfulness sessions, where beneficiaries effectively learned about how to reduce their stress levels, follow their instincts, and breathe calmly during anxiety and panic attacks.

The Health Advocacy program, in partnership with the BME Health Forum, aims to address the health disparities faced by BME women when accessing healthcare services such as dental care, hospitals, and GP practices. Language barriers, lack of information about complaints procedures, and inconsistent practices in GP services, such as interpreter availability, obstruct access to these services. Through individual sessions, we gather insights into the challenges of accessing the NHS system and explore possible enhancements.

Emotional wellbeing:

The CEO of EWEG, trained by the BME Health Forum and Birkbeck University in Counselling & Psychotherapy, provides personalized emotional well-being sessions for BME women. This program aims to support women affected by long-term illnesses, victims of domestic abuse, individuals grieving loss, and those facing depression exacerbated by poverty. Another significant partnership involves Green Doctors, who have provided consultancy to BME women beneficiaries during the current energy crisis. Their advice on managing rising energy costs has helped participants afford utilities and save money, with some beneficiaries receiving household items as a result of this initiative.

Volunteering Recruitment and Training

EWEG has maintained partnerships with the London School of Economics and Political Science (LSE), University College London (UCL), Birkbeck University, and Team London to recruit volunteers. These volunteers enhance their fundraising, administration, logistical, and communications skills. They undergo training on their roles, responsibilities, confidentiality, professional boundaries, and working with vulnerable clients before commencing their positions. Volunteers are encouraged to set goals, reflect on their volunteering experiences, and brainstorm ways to contribute their skills to the community. In return, EWEG provides additional training through courses offered by partnering organizations on core topics relevant to our mission.

Advice and Information Project

We consistently offer advice and information on various issues, including:

- Universal Credit guidance
- Form filling assistance
- Homelessness applications

- Attendance allowance information
- Personal Independence Payment Advice
- Updates on Universal Credit changes

We have engaged the organisations SHELTER and the Royal Borough of Kensington and Chelsea housing departments to provide insights into housing matters such as overcrowding, house-swapping, repairs, and strategies for resolving neighbourhood issues.

Organization Structure and Decision-Making

The charity is governed by a board of trustees comprising four members, who meet monthly to oversee the charity's administration. The board of trustees is the governing body responsible for managing the organization. Their role includes approving the yearly budget, annual accounts, and expenditures, and monitoring the organization's financial position based on regular management accounts.

The management of the charity is the responsibility of the trustees, who are elected under the terms of the organization's governing document. The new board of trustees is elected annually at EWEG AGM by service users. In cases where additional trustees are needed during the year, the current board makes appointments.

We advertise openly and transparently during trustee recruitment. Throughout the recruitment process, we conduct a skills audit of nominated board members to recruit diverse skills beneficial for the charity's development. Our board members reflect the communities we serve; therefore, we recruit multilingual and refugee or migrant women trustees. As a user-led organization, we ensure that 50% of our board of trustees are members of our organization to continuously assess the services provided by the charity.

Reserve Policy

We are committed to developing systems that safeguard the charity through effective risk management and sustainability practices. We maintain modest amounts of unrestricted reserves to support organizational development and ensure financial stability, thereby reducing financial risk. Our goal is to continually contribute to these reserves by generating unrestricted income, which covers staff costs, rent, volunteer expenses, and associated operational costs, ensuring EWEG can consistently provide essential services.

EWEG Strategic Plan 2023-2027

Secure Core Funding: Apply for core funding to expand our team and strengthen organizational capacity.

Support Asylum Seekers and Refugees in London: Health promotion, exercise classes, and well-being programs.

Business Start-Up Programs: Launch new business start-up programs, providing training for women to develop business plans and create employment opportunities.

Health Advocacy: Maintain and enhance health advocacy programs to address health inequalities among BME women, collaborating closely with the NHS.

Community Development: Sustain community development initiatives including leadership training, parenting skills workshops, Coffee Mornings, and health promotion activities.

Advocacy for Housing and Benefits Reform: Collaborate closely with MPs and Local Councillors to advocate for improvements in the housing and benefits systems, focusing on reducing overcrowding and increasing access to decent housing.

Local Employment Database: Establish a database of qualified women for local council employment opportunities, promoting economic empowerment.

Youth Empowerment: Launch a youth empowerment project tailored to address the needs of young women, offering training, employment support, and social programs.

Volunteer Training and Mentoring: Train community volunteers to enhance outreach efforts and involve them in future mentoring programs.

Network Expansion: Expand our local and national networks to stay informed about updates in health, employment, social issues, benefits, and housing.

Quality Assurance: Work towards acquiring the Advice Quality Mark and other quality standards through partnerships with organizations like Advice UK.

We are currently in the process of updating all EWEG policies and procedures. We are working with Advice Quality Standard to make sure they comply with current legislation. Our updated policies now include new legislation such as the Safeguarding Policy, Equality and Diversity Policy, Health and Safety Policy, and others.

STATEMENT AS TO DISCLOSURE TO OUR INDEPENDENT EXAMINERS

In so far as the trustees are aware at the time of approving the trustees' annual report:

- There is no relevant information of which the charitable company's independent examiners are unware, and
- The trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the independent examiners are aware of that information.
-

INDEPENDENT EXAMINERS

Stephen Briggs of Pembroke Briggs Chartered Accountants will be proposed for re-appointment at the forthcoming Annual General Meeting.

Approved by the Management Committee on and signed on behalf of the Management:

Tabbasam Shabbir ..... Date 18/7/2024
Tabbasam Shabbir
Trustee

..... 18/07/2024
Natan Daniel Date
Trustee

Independent examiner's report to the trustees of Ethiopian Women's Empowerment Group ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 30 September 2023.

Responsibilities and basis of report

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5) (b) of the 2011 Act.

Independent examiner's statement

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

1. accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act 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; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)).

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.

Pembroke Briggs

Stephen Briggs ACA
Pembroke Briggs Chartered Accountants
1a The Quadrant Courtyard
Quadrant Way
Weybridge
Surrey
KT13 8DR

Date: 18 July 2024

Ethiopian Womens' Empowerment Group

Statement of Financial Activities for the Year Ended 30 September 2023

	Notes	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £	Total Funds 2022 £
INCOME AND ENDOWMENTS FROM:					
Income from charitable activities					
BME Health Forum		-	6,000	6,000	-
City of London		-	3,450	3,450	-
Hammersmith United Charities		500	-	500	9,921
Midaye		-	-	-	-
People's Health Trust		-	14,780	14,780	8,868
The Health Forum		4,700	2,050	6,750	7,000
The Co-Op		1,261	-	1,261	225
Trust for London		-	30,000	30,000	-
Westway Development Trust		-		-	2,500
Donations and legacies		-	-	-	-
TOTAL	1	6,461	56,280	62,741	28,514
EXPENDITURE ON:					
Expenditure on charitable activities					
Salaries/ENIC			46,066	46,066	18,976
Volunteers' expenses			4,024	4,024	1,555
Sessional & outreach workers			9,751	9,751	12,252
Mentoring & community activities			500	500	8,133
Events/childcare				-	981
Coffee mornings				-	1,184
Room hire			2,275	2,275	4,947
Consultancy		3,831	1,755	5,586	3,936
Office rent			3,672	3,672	3,173
Operational costs		1,634	3,283	4,995	1,250
Communication & website				-	697
Independent Examiner's fee		996		996	1,196
TOTAL		6,461	71,326	77,787	58,280
NET INCOME/(EXPENDITURE)		-	- 15,046	- 15,046	- 29,766
TRANSFERS BETWEEN FUNDS		-	-	-	-
		-	- 15,046	- 15,046	- 29,766
NET MOVEMENT IN FUNDS		-	- 15,046	- 15,046	- 29,766
RECONCILIATION OF FUNDS:					
TOTAL FUNDS BROUGHT FORWARD		20,032	78,482	98,514	128,280
TOTAL FUNDS CARRIED FORWARD		20,032	63,436	83,468	98,514

The notes form part of these financial statements

Balance Sheet
as at 30 September 2023

	Notes	Unrestricted Funds £	Restricted Funds £	Total Funds 30.09.23 £	Total Funds 30.09.22 £
FIXED ASSETS					
Tangible assets		-	-	-	-
		-	-	-	-
CURRENT ASSETS					
Debtors & prepayments		-	-	-	-
Cash at bank and in hand		20,032	63,436	83,468	98,514
		20,032	63,436	83,468	98,514
CURRENT LIABILITIES					
Creditors		-	-	-	-
		-	-	-	-
NET CURRENT ASSETS		20,032	63,436	83,468	98,514
TOTAL ASSETS LESS CURRENT LIABILITIES		20,032	63,436	83,468	98,514
NET ASSETS		20,032	63,436	83,468	119,935
FUNDS					
Unrestricted funds		20,032	-	20,032	20,032
Restricted funds		-	63,436	63,436	78,482
		20,032	63,436	83,468	98,514

The notes form part of these financial statements

Continued . . . . . .

Balance Sheet - continued
30 September 2023

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 30 September 2023.

The members have not required the company to obtain an audit of its financial statements for the year ended 30 September 2023 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

(a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and

(b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

These financial statements have been prepared in accordance with the provisions applicable to charitable companies subject to the small companies regime.

The financial statements were approved by the Board of Trustees and authorised for issue on .....18/07/2024..... and were signed on its behalf by:

Talaassan Shabbir 18/7/2024
T Shabbir - Trustee

18/07/2024
N Daniel - Trustee

1. ACCOUNTING POLICIES

Basis of preparing the financial statements
The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) '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 2015)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

The charitable company meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction values unless otherwise stated in the relevant accounting policy or note.

Income
Income, including income from government grants, whether 'capital' or 'revenue', is recognised when the charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.

Grants are credited to income when they are receivable, unless they are for activities relating specifically to a future period, in which case they are deferred to that period. Income receivable under contracts for services is recognised in the financial statements in proportion to the percentage of completion of the contract.

Donated professional services and facilities are recognised as income when the charity has control over the item or received the service, any conditions associated with the donation have been met, the receipt of economic benefit from the use by the charity of the items is probable and that the economic benefit can be measured reliably in accordance with the Charities SORP (FRS 102), volunteers time is not recognised so refer to the trustees' annual report for more information about their contribution.

On receipt, donated gifts, professional services and donated facilities are recognised on the basis of the value of the gift to the charity, which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market, a corresponding amount is then recognised in expenditure in the period of receipts.

1. ACCOUNTING POLICIES - continued

Expenditure

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

Costs of raising funds comprise of trading costs and the costs incurred by the charitable company including third parties with a fundraising purpose.

Expenditure on charitable activities includes the costs of delivering services and other activities undertaken to further the purposes of the charity and their associated support costs. Where the costs cannot be directly attributed, they have been allocated to activities on a basis consistent with their use of resources.

Other expenditure represents those items not falling into any other headings.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

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.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Going concern

The trustees consider that there are no material uncertainties about the charitable Company's ability to continue as a going concern. The trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amount of assets and liabilities within the next reporting period.

ETHIOPIAN WOMEN'S EMPOWERMENT GROUP

England & Wales - Charity number 1120326

Accounts

REGISTERED COMPANY NUMBER: 05550982 (England and Wales)
REGISTERED CHARITY NUMBER: 1120326

Report of the Trustees and

Financial Statements

for the Year Ended 30 September 2022

for

ETHIOPIAN WOMEN'S EMPOWERMENT GROUP

Pembroke Briggs Chartered Accountants
1a The Quadrant Courtyard
Quadrant Way
Weybridge
Surrey
KT13 8DR

ETHIOPIAN WOMEN'S EMPOWERMENT GROUP

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for the Year Ended 30 September 2022

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ETHIOPIAN WOMEN'S EMPOWERMENT GROUP

Report of the Trustees
for the Year Ended 30 September 2022

REFERENCE AND ADMINISTRATIVE INFORMATION

Company/Charity Name	Ethiopian Women's Empowerment Group
Company Registration Number	05550982
Charity Registration Number	1120326
Registered office and operational address	Office 8. 7 Thorpe Close W10 5XL
Directors/Trustees	Natan Daniel Dennis Kamsonga Tabassam Shabbir Asha Hussen
Independent Examiner	Stephen Briggs ACA Pembroke Briggs Chartered Accountants 1a The Quadrant Courtyard Quadrant Way, Weybridge Surrey, KT13 BDR
Bankers	Lloyds Banking 21-25 King Street London W6 9HW

ACKNOWLEDGEMENTS

We are really grateful to all our funders: Trust for London, BME Health Forum, Hammersmith United Charities, Community Fund, Westway Development Trust, Coop Community Fund, without their financial support we would not have been able to deliver all our services.

REPORT OF THE DIRECTORS/TRUSTEES

The trustees are pleased to present their annual report together with consolidated and financial statements for the year ended 30 September 2021/2022, which are prepared to meet the requirements for 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 Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Effective 1 January 2015).

OBJECTIVES

The main objective of the establishment of the EWEG is to address the social, educational, and emotional needs of the Ethiopian and Black, Asian, Minority Ethnic women, refugees and asylum seekers (BAMER) through the promotion of leaning opportunities and social cohesion within the community.

- To advance the education and training of BAMER women in need thereof within the United Kingdom by cultivating key skills that will assist in future employment and to encourage them to play an active role within the community.
- To preserve and protect the physical and mental health of BAMER women in need in the United Kingdom by providing health information and advice.
- To relieve sickness, poverty, financial hardship and the preservation of health of women and children by providing information, advice, training, support and facilities.

OUR VISION

EWEG aims towards achieving our vision of BAMER women gaining full integration into the UK and thriving in UK life through accessing opportunities available for them to develop their potential and lead dignified and fulfilling lives while making a valuable contribution to society.

OUR MISSION STATEMENT

BAMER women and their families experience exclusion due to language, cultural and gender constraints. This routinely leads to deprivation from support, services and community involvement. The EWEG was established to relieve their isolation and enable them to achieve community social and economic integration as equal citizens leading dignified and fulfilling lives.

Report of the Trustees
for the Year Ended 30 September 2022

MAIN AIMS

The Ethiopian Women's Empowerment Group is a user-led organization. Our aim is to support BAMER women to enable them to access health and social services, housing, education and employment opportunities so that they can fully benefit from the democratic system, understand and exercise their rights as well as integrate and fulfil their responsibilities like other citizens.

ACHIEVEMENTS

Coffee Mornings

The Coffee Morning program is a platform to bring women to socialise, form friendship, build contacts, networks and gain information. The participants have been attending the coffee morning every week for the past year. The feedback showed that BAMER women got more friends in the local areas, improved emotional wellbeing and shared positive information's from others.

Positive Parenting Skills

The positive parenting skills programme focuses on good communication skills, respect, reward, boundaries, discipline and praise to improve their communication in the family. As most of the women come from outside the UK their parenting skills are different than the UK parenting. The feedback showed that the participants learned and opened to communication with their children that enabled them to be closer with their children. Respecting and rewarding the children showed that children became more motivated to do their homework and do some housework like cooking and cleaning.

Leadership Skills

The aim of the leadership's skills programme is to help participants to improve communication skills, leadership behaviour, managing groups, leadership behaviour, assertiveness, commitment, individual qualities, and strength. The feedback showed that women learned new skills, techniques, and improved confidence. Furthermore, women even learned new skills to manage their families and to exercise their rights in day-to-day life. Overall, it was a very popular and informative class, and the women enjoyed the class.

Self-Empowerment Group

The self-empowerment group aims to improve digital skills, and to engage in wellbeing activities like Crochet and other new skills. This programme provided a space for women to explore the changes they would like to see in themselves, their families and communities. Each session began with a mindfulness exercise to help women maintain feelings of wellbeing throughout daily life.

One to One Support Session

In the one-to-one support sessions, project coordinator and the volunteers help women on various areas who are struggling with welfare, housing, and other issues. The EWEG team helps women in filling forms, advocating for health and welfare on behalf of the clients. The feedback showed that many women got relieved, got their benefits back, their houses got repaired, and their income improved.

Report of the Trustees
for the Year Ended 30 September 2022

Healthy Family and Diet Session

These sessions focus on family cooking sessions aiming at teaching a healthy cooking skill for parents and children. The nutritionist provides a healthy diet and cooking sessions. The feedback showed that participants really enjoyed the sessions, learned new cooking skills and enjoyed healthy food.

Pathways to Mental Health Awareness

The workshop focuses on connecting with other people, being physically active, learning new skills, giving to others, paying attention to the present moment. The feedback showed that women are motivated to do more physical exercise, to volunteer and support in the community, and they learned the importance of gratitude.

Emotional Wellbeing

The EWEG Staff and volunteers support women who are experiencing emotional difficulties on one-to-one basis. The programme helps to create a safe space for women to relieve their anxiety and worries. We work with individual women up to 8 -10 times a year to access services and we refer them to appropriate services.

Advice and Information

Advice and information are provided on one-to-one basis and in group workshops. One-to-one advice and support aim to assist women in filling benefits and housing forms and writing complaint letters. We invited the housing officers from the Royal Borough of Kensington and Chelsea on house overcrowding, repair, intentional homelessness, and house swap.
We established a good working relationship with the Local Advice Service providers like Nucleus Legal Advice Centre, North Kensington Law centre, and Kensington and Chelsea Citizen Advice Bureau.

Health Advocacy

This programme is delivered in collaboration with the BME health Forum. This service aims to reduce health inequalities experienced by BAMER communities in Northwest London. EWEG works with women who are unable to access National Health Service (NHS) because of language barriers, lack of information regarding the complaint system, and lack of confidence. We work successfully women who needs the services on one-to-one basis. We then refer them to other service providers.

Exercise Classes

EWEG organised 20 Zumba sessions which were preceded by a 15-minute talk about the benefits of physical exercise. The facilitators increased participants' awareness on physical health benefits and explained how to create a SMART goal to make lifestyle changes as well as tips on how to stay active. The Zumba sessions were a well-attended activity and the women who joined gained confidence, made friends, and lost weight. Weight loss appeared to have a positive effect on their chronic illness, such as lowering their blood pressure, and boosted their mental wellbeing.
The feedback showed that the programme:

- Enabled women to meet new friends, share information, provide mutual support and strengthen their community.
- Supported women to engage more in physical activity.

- Allowed women to develop their skills and learn new one they may not have had otherwise.
- Led to weight loss, reduction of blood pressure level, and improvement of emotional wellbeing.

Foot and Shoulder Pain

In collaboration with AGE UK, the Foot Pain workshop focuses on foot pain prevention by, for example wearing the right shoes and take care of feet hygiene. The Shoulder Pain workshop focuses on spotting and preventing the symptoms of shoulder pain. The facilitator gave advice on preventing shoulder pain, by, for example, avoiding carrying and lifting heavy weights, carrying the baby in the right way, and wearing warm clothes during winter.

The feedback showed that women knowledge and awareness increased. Moreover, women started seeking support from GPs at early stages.

Oral Health

The Oral Health Workshop was given by National Health Service (NHS). The aim of the programme is to encourage women to use oral health services regularly to avoid being exposed to various oral illnesses, such as gum disease. The facilitator talked about the signs and symptoms of unhealthy teeth, the effects of smoking and of poor oral hygiene on oral health illnesses and problems.

The feedback showed that women learned the benefits of keeping a good oral hygiene, of visiting their dentist on a regular basis, and of using frequently teeth floss.

Lunch Programme

The lunch programme was delivered at Bay 20. The aim of the programme is to share different cultural cuisine. The programme showed to be very successful and well attended.

Depression

The depression workshop was facilitated by the EWEG staff and volunteers. During the workshop, the women learned the signs and symptoms of depression. The feedback showed that mental health stigma affects women not to see their GPs and the workshop improved their knowledge and awareness on the ways to improve their emotional wellbeing.

Counselling and Support Group

The Counselling and Support Group aims to support women in the organisation who are suffering from depression, lack of sleep and insomnia. Sometimes there are reasons like stress, excitement, trauma, reading, meditation, biological clocks, light, and pillows. Physical exercise also helps reducing depression and improving sleep.

The feedback showed that the improvement of mental wellbeing and sleep had a positive impact on multiple aspects of the participants' lives.

Understanding Autistic Spectrum Disorder

This workshop focuses on discussing the various problems affecting individuals on the autism spectrum, such as difficulties with social interaction, being able to show empathy, communication, and flexible behaviour, and on how the demands of caring for a child with ASD highly impacts family members. This disability and the combinations of symptoms varies from one person to another. The workshop also aimed at having early interventions to help children's development to ensure their attendance to mainstream school with additional support.

Digital Skills

The Digital Skills Programme teaches women how to use different apps on their mobile device, such as Facebook for Business, Google Maps, and how to navigate online banking and online shopping. The feedback showed that the programme helped women to improve their digital skills and their confidence about online services. As a result, women started using online banking and shopping and Google Maps, among others.

Skills-Based Training

- Facebook
- YouTube
- Trading on Amazon and eBay
- Digital Information Support Session
- Communication programs

This programme aims to provide guidance and tools to communicate effectively in different scenarios and on different platforms, such as Facebook, YouTube, Amazon, and eBay. This program was particularly useful as EWEG's beneficiaries struggle with language barriers. After the COVID -19 pandemic, most of the participants were highly interested to improve their digital skills. As a result of this workshop, the participants enhanced their skills in engaging in online shopping, from clothing to food. Furthermore, the participants learned new skills on Trading Amazon and eBay that increased their income.

TRAINING OF VOLUNTEERS

Five volunteers were recruited to support the community and to conduct tasks of administration and outreach, such as summarising reports and running social media accounts to create a growing influence and reach more individuals. The training focuses on professional boundaries, punctuality, confidentiality, respect and boundaries. As a result, volunteers are able to collect feedback from clients after sessions to help improve sessions, so they are targeted to the specific needs of the women.

NETWORKING

- **Bay20 Community Centre**: It serves as both rooms hire and a member of the organisation.
- **Westway Trust**: EWEG collaborates with Westway Trust to improve the neighbourhood environment, community, and they are our new landlord.
- **Age UK, North Kensington Law Centre, Campden Charity**: They provides health and legal information to our community in a way that is accessible and understandable.
- **BME Health Forum:** EWEG collaborates with BME Health Forum to reduce health inequalities in Northwest London.
- **Kensington and Chelsea Social Council:** As an umbrella organisation, Kensington and Chelsea Social Council proved information on local national funders and trainings.

- **Citizen Advice Bureau:** It assists our clients to get a legal representation on welfare and disability benefit issues.

EWEG STRATEGIC PLAN Year 2022-2027

- Create new business start-up programmes by providing trainings for women on how to start their own businesses through which they will learn how to do their own business plan as well as create employment.

- Continue with our health promotion programmes by running healthy eating programs and promoting exercise classes to maintain or lose weight and prevent chronic illnesses.

- Continue with our community development programmes, leadership, parenting skills, Coffee Mornings, and health promotion activities

- Work strongly with and closer to MP and Local Councillors to bring a change in the housing and benefit system.

- Create a Database for women who are qualified to work and create employment with the Local council

- Establish youth empowerment project which addresses young women's needs, for example through training, employment and social gathering programmes.

- Train Community volunteers to improve our outreach.

- Expand our network locally and nationally to receive updated information on health, employment, social, benefits and housing issues.

- Open a community cafe at Bay 20 in Hammersmith and Fulham.

- Collaborate with consortiums like BME Health Forum, and Kensington and Chelsea Social Council, Advice UK, and others.

- Proceed working with Advice UK to acquire the advice quality mark and other quality marks such as PQASSO 2.

UPDATING EWEG POLICIES AND PROCEDURES

We are updating all EWEG policies and procedures and working with Advice Quality Standard to make sure they are adhering to current legislation. We have updated our policies to include new legislations such as: Safeguarding Policy, Equality and Diversity Policy, and Health and Safety Policy.

ORGANISATION STRUCTURE AND DECISION MAKING

The charity is governed by a board of trustees made up of four members, who meet every month to administer the charity. The board of trustees is the governing body responsible for the running of the organization. The role of the board is to approve: the yearly budget, annual accounts, expenditures, and supervise the organization's financial position based on regular management accounts.

The management of the charity is the responsibility of the trustees who are elected under the terms of the governing document of the organization. The new board of trustees is elected annually at EWEG AGM by service users. However, if additional trustees are required, the vacancy arises during the year the current board makes the appointment.

We advertise our trustee recruitment openly and transparently. During the recruitment process, we conduct a skills audit of the nominated board members, so that we can recruit diverse skills needed for the developmental benefits of the charity. We make sure that our board members resemble the communities we serve, for this reason we recruit multilingual and refugee or migrant women trustees. In addition, as we are a user-led organization we make sure that 50% of our board of trustees are members of our organization in order to continually assess the services the charity provides.

USER-LED

EWEG has been delivering grass-root programs for refugee migrant women based on their needs for the past 18 years. All our programs are 100% user-led and the initial developments of programs are always based on clear identified needs of the community we serve. In addition, we conduct assessments of needs and review present and past programs to map user satisfaction and utilise findings to influence our training and staff development.

MONITORING AND EVALUATION

The performance of services and projects are regularly checked and reviewed. The EWEG uses Warwick and Edinburgh method of evaluation tools to analyse the impacts of the projects. The evaluation system shows us the detailed outcomes of the participant's experience and performance. This method is greatly appreciated by funders, partners as well as beneficial to EWEG as we can see the difference we make in the community.

USER FEEDBACK

EWEG is regularly collecting feedback during workshops and trainings. We use written feedback questionnaire based on one and one and group discussions. We consistently evaluate feedback to understand how successful activities have been and to make sure we are meeting the needs of women

RESERVE POLICY

We are committed to ensuring the development of systems that safeguard the charity in both risk management and sustainability. We are keeping small amounts of unrestricted reserves to support the needs of the charity in terms of organizational development and sustainability to reduce financial risk. We intend to continue contributing to this unrestricted reserve through the generation of unrestricted income wherever possible to pay for staff costs, rent, volunteer and associated running costs and to ensure that EWEG continues to provide an appropriate service to those who need them. Within this context, we minimise recruitment, staff training, staff induction and marketing costs to prevent the need for redundancies caused by financial crisis.

A formal policy on reserves was agreed and updated in the meeting of the Board of Trustees in January 2015. The trustees set a reserve policy which works towards achieving its target in the year 2021. Reserves are maintained at a level which ensures that EWEG core activities can continue during a period of unforeseen difficulty. A proportion of reserves is maintained at a readily realizable form. Most of EWEG funding is restricted in some way and any restricted funds will be treated as restricted. The organization will build its reserve target by increased fundraising, increased earned income through trainings, donations and reducing expenditures. We will aim to allocate amount of £300 per month and (3600) a year. This must come from unrestricted funds. EWEG aims to have reserves equivalent to a minimum of 3 months of running costs.

ACHIEVEMENTS AND PERFORMANCE 2021/2022

Compared to how COVID-19 impacted our work in the year 2020-2021, EWEG managed to work more on a face-to-face basis.

As EWEG is a user led organization, we have planned and delivered all our services according to our users' needs. Our volunteers and the users have been highly involved throughout the project, taking part from the planning to the delivery of each activity.

VOLUNTEERS RECRUITMENT AND TRAINING

We have been recruiting our volunteers through the Team London and London School of Economics and Political Science (LSE) websites. Our volunteers were trained on safeguarding to work with the community, especially with vulnerable individuals. Furthermore, they were trained on confidentiality, professional boundaries and working with vulnerable clients. They were encouraged to set goals, to reflect about their experience of volunteering and to brainstorm ways they can contribute with their skills to the community. As we are working with highly trained volunteers, they were supporting the communities by a group session and on one-to-one basis. They also provided workshops regarding online topics such as digital marketing, e-commerce, online banking and IT skills that were needed the most after the COVID19 lockdown. Alongside the skills training, the volunteers have provided information on COVID-19, prevention, vaccines, and health programs related to physical and emotional wellbeing. The volunteers and staff helped women in accessing food banks and in retrieving information on loans and grants for the families who lost their jobs. Feedback showed that volunteers have learned admin and outreach skills, and service users also have improved their language, IT and employment skills and local information.

ADVICE AND INFORMATION PROJECT

We provided advice and information on various issues, for example: information on Universal Credit, housing application, attendance allowance, personal independence payment, information on changes and updates to universal credit. We invited housing officers from Royal Borough of Kensington and Chelsea and various information has been provided on house overcrowding, house-swapping, repair and provided skills on resolving neighbourhood problems.
We have helped families who lost their jobs during the COVID-19 lockdown by assisting them in applying for government loans and grants. Furthermore, we have supported families who are not able to support their children with homework. Our volunteers assisted by helping them with their homework as well as teaching IT skills through workshops and one-to-one advisory sessions.

As a result of lockdown restrictions, we conduct zoom calls and telephone calls to assist women who are not able to come to our office because of disability and family responsibility. This has been extremely useful for our clients and has granted them more flexibility.

STATEMENT AS TO DISCLOSURE TO OUR INDEPENDENT EXAMINERS

In so far as the trustees are aware at the time of approving the trustees' annual report:

- There is no relevant information of which the charitable company's independent examiners are unware, and
- The trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the independent examiners are aware of that information.
-

INDEPENDENT EXAMINERS

Stephen Briggs of Pembroke Briggs Chartered Accountants will be proposed for re-appointment at the forthcoming Annual General Meeting.

Approved by the Management Committee on and signed on behalf of the Management:

Tabbasam Shabbir ..... Date
Tabbasam Shabbir **Date**
Trustee

..... 16-06-2023
Natan Daniel **Date**
Trustee

Independent examiner's report to the trustees of Ethiopian Women's Empowerment Group ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 30 September 2022.

Responsibilities and basis of report

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5) (b) of the 2011 Act.

Independent examiner's statement

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

1. accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act 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; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)).

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.

Pembroke Briggs

Stephen Briggs ACA
Pembroke Briggs Chartered Accountants
1a The Quadrant Courtyard
Quadrant Way
Weybridge
Surrey
KT13 8DR

Date: 14 June 2023

Ethiopian Womens' Empowerment Group

Statement of Financial Activities for the Year Ended 30 September 2022

	Notes	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £	Total Funds 2021 £
INCOME AND ENDOWMENTS FROM:					
Income from charitable activities					
Community Fund		-	-	-	91,438
COVID-19 Fund		-	-	-	17,904
Hammersmith United Charities		-	9,921	9,921	5,923
Midaye		-	-	-	500
People's Health Trust		-	8,868	8,868	-
The Health Forum		7,000	-	7,000	1,010
The Co-Op		225	-	225	-
Trust for London		-		-	10,000
Westway Development Trust		-	2,500	2,500	-
Donations and legacies		-	-	-	-
TOTAL	1	7,225	21,289	28,514	126,775
EXPENDITURE ON:					
Expenditure on charitable activities					
Salaries/ENIC			18,976	18,976	34,758
Volunteers' expenses			1,555	1,555	1,613
Sessional & outreach workers			12,252	12,252	31,738
Mentoring & community activities			8,133	8,133	10,815
Health workshops				-	-
Events/childcare			981	981	2,230
Coffee mornings			1,184	1,184	2,208
Room hire			4,947	4,947	1,804
Monitoring/evaluation				-	8,185
Consultancy			3,936	3,936	6,250
Office rent			3,173	3,173	5,043
Operational costs			1,250	1,250	11,115
Communication & website			697	697	1,785
Independent Examiner's fee		326	870	1,196	887
TOTAL		326	57,954	58,280	118,430
NET INCOME/(EXPENDITURE)		6,899	- 36,665	- 29,766	8,345
TRANSFERS BETWEEN FUNDS		-	-	-	-
		6,899	- 36,665	- 29,766	8,345
NET MOVEMENT IN FUNDS		6,899	- 36,665	- 29,766	8,345
RECONCILIATION OF FUNDS:					
TOTAL FUNDS BROUGHT FORWARD		13,133	115,147	128,280	119,935
TOTAL FUNDS CARRIED FORWARD		20,032	78,482	98,514	128,280

The notes form part of these financial statements

Balance Sheet
as at 30 September 2022

	Notes	Unrestricted Funds £	Restricted Funds £	Total Funds 30.09.22 £	Total Funds 30.09.21 £
FIXED ASSETS					
Tangible assets		-	-	-	-
		-	-	-	-
CURRENT ASSETS					
Debtors & prepayments		-	-	-	-
Cash at bank and in hand		20,032	78,482	98,514	128,280
		20,032	78,482	98,514	128,280
CURRENT LIABILITIES					
Creditors		-	-	-	-
		-	-	-	-
NET CURRENT ASSETS		20,032	78,482	98,514	128,280
TOTAL ASSETS LESS CURRENT LIABILITIES		20,032	78,482	98,514	128,280
NET ASSETS		20,032	78,482	98,514	119,935
FUNDS					
Unrestricted funds		20,032	-	20,032	13,133
Restricted funds		-	78,482	78,482	115,147
		20,032	78,482	98,514	128,280

The notes form part of these financial statements

Continued . . . . . .

Balance Sheet - continued
30 September 2022

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 30 September 2022.

The members have not required the company to obtain an audit of its financial statements for the year ended 30 September 2022 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for
(a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
(b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

These financial statements have been prepared in accordance with the provisions applicable to charitable companies subject to the small companies regime.

The financial statements were approved by the Board of Trustees and authorised for issue on ..... and were signed on its behalf by:

T Shabbir - Trustee

N Daniel - Trustee

1. ACCOUNTING POLICIES

Basis of preparing the financial statements
The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) '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 2015)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

The charitable company meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction values unless otherwise stated in the relevant accounting policy or note.

Income
Income, including income from government grants, whether 'capital' or 'revenue', is recognised when the charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.

Grants are credited to income when they are receivable, unless they are for activities relating specifically to a future period, in which case they are deferred to that period. Income receivable under contracts for services is recognised in the financial statements in proportion to the percentage of completion of the contract.

Donated professional services and facilities are recognised as income when the charity has control over the item or received the service, any conditions associated with the donation have been met, the receipt of economic benefit from the use by the charity of the items is probable and that the economic benefit can be measured reliably in accordance with the Charities SORP (FRS 102), volunteers time is not recognised so refer to the trustees' annual report for more information about their contribution.

On receipt, donated gifts, professional services and donated facilities are recognised on the basis of the value of the gift to the charity, which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market, a corresponding amount is then recognised in expenditure in the period of receipts.

1. ACCOUNTING POLICIES - continued

Expenditure

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

Costs of raising funds comprise of trading costs and the costs incurred by the charitable company including third parties with a fundraising purpose.

Expenditure on charitable activities includes the costs of delivering services and other activities undertaken to further the purposes of the charity and their associated support costs. Where the costs cannot be directly attributed, they have been allocated to activities on a basis consistent with their use of resources.

Other expenditure represents those items not falling into any other headings.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

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.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Going concern

The trustees consider that there are no material uncertainties about the charitable Company's ability to continue as a going concern. The trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amount of assets and liabilities within the next reporting period.

ETHIOPIAN WOMEN'S EMPOWERMENT GROUP

England & Wales - Charity number 1120326

Accounts

REGISTERED COMPANY NUMBER: 05550982 (England and Wales)
REGISTERED CHARITY NUMBER: 1120326

Report of the Trustees and

Financial Statements

for the Year Ended 30 September 2021

for

ETHIOPIAN WOMEN'S EMPOWERMENT GROUP

Pembroke Briggs Chartered Accountants
1a The Quadrant Courtyard
Quadrant Way
Weybridge
Surrey
KT13 8DR

ETHIOPIAN WOMEN'S EMPOWERMENT GROUP

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for the Year Ended 30 September 2021

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ETHIOPIAN WOMEN'S EMPOWERMENT GROUP
(A COMPANY LIMITED BY GUARANTEE)

REFERENCE AND ADMINISTRATIVE INFORMATION

Company/Charity Name	Ethiopian Women's Empowerment group
Company Registration Number	05550982
Charity Registration Number	1120326
Registered office and operational Address	Latymer Christian Centre 116 Bramley Road London W10 6SU
Directors/Trustees	Natan Daniel Tabbasam Shabbir Asha Hussen Dennis Kamsonga
Independent Examiner	Stephen Briggs ACA Pembroke Briggs Chartered Accountants 1a The Quadrant Courtyard Quadrant Way, Weybridge Surrey, KT13 8DR
BANKERS	Lloyds Banking 21-25 King Street London W6 9HW

ACKNOWLEDGEMENTS

We are really grateful to all our funders: Trust for London, London Funders, Westway Development Trust, Kensington and Chelsea Foundation, Royal Borough of Kensington and Chelsea, Community Fund, Health Forum and Hammersmith United Charities.

REPORT OF THE DIRECTORS/TRUSTEES

The trustees are pleased to present their annual report together with consolidated and financial statements for the year ended 30 September 2021, which are 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 Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Effective 1 January 2015).

OBJECTIVES

The main objective of the establishment of the EWEG is to address the social, educational, and emotional needs of the Ethiopian and Black, Asian, Minority Ethnic women, refugees and asylum seekers through the promotion of learning opportunities and social cohesion within the community. We hope:

- To advance the education and training of BAMER women in need thereof within the United Kingdom by cultivating key skills that will assist in future employment and also encourage them to play an active role within the community.
- To preserve and protect the physical and mental health of BAMER women in need in the United Kingdom by providing health information and advice.
- To relieve sickness, poverty, financial hardship and preservation of health of women and children by providing information, advice, training, support and facilities.

OUR VISION

EWEG aims towards achieving our vision of BAMER women gaining full integration into the UK and thriving in UK life through accessing opportunities available for them to develop

their potential and lead dignified and fulfilling lives while making a valuable contribution to society.

OUR MISSION STATEMENT

BAMER women and their families experience exclusion due to language, cultural and gender constraints. This routinely leads to deprivation from support, services and community involvement. EWEG was established to relieve their isolation and enable them to achieve community social and economic integration as equal citizens leading dignified and fulfilling lives.

MAIN AIMS

The Ethiopian Women's Empowerment Group is a user-led organisation. Our aim is to support BAMER women to enable them to access health and social services, housing, education and employment opportunities so that they can fully benefit from the democratic system, understand and exercise their rights as well as integrate and fulfil their responsibilities like other citizens.

VOLUNTEERS

EWEG is run by 7 volunteers, 5 sessional workers and 1 full-time managing director.

Our volunteers come from the local community, as well as from different universities, including the London School of Economics (LSE), providing us with highly skilled staff, volunteers and trustees. Our volunteers are given induction training on how to work with the community. Volunteers not only bring skills, but also learn from our community by immersing themselves into the everyday lives of BAMER communities. Our current volunteers are involved in organising several health and well-being activities and participating in every stage; from the project planning to implementation.

Even during COVID-19, despite the difficulties and adjustments, our volunteers were able to provide services via Zoon for women in need, for example how to deal with isolation, promoting health, and staying safe during the pandemic, as well as advising and providing 1-1 mentoring. In the current financial year, the volunteers have supported our volunteering program, mentoring, coffee mornings, fitness programs, outings, well-being events and other activities.

EWEG STRATEGIC PLAN 2018 - 2023

- Create new business start-up programs (we will provide training for women on how to start their own businesses through which they will learn how to do their own business plan as well as create employment).
- Continue with our health promotion programs by running healthy eating programs and promoting our exercise classes to maintain or lose weight and prevent chronic illnesses.

- Continue with our community development programmes: support group, exercise classes, sewing classes, jewellery classes, cooking programmes, baking, gardening, health promotion, business start-up, support group and peer mentoring.
- Establish youth empowerment project which addresses young women's needs. For example, through training, employment and social gathering programs.
- Continue running the homework club and work in partnership with local schools to help children improve their Maths and English.
- To expand our network locally and nationally to receive updated information on health, employment, social, benefits and housing issues.
- Collaborate with other organisations like BME Health Forum, Age UK, NHS and Kensington and Chelsea Social Council.
- Proceed working with advice UK to acquire the advice quality mark and other quality marks such as PQASSO 2.
- Working strongly with SOBUS with room booking at Bay 20

UPDATING EWEG POLICIES AND PROCEDURES

We are updating all EWEG policies and procedures and working with Advice Quality Standard to make sure they are adhering to current legislation. We have updated our policies to include new legislations such as the new GDPR policy, introduced in May 2018. We have also updated the equality and diversity policy, financial policy and procedures, health and safety policy, and modified EWEG's business plan as well. After COVID-19 we will update new policy and procedures, including more rigorous health and safety policies to safeguard against any possibility of transmission.

ORGANISATION STRUCTURE AND DECISION MAKING

The charity is governed by a board of trustees made up of 4 members, who meet every month to administer the charity. The board of trustees is the governing body responsible for the running of the organisation. The role of the board is to approve: the yearly budget, annual accounts, expenditures, and supervise the organisation's financial position based on regular management accounts.

The management of the charity is the responsibility of the trustees who are elected under the terms of the governing document of the organisation. The new board of trustees elected annually at EWEG AGM by service users. However, if additional trustees are required and the vacancy arises during the year the current board makes the appointment. The new trustees hold office until the following AGM when they stand for election.

We advertise our trustee recruitment openly and transparently. During the recruitment process we conduct a skills audit of the nominated board members, so that we can recruit diverse skills needed for the developmental benefits of the charity. We make sure that our board members resemble the communities we serve, for this reason we recruit multilingual and refugee or migrant women trustees. In addition, as we are a user-led organisation we make sure that 50% of our board of trustees are also from our members in order to continually assess the services the charity provides.

USER-LED

All our programs are 100% user-led by BAMER women as we are a user-led organisation. The initial developments of programs are always based on clear identified needs of the community we serve. EWEG has been delivering grass-root programs for refugee migrant women based on their needs for 18 years. In addition, we conduct assessments of needs and review present and past programs to map user satisfaction and utilise findings to influence our training and staff development.

MONITORING AND EVALUATION

The performance of services and projects are regularly checked and reviewed. EWEG is one of the organisations that use the Warwick and Edinburgh method of evaluation tools to analyse the impacts of the projects. The evaluation system shows us the detailed outcomes of the participant's experience and performance. This method is greatly appreciated by funders and partners as well as beneficial to EWEG, as we can see the difference we make in the community.

USER FEEDBACK

EWEG is regularly collecting feedback during workshops and training. We use written feedback questionnaires based on one and one and group discussions. We consistently evaluate feedback to understand how successful activities have been and to make sure we are meeting the needs of women.

RESERVES POLICY

We are committed to ensuring the development of systems that safeguard the charity in both risk management and sustainability. We are keeping small amounts of unrestricted reserves to support the needs of the charity in terms of organisational development and sustainability to reduce financial risk. We intend to continue contributing to this unrestricted reserve through the generation of unrestricted income wherever possible to pay for staff costs, rent, volunteer and associated running costs and ensure that EWEG

continues to provide an appropriate service to those who need them. Within this context we minimise recruitment, staff training, staff induction and marketing costs so as to prevent the need for redundancies caused by financial crisis.

A formal policy on reserves was agreed in the January 2015 meeting of the Board of Trustees and updated. The trustees have set a reserve policy which works towards achieving that in the year 2020. Reserves are maintained at a level which ensures that EWEG core activities can continue during a period of unforeseen difficulty. A proportion of reserves be maintained at a readily realisable form. Most of EWEG funding is restricted in some way and any restricted funds will be treated as restricted. The organisation will build its reserves target by increased fundraising, increased earned income through training, donations and reducing expenditures. We will aim to allocate an amount of £300 per month (£3,600 a year). This must come from unrestricted funds. EWEG aims to have reserves equivalent to a minimum of 3 months running costs. The Board of Trustees has agreed to increase the level of Unrestricted Reserves to £18,000 during the current financial year.

ACHIEVEMENTS AND PERFORMANCE 2020/21

The work we delivered during 2020-21 faced many challenges with the COVID-19 pandemic. We have been delivering all of our activities via Zoom. Despite all the challenges we have been supporting the women online, but telephone and Zoom calls.

As EWEG is a user led organisation, we have planned and delivered all our services according to our users' needs. Our volunteers and the users have been highly involved throughout the project, taking part from the planning to the delivery of each activity.

VOLUNTEERS RECRUITMENT AND TRAINING

We have been recruiting our volunteers through the Team London and LSE (London School of Economics) websites. After the COVID-19 outbreak, our volunteers trained about safeguarding to work with the community, especially with vulnerable individuals. Furthermore, they were trained on confidentiality, professional boundaries and working with vulnerable clients. They were encouraged to set goals, reflected about their experience of volunteering and brainstormed ways they can contribute their skills to the community. As we are working with highly trained, they were supporting the communities by a group session and on a one-to-one basis. They have also provided workshops regarding online topics such as digital marketing, e-commerce, online banking and IT skills that were needed the most after the COVID-19 lockdown. Alongside the skills training, the volunteers have provided information on COVID-19, prevention, vaccines and health programs related to physical and emotional wellbeing. The volunteers and staff helped women in accessing food banks, and information on loans and grants for the families who lost their jobs, specifically with self-employment. Feedback has showed us that volunteers have learned a lot of administration and outreach skills, and service users also have improved their language, IT and employment skills and local information

ADVICE AND INFORMATION PROJECT

We provided advice and information on various issues, for example: information on Universal Credit, supported housing applications, Attendance Allowance, Personal Independence Payment, information on changes and updates to Universal Credit. We invited housing officers from the Royal Borough of Kensington and Chelsea and various information has been provided on house overcrowding, house-swapping, repair and provided skills on resolving neighbourhood problems.

We have helped families who lost their jobs during the lockdown by assisting them in applying for government loans and grants. Furthermore, we have supported families who are not able to support their children with homework. Our volunteers assisted by helping them with their homework as well as teaching IT skills through workshops and one-to-one advisory sessions.

As a result of lockdown restrictions, we conduct Zoom calls and telephone calls to assist women who are not able to attend our office because of disability and family responsibility. This has been extremely useful for our clients and has granted them more flexibility.

RISK MANAGEMENT REVIEW AFTER COVID-19

The trustees have a duty to identify and review the risks to which the charity is exposed to, and ensure the appropriate controls are in place to provide reasonable assurances against fraud or error. The trustees have assessed the major risks before we moved to the office on April 2021 after COVID-19, we applied to all the risk majors to the office: wearing face masks, keeping social distance, hand sanitisers, wiping door handles, entrance doors and equipment, limited (to six per activities in the big hall) and checking body temperature.

RISK ASSESSMENT

After April 2021, we moved to our office and we performed a risk assessment with the Latymer Community Church to ensure for all our staff and clients before April 2021. This involved ensuring that everyone sanitised hand upon entering the building and creating a maximum capacity for those allowed in. Daily cleaning occurs across the entire building. Moreover, everyone has to wear a mask, have their temperature checked and maintain a two-metre distance.

QUALITY MARK

EWEG is now undertaking Advice Duality Standard (ADS) accreditation with the funding from the Trust for London. This will enable EWEG to provide high quality advice to our clients.

REVIEW OF ACTIVITIES

Since April 2021, the majority of our programs are running in the office. EWEG carries out regular monitoring and evaluation in different venues such as Bay 20 and SOBUS to see the outcome of the services that we provide.

FINANCIAL REVIEW

EWEG has developed a fundraising strategy. The Board of Trustees is responsible for the financial management. Every quarter the financial report is submitted to the Board.

ETHIOPIAN WOMEN'S EMPOWERMENT THIRD YEAR REPORT

MAIN ACTIVITIES INLCUDED IN THE REPORT:

- Health workshops: NHS services and chronic illness
- Diet and Nutrition
- Wellbeing program
- One-to-one counselling and support groups
- Information sessions
- Skills-based training
- Exercise (Pilates & Zumba)
- Outings program to the seaside and Boat Trip
- Events
- Lose weight

1) Health workshops: NHS services and chronic illness. One of the workshops was about stress management. We organized these workshops in collaboration with St Charles Psychological Team. The topics were: 1. Managing worry in the pandemic: stress and worry and techniques to manage them 2. Stress and worry 3. Goal-setting and problem-solving 4. Parenting and Covid 19 5. Getting a good night of sleep 6. Maintaining wellbeing and self-isolation 7. Five ways to wellbeing (Give, keep learning, be active, take notice, and connect this workshop in collaboration with NHS psychological Team. Cancer, Stroke, Diabetes and Healthy Aging workshops have been delivered in collaboration with Macmillan Cancer Care, Stroke Awareness, Diabetes, and Healthy Aging.

Outcome:

- Users had their knowledge on managing stress furthered, as well as how to manage changing aspects of their lives due to the lockdown and Covid-19.

- Learnt how to maintain their health and improve it.

- As well as how to break down overwhelming activities through planning and problem-solving.

- 85% of the participants reported that the workshop has reduced fear of talking about cancers. 70% Women reported that they would do regular ovary, breast, and colon cancer checks. 97% of the Women have learned about family history about cancers. 80% of the

attendees have been motivated more to go for health screenings.

2) Diet and nutrition programs. The programs have been delivered by a Qualified Dietitian. The program covered the following topics: Importance of hydration; Intermittent fasting; Benefits of Yo-yo dieting; Fiber, a healthy and sustainable diet; Being portion wise; Nutrition for toddlers. Participants learnt about Eatwell Plates has helped the women to check if they are consuming a balanceddiet.

Outcome: The Feedback has showed us the participants showed the participant's increased water intake, lose weight because of improved knowledge of intermittent Fasting, increased levels of Fiber intake.

3) Counselling and support groups. Topics covered: Dealing with bereavement, grief, and loss; Managing conflict in the family; Being happier in life. Tips to boost your self-esteem; Living with disabilities; Agoraphobia; Insomnia; Self-harm; Living with health issues; Working with professionals; Health anxiety; Building self-esteem after lockdown; Eating disorders; Surviving a difficult divorce; Lessons from the quarantine; How simple living can improve your mental health; Negative thinking; Self-care tips to support your mental health; Life after lockdown.

Outcomes

- The workshops have Improved the participants in understanding topics they did not have a lot of knowledge on or knew how to deal with very well, as well as helping them with issues where they had personal experiences of.

- Participants learnt about and have improved breathing exercises which some said they found relaxing and a beneficial part of their self-care.

- The workshops have also improved participants' mental health after they started contacting families and friends through Zoom, which also increases their understandings of kindness and shared experiences.

- Learning about positive thinking has helped them to obtain new hobbies, which makes them less worrying since they are engaging in something they enjoy.

4) The information Sessions Focused on writing CV, filling Application Forms, Carrier advice as well, topics of which include: Changes in Universal Credit Payment; How working and earnings can affect your universal credit; Workshop on how to avoid being the victim of fraud; Workshop on how to find a job online.

Outcome:

- Many of the women felt that they had benefitted from these sessions and were now more aware of finances as well as how to efficiently look for a source of income.

- Participants learned about the changes across a variety of Universal Credit payments and the various limits to income that can affect Universal Credit payments, especially during

COVID-19, which enables them to think about increasing income in the household. Participants also received advice for how to avoid scams, and what to do if affected.

5) Wellbeing program, topics of which include crochet; skincare and facials; massage, jewelry making, sewing, beauty treatments and baking classes.

Outcome:

- The women felt that all the wellbeing activities were very therapeutic and relaxing. They also felt as though they were good social activities which were beneficial in an emotional and social sense, after months in lockdown and not being able to see other people.

- This program had a positive emotional impact on the women by providing a space to learn new skills as well as socialize and manage stress. Having provided with skincare items when available, including makeup to increase emotional wellbeing, participants find themselves less stressed with their appearance and low income.

6) Skills-based training: Facebook; YouTube; Trading on Amazon and eBay; Digital Information Support Session; Communication skills programs

This program was particularly useful as EWEG's beneficiaries struggle with language barriers. These sessions helped our clients by providing guidance and tools to communicate effectively in different scenarios. After the COVID -19 pandemic Most of the participants were highly interested to improve Digital skills.

Outcomes:

- As a result of this workshop the majority of the participants skills has enhanced to do online food, cloth shopping. Furthermore, the participants learned new skills on Trading Amazon and eBay that has increased their income.

- Participants were introduced to self-awareness techniques and tips for better communicating with others. Participants also learned about the identification of emotional triggers and life coaching exercises such as the life timeline, the wheel of life, and 360° feedback.

- Participants learnt about entrepreneurship, social media management and benefits of a personal brand in the current job market.

-Participants understood the benefits of creating an account in this platform to connect with future employers and colleagues and learn about current market trends.

7) Volunteer's trainings:

Eight volunteers were recruited to support the community, as well as to conduct tasks involving admin and outreach, such as summarizing reports and running the social media accounts to create a growing influence and reach more individuals.

Outcome:

-The volunteers were able to efficiently raise awareness and encourage more positive views on refugees and immigrants in the UK.

- Volunteers have been able to collect feedback from clients after sessions to help improve sessions so they are targeted to the specific needs of the women.

-Volunteers have all gone through training for confidentiality and have been taught how to treat clients professionally, as they have been dealing with sensitive information and clients who may be vulnerable.

8) Exercise Classes: We have organized a Zumba, Pilates, Jogging and Lose weight programs. The Facilitators gives the participants with health benefits of physical health activity and how to create a SMART goal to make lifestyle changes as well as tips on how to stay active.

Outcome:

- They have been able to learn new techniques when it comes to coping with adversity which there has been a lot of due to COVID-19, this puts them in a better position to handle any changes in their lives and maintain a better quality of living.

- The women have been more motivated to exercise through the regular Zumba and stretching classes, which enables them to lose weight.

- They have also felt a reduced sense of isolation after having regular coffee mornings where they have been able to meet new people and make friends as well as being there for one another when discussing harder topics.

- EWEG has also been able to provide a mentoring program where the women can discuss issues on a wide variety of topics with their mentors and they can help them come up with plans as well as help them carry out the plans to solve any issues.

- The women have felt more confident overall and felt a higher sense of independence after learning new skills, as well as a more positive outlook due to increased social and financial support. These are all goals of EWEG, and we are continuing to keep reaching them every day.

- Weight loss appears to have a positive effect on their chronic illness such as lowering their blood pressure and boosting their mental health.

9) Outings program: Some of these outings include trips to Westfield, boat ride as well as trips to Kensington Memorial Park and to South-end on Sea. These have enabled the women to take part in outings which they normally might not have been able to due to financial restrictions.

- A trip to Westfields Shopping Centre was arranged where the women could look around, enjoy each other's company, and have lunch.

- Boat ride through Central London.

- Memorial Park. A day trip to Memorial Park involving the women and their children, to enable social interaction and have a relaxing day out to enjoy the weather.

- South end on Sea. A day trip to South end on Sea where the women and children could see a different part of the country as well as enjoy all the local activities like visiting the beach, going to an aquarium, and enjoying the fun fair.

- International Children's Day

Outcome: This has reduced isolation, brought joys and happiness and improved emotional wellbeing.

10) Advice and Information Program, including:

- How working and earnings can affect your universal credit

- How to avoid scams, and what to do if affected.

- How to find a job online and how to translate skills into reality

- How to write a complain letter

- How to write a cover letter

Outcome:

- Our clients have better knowledge of employment opportunities.

- Our clients have improved access to the social welfare system, such as universal credit and social housing.

- Many of our clients now work as volunteers in governmental organizations and have secured income from different job opportunities.

Networking:

- **Bay20 Community Centre** – we use the kitchen and the meeting room for Friday lunch program.

- **Westway Trust**, whom we work together with to improve the neighborhood environment and community.

- **Age UK, North Kensington Law Centre**—hold information section for workshops

- **Sobus** –hire their venues and rooms to train our community to start their own business.

- **Portobello Business Centre** – who have been teaching the women about business planning, management and how to take loans. As well as teach them about marketing to create a successful business.

- **Advice UK** – giving the women advice on welfare and legal matters.

- Working with **MuSawa BME Consortium** to conduct a research project on emerging futures.

-**BME Health Forum**—provide Covid-19 information sections and collaborate with GP surgeries.

-**RBKC Housing**—provide housing workshops

-**Kensington Social Council**—help with governance, policies, procedures, etc.

COVID-19: The changes that occurred during the lockdown meant that women would be able to virtually attend events, meaning they could do multiple things during this time, they could cook as well as keep up with sessions and meetings.

- The women were able to stay socially engaged through these Zoom sessions, as they were regular.

ETHIOPIAN WOMEN'S EMPOWERMENT GROUP
(A COMPANY LIMITED BY GUARANTEE)

STATEMENT AS TO DISCLOSURE TO OUR INDEPENDENT EXAMINERS

In so far as the trustees are aware at the time of approving the trustees' annual report:

- There is no relevant information of which the charitable company's independent examiners are unware, and
- The trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the independent examiners are aware of that information.
-

INDEPENDENT EXAMINERS

Stephen Briggs of Pembroke Briggs Chartered Accountants will be proposed for re-appointment at the forthcoming Annual General Meeting.

Approved by the Management Committee on and signed on behalf of the Management:

Tabbasam Shabbir 29/04/2021

Tabbasam Shabbir Date
Trustee

29-04-2021

Natan Daniel Date
Trustee

Independent examiner's report to the trustees of Ethiopian Women's Empowerment Group ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 30 September 2021.

Responsibilities and basis of report

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5) (b) of the 2011 Act.

Independent examiner's statement

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

1. accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act 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; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)).

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.

Pembroke Briggs

Stephen Briggs ACA
Pembroke Briggs Chartered Accountants
1a The Quadrant Courtyard
Quadrant Way
Weybridge
Surrey
KT13 8DR

Date: 19 - 05 - 2022

Ethiopian Womens' Empowerment Group

Statement of Financial Activities
for the Year Ended 30 September 2021

	Notes	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £	Total Funds 2020 £
INCOME AND ENDOWMENTS FROM:					
Income from charitable activities					
Advice UK		-	-	-	1,350
AQMEN		-	-	-	379
Campden Charities		-	-	-	2,000
Community Fund		-	91,438	91,438	131,933
COVID-19 Fund		-	17,904	17,904	-
Hammersmith United Charities		-	5,923	5,923	960
Kensington & Chelsea Foundation		-	-	-	13,331
KCSC		-	-	-	500
London Community		-	-	-	9,940
Midaye		500	-	500	-
Mind		-	-	-	11,496
The Health Forum		1,010	-	1,010	500
Trust for London		-	10,000	10,000	30,000
Westway Development Trust		-	-	-	2,420
Donations and legacies		-	-	-	1,929
TOTAL	1	1,510	125,265	126,775	206,738
EXPENDITURE ON:					
Expenditure on charitable activities					
Salaries/ENIC			34,758	34,758	37,999
Volunteers' expenses			1,613	1,613	3,632
Sessional & outreach workers			31,738	31,738	21,751
Mentoring & community activities			10,815	10,815	8,674
Health workshops				-	2,899
Events/childcare			2,230	2,230	2,004
Coffee mornings			2,208	2,208	3,067
Room hire			1,804	1,804	5,487
Monitoring/evaluation			8,185	8,185	3,836
Consultancy		150	6,100	6,250	2,920
Office rent			5,043	5,043	4,482
Operational costs		647	10,468	11,115	9,820
Communication & website			1,785	1,785	1,055
Independent Examiner's fee		72	815	887	672
TOTAL		869	117,561	118,430	108,298
NET INCOME/(EXPENDITURE)		641	7,704	8,345	98,440
TRANSFERS BETWEEN FUNDS		-	-	-	-
		641	7,704	8,345	98,440
NET MOVEMENT IN FUNDS		641	7,704	8,345	98,440
RECONCILIATION OF FUNDS:					
TOTAL FUNDS BROUGHT FORWARD		12,492	107,443	119,935	21,495
TOTAL FUNDS CARRIED FORWARD		13,133	115,147	128,280	119,935

The notes form part of these financial statements

Balance Sheet
as at 30 September 2021

	Notes	Unrestricted Funds £	Restricted Funds £	Total Funds 30.09.21 £	Total Funds 30.09.20 £
FIXED ASSETS					
Tangible assets		-	-	-	-
		-	-	-	-
CURRENT ASSETS					
Debtors & prepayments		-	-	-	-
Cash at bank and in hand		13,133	115,147	128,280	119,935
		13,133	115,147	128,280	119,935
CURRENT LIABILITIES					
Creditors		-	-	-	-
		-	-	-	-
NET CURRENT ASSETS		13,133	115,147	128,280	119,935
TOTAL ASSETS LESS CURRENT LIABILITIES		13,133	115,147	128,280	119,935
NET ASSETS		13,133	115,147	128,280	119,935
FUNDS					
Unrestricted funds		13,133	-	13,133	12,492
Restricted funds		-	115,147	115,147	107,443
		13,133	115,147	128,280	119,935

The notes form part of these financial statements

Continued . . . . .

Balance Sheet - continued
30 September 2020

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 30 September 2021.

The members have not required the company to obtain an audit of its financial statements for the year ended 30 September 2021 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

(a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and

(b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

These financial statements have been prepared in accordance with the provisions applicable to charitable companies subject to the small companies regime.

The financial statements were approved by the Board of Trustees and authorised for issue on ..29/04/2021..... and were signed on its behalf by:

Tabassam Shabbir
.....
T Shabbir - Trustee

.....
N Daniel - Trustee

1. ACCOUNTING POLICIES

Basis of preparing the financial statements
The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) '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 2015)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

The charitable company meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction values unless otherwise stated in the relevant accounting policy or note.

Income
Income, including income from government grants, whether 'capital' or 'revenue', is recognised when the charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.

Grants are credited to income when they are receivable, unless they are for activities relating specifically to a future period, in which case they are deferred to that period. Income receivable under contracts for services is recognised in the financial statements in proportion to the percentage of completion of the contract.

Donated professional services and facilities are recognised as income when the charity has control over the item or received the service, any conditions associated with the donation have been met, the receipt of economic benefit from the use by the charity of the items is probable and that the economic benefit can be measured reliably in accordance with the Charities SORP (FRS 102), volunteers time is not recognised so refer to the trustees' annual report for more information about their contribution.

On receipt, donated gifts, professional services and donated facilities are recognised on the basis of the value of the gift to the charity, which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market, a corresponding amount is then recognised in expenditure in the period of receipts.

1. ACCOUNTING POLICIES - continued

Expenditure
Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

Costs of raising funds comprise of trading costs and the costs incurred by the charitable company including third parties with a fundraising purpose.

Expenditure on charitable activities includes the costs of delivering services and other activities undertaken to further the purposes of the charity and their associated support costs. Where the costs cannot be directly attributed, they have been allocated to activities on a basis consistent with their use of resources.

Other expenditure represents those items not falling into any other headings.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

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.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Going concern
The trustees consider that there are no material uncertainties about the charitable Company's ability to continue as a going concern. The trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amount of assets and liabilities within the next reporting period.

ETHIOPIAN WOMEN'S EMPOWERMENT GROUP

England & Wales - Charity number 1120326

Accounts

REGISTERED COMPANY NUMBER: 05550982 (England and Wales)
REGISTERED CHARITY NUMBER: 1120326

Report of the Trustees and

Financial Statements

for the Year Ended 30 September 2020

for

ETHIOPIAN WOMEN'S EMPOWERMENT GROUP

Pembroke Briggs Chartered Accountants
1a The Quadrant Courtyard
Quadrant Way
Weybridge
Surrey
KT13 8DR

ETHIOPIAN WOMEN'S EMPOWERMENT GROUP

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for the Year Ended 30 September 2020

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ETHIOPIAN WOMEN'S EMPOWERMENT GROUP
(A COMPANY LIMITED BY GUARANTEE)

REFERENCE AND ADMINISTRATIVE INFORMATION

Company/Charity Name	Ethiopian Women's Empowerment group
Company Registration Number	05550982
Charity Registration Number	1120326
Registered office and operational Address	Latymer Christian Centre 116 Bramley Road London W10 6SU
Directors/Trustees	Natan Daniel Tabbasam Shabbir Aryanna Khan Dennis Kamsonga
Independent Examiner	Stephen Briggs ACA Pembroke Briggs Chartered Accountants 1a The Quadrant Courtyard Quadrant Way, Weybridge Surrey, KT13 8DR
BANKERS	Lloyds Banking 21-25 King Street London W6 9HW

ACKNOWLEDGEMENTS

We are really grateful to all our funders: Trust for London, London Funders, People's Health Trust, Westway Development Trust, Kensington and Chelsea Foundation, Royal Borough of Kensington and Chelsea, Community Fund, MIND and Hammersmith United Charities.

REPORT OF THE DIRECTORS/TRUSTEES

The trustees are pleased to present their annual report together with consolidated and financial statements for the year ended 30 September 2020, which are 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 Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Effective 1 January 2015).

OBJECTIVES

The main objective of the establishment of the EWEG is to address the social, educational, and emotional needs of the Ethiopian and Black, Asian, Minority Ethnic women, refugees and asylum seekers through the promotion of learning opportunities and social cohesion within the community. We hope:

- To advance the education and training of BAMER women in need thereof within the United Kingdom by cultivating key skills that will assist in future employment and also encourage them to play an active role within the community.
- To preserve and protect the physical and mental health of BAMER women in need in the United Kingdom by providing health information and advice.
- To relieve sickness, poverty, financial hardship and preservation of health of women and children by providing information, advice, training, support and facilities.

OUR VISION

EWEG aims towards achieving our vision of BAMER women gaining full integration into the UK and thriving in UK life through accessing opportunities available for them to develop

their potential and lead dignified and fulfilling lives while making a valuable contribution to society.

OUR MISSION STATEMENT

BAMER women and their families experience exclusion due to language, cultural and gender constraints. This routinely leads to deprivation from support, services and community involvement. EWEG was established to relieve their isolation and enable them to achieve community social and economic integration as equal citizens leading dignified and fulfilling lives.

MAIN AIMS

The Ethiopian Women's Empowerment Group is a user-led organisation. Our aim is to support BAMER women to enable them to access health and social services, housing, education and employment opportunities so that they can fully benefit from the democratic system, understand and exercise their rights as well as integrate and fulfil their responsibilities like other citizens.

VOLUNTEERS

EWEG is run by 10 volunteers, 5 sessional workers and 1 full-time managing director.

Our volunteers come from the local community, as well as from different universities, including the LSE, providing us with highly skilled staff, volunteers and trustees. Our volunteers are given induction training on how to work with the community. Volunteers not only bring skills, but also learn from our community by immersing themselves into the everyday lives of BAMER communities. Our current volunteers are involved in organising several health and well-being activities and participating in every stage; from the project planning to implementation.

Even during COVID-19, despite the difficulties and adjustments, our volunteers were able to provide services via Zoon for women in need, for example how to deal with isolation, promoting health, and staying safe during the pandemic, as well as advising and providing 1-1 mentoring. In the current financial year, the volunteers have supported our volunteering program, mentoring, coffee mornings, fitness programs, outings, well-being events and other activities.

EWEG STRATEGIC PLAN 2018 - 2023

- Create new business start-up programs (we will provide training for women on how to start their own businesses through which they will learn how to do their own business plan as well as create employment).
- Continue with our health promotion programs by running healthy eating programs and promoting our exercise classes to maintain or lose weight and prevent chronic illnesses.

- Continue with our community development programmes: sewing classes, baking, gardening, health promotion, business start-up, support group and peer mentoring.
- Establish youth empowerment project which addresses young women's needs. For example, through training, employment and social gathering programs.
- Continue running the homework club and work in partnership with local schools to help children improve their Maths and English.
- To expand our network locally and nationally to receive updated information on health, employment, social, benefits and housing issues.
- Open a community café at Bay 20 in Hammersmith and Fulham.
- Collaborate with consortiums like Mussawa, BME Health Forum, VOF and Kensington and Chelsea Social Council.
- Proceed working with advice UK to acquire the advice quality mark and other quality marks such as PQASSO 2.

UPDATING EWEG POLICIES AND PROCEDURES

We are updating all EWEG policies and procedures and working with Advice Quality Standard to make sure they are adhering to current legislation. We have updated our policies to include new legislations such as the new GDPR policy, introduced in May 2018. We have also updated the equality and diversity policy, financial policy and procedures, health and safety policy, and modified EWEG's business plan as well. After COVID-19 we will update new policy and procedures, including more rigorous health and safety policies to safeguard against any possibility of transmission.

ORGANISATION STRUCTURE AND DECISION MAKING

The charity is governed by a board of trustees made up of 5 members, who meet every month to administer the charity. The board of trustees is the governing body responsible for the running of the organisation. The role of the board is to approve: the yearly budget, annual accounts, expenditures, and supervise the organisation's financial position based on regular management accounts.

The management of the charity is the responsibility of the trustees who are elected under the terms of the governing document of the organisation. The new board of trustees elected annually at EWEG AGM by service users. However, if additional trustees are required and the vacancy arises during the year the current board makes the appointment. The new trustees hold office until the following AGM when they stand for election.

We advertise our trustee recruitment openly and transparently. During the recruitment process we conduct a skills audit of the nominated board members, so that we can recruit

diverse skills needed for the developmental benefits of the charity. We make sure that our board members resemble the communities we serve, for this reason we recruit multilingual and refugee or migrant women trustees. In addition, as we are a user-led organisation we make sure that 50% of our board of trustees are also from our members in order to continually assess the services the charity provides.

USER-LED

All our programs are 100% user-led and the initial developments of programs are always based on clear identified needs of the community we serve, EWEG has been delivering grass-root programs for refugee migrant women based on their needs for 18 years. In addition, we conduct assessments of needs and review present and past programs to map user satisfaction and utilise findings to influence our training and staff development.

MONITORING AND EVALUATION

The performance of services and projects are regularly checked and reviewed. EWEG is one of the organisations that use the Warwick and Edinburgh method of evaluation tools to analyse the impacts of the projects. The evaluation system shows us the detailed outcomes of the participant's experience and performance. This method is greatly appreciated by funders and partners as well as beneficial to EWEG, as we can see the difference we make in the community.

USER FEEDBACK

EWEG is regularly collecting feedback during workshops and training. We use written feedback questionnaires based on one and one and group discussions. We consistently evaluate feedback to understand how successful activities have been and to make sure we are meeting the needs of women.

RESERVES POLICY

We are committed to ensuring the development of systems that safeguard the charity in both risk management and sustainability. We are keeping small amounts of unrestricted reserves to support the needs of the charity in terms of organisational development and sustainability to reduce financial risk. We intend to continue contributing to this unrestricted reserve through the generation of unrestricted income wherever possible to pay for staff costs, rent, volunteer and associated running costs and ensure that EWEG continues to provide an appropriate service to those who need them. Within this context we minimise recruitment, staff training, staff induction and marketing costs so as to prevent the need for redundancies caused by financial crisis.

A formal policy on reserves was agreed in January 2015 meeting of the Board of Trustees and updated. The trustees have set a reserve policy which works towards achieving that in the year 2020. Reserves are maintained at a level which ensures that EWEG core activities can continue during a period of unforeseen difficulty. A proportion of reserves be maintained at a readily realisable form. Most of EWEG funding is restricted in some way and any restricted funds will be treated as restricted. The organisation will build its reserves target by increased fundraising, increased earned income through training, donations and reducing expenditures. We will aim to allocate an amount of £300 per month (£3,600 a year). This must come from unrestricted funds. EWEG aims to have reserves equivalent to a minimum of 3 months running costs.

ACHIEVEMENTS AND PERFORMANCE 2019/20

The work we delivered during 2020-21 faced many challenges with the COVID-19 pandemic. We have been delivering all of our activities via Zoom. Despite all the challenges we have been supporting the women online, but telephone and Zoom calls.

As EWEG is a user led organisation, we have planned and delivered all our services according to our users' needs. Our volunteers and the users have been highly involved throughout the project, taking part from the planning to the delivery of each activity.

VOLUNTEERS RECRUITMENT AND TRAINING

We have been recruiting our volunteers through the Team London and LSE (London School of Economics) websites. After the COVID-19 outbreak our volunteers trained about safe guarding to work with the community, especially with vulnerable individuals. Furthermore, they were trained on confidentiality, professional boundaries and working with vulnerable clients. They were encourage to set goals, reflected about their experience of volunteering and brainstormed ways they can contribute their skills to the community. As we are working with highly trained, they were supporting the communities by a group session and on a one-to-one basis. They have also provided workshops regarding online topics such as digital marketing, e-commerce, online banking and IT skills that were needed the most after the COVID-19 lockdown. Alongside the skills training, the volunteers have provided information on COVID-19, prevention, vaccines and health programs related to physical and emotional wellbeing. The volunteers and staff helped women in accessing food banks, and information on loans and grants for the families who lost their jobs, specifically with self-employment. Feedback has showed us that volunteers have learned a lot of administration and outreach skills, and service users also have improved their language, IT and employment skills and local information

ADVICE AND INFORMATION PROJECT

We provided advice and information on various issues, for example: information on Universal Credit, supported housing applications, Attendance Allowance, Personal Independence Payment, information on changes and updates to Universal Credit. We invited housing officers from the Royal Borough of Kensington and Chelsea and various information has been provided on house overcrowding, house-swapping, repair and provided skills on resolving neighbourhood problems.

We have helped families who lost their jobs during the lockdown by assisting them in applying for government loans and grants. Furthermore, we have supported families who are not able to support their children with homework. Our volunteers assisted by helping them with their homework as well as teaching IT skills through workshops and one-to-one advisory sessions.

As a result of lockdown restrictions, we conduct Zoom calls and telephone calls to assist women who are not able to our office because of disability and family responsibility. This has been extremely useful for our clients and has granted them more flexibility.

THE FITNESS CLASSES (PILATES AND ZUMBA)

Zumba and Pilates are run every Monday and Wednesday for 2 hours per week. During the lockdown period many women joined the programs via Zoom as they were not working or staying home. After we explained the importance of physical activity for maintaining a healthy immune system, we found that women became more interested to participate in these programs. However, some women are not able to join the activity as they live in overcrowded housing. The feedback has shown that more women have joined the fitness classes on a regular basis. The lockdown provided an opportunity for women who were stuck at home to participate in our classes. As a result, their emotional wellbeing has improved drastically. They have lost weight, gained confidence, made new friends online and shared experiences. Some of the women were active the whole week as we provided them information to access physical activities from other organisations.

The feedback has shown us that more than 95% of the women attending regularly have lost weight and have had their mood improved considerably. Pilates has helped women with joint pain, and Zumba is a safe space for the women as they are female only classes. The benefits of physical activities workshops have motivated them to be more active which in turn reduced their blood pressure and cholesterol, as well as their joint pain.

HEALTH WORKSHOPS ON CHRONIC ILLNESSES

CANCER AWARENESS WORKSHOPS:

85% of the participants reported that the workshops reduced fear of talking about cancer.

70% of women reported that they were willing to go to regular ovary, breast and colon cancer checks after the workshops.

97% of the women have learned more about their family medical histories of cancer.

STROKE AWARENESS WORKSHOPS:

The facilitator checked the participants blood pressure and advised some of the women who have high blood pressure to see their GP. Furthermore, he provided information on the signs and symptoms of strokes.

TYPE II DIABETES

We talked about Type II Diabetes as it is especially common in Black Minority Ethnic groups. We have informed the participants that by losing weight, eating well and exercising they can help to manage Diabetes.

The participants now understand the signs and symptoms of Type II Diabetes.

DIET WORKSHOP

We have delivered several workshops on diet and discussed with the women different topics about what is a balanced diet, carbohydrates, protein, the importance of drinking water, fats and calorie counting.

As a result, after the Workshops 95% of the participants reported that they are more aware of the benefits of drinking water, they are more motivated to eat their five a day fruits and vegetables, and they lost weight because of changing their diet.

STRESS MANGEMENT WORKSHOP:

The information session gave skills to manage individual stress by practicing positive actions. In the workshops, participants were encouraged to actively challenge unhelpful thoughts and to avoid negative thoughts. The workshops helped women to practice breathing techniques and meditation to deal with anxiety and panic attacks. Moreover, the workshops helped to deal with and reduce unnecessary financial and emotional problems. They learnt new information and skills to manage their stress. As a result, the workshop helped to increase access to primary care health services for BAMER women.

As a result of this workshops service users:

- Increased awareness of local health provision and support available.
- Increased numbers of BAMER women accessed the health screening services.

- Increased understanding of the prevention and management of chronic illness.

In general, we have conducted workshops on other health issues, such as HIV, sexual health, dementia and arthritis. Some of these workshops were provided by the NHS. These workshops provided new information for our clients and helped them to better understand their own health and that of their families.

COUNSELLING PROGRAMS

The counselling program comprises of a support group and one-to-one counselling sessions. It has provided a safe place for the women to talk and deal with their anxiety and fear because of COVID-19, losing jobs, depression and loneliness. These programs have allowed the service users to express and share their fear, anxiety and worry. The One-to-One sessions have helped individuals with domestic violence, depression, parenting issues and trauma caused by the Grenfell Fire.

As a result of the workshops and counselling, 90% of the participants have reported that they feel relieved from their emotional pain and feel less isolated after sharing their experience during the support group. A strong support system was established between women in the community.

Feedback from our participants has shown us that counselling sessions equipped the clients with the relevant skills to improve emotional wellbeing, deep breathing techniques, positive thinking, and the importance of doing regular physical exercise.

EMPLOYMENT AND BUSINESS

This program was arranged in collaboration with SOBUS.

Some of the topics discussed were how to write a business plan, set up and register your business, working from home and from your registered business, and essential software for your business.

The participants learned how they can register as self-employed. They also learned about marketing, bookkeeping and preparing Tax Returns. After the COVID-19 outbreak we focussed on digital businesses, specifically Instagram, Facebook for Business and other social media networks.

As a result, women were able to access government loans and grants. Women have also improved their CV writing skills and learned new interview skills, like body language, eye contact and how to sell personal employability skills. Participants have learned new skills about how to sell and buy various products on Amazon and eBay. Participants have also learned knowledge about business plans, marketing and the UK tax system.

As a result of our employability workshops and business programs, our participants are now working at EWEG and other communities. Some are also working as a fitness instructor, crochet, jewellery and craft tutors, and beautician and massage therapists.

SKIN CARE WORKSHOPS

The workshop assisted women in finding out their types, eg. oily, dry, combination etc. It also emphasised the importance of skin moisturising to avoid signs of ageing and introduced facial exercises. The participants were also taught how to deal with dark circles and puffy eyes with makeup and different techniques.

These have been given to the women to improve their emotional wellbeing. Our service users have been invited to events where they could have a nice time, come together and meet new people. We had volunteers come in and give women massage therapy, make-up and photoshoots, as well as facials. The feedback has shown us that there is a considerable boost in mood and self-confidence when they attend these events.

WELLBEING PROGRAMS

For the first six months the wellbeing program has been provided by a qualified trainer. The wellbeing program included: jewellery making, crochet, sewing, beauty treatments and baking classes.

Results: 99% of the women have reported that they learnt new skills, that the programs were therapeutic and that the participants were able to meet new friends and help one another.

97% of the participants have reported that they were very satisfied with the workshop and learnt new skills, as well as learning more about themselves. Participants were able to find new hobbies that they could spend their time enjoying and gain a sense of purpose. Overall, it reduced the isolation that participants were feeling during the lockdown.

EVENTS, MASSAGES AND BEAUTY TREATMENTS

We run various events like Christmas Celebration, Eid, International Women's Day and Family Fun Day, we run massage and beauty treatments that help teach new skills in looking after themselves and improving beauty regimes.

By assessing feedback, we found that 99% of the attendees were incredibly happy, they enjoyed the food and met new women in the community. Feedback has shown us that there is a considerable boost in mood when they attend these events. Events, massages, and beauty treatments have been given to the women to improve their emotional wellbeing.

OUTINGS

Outings were organised to local places to relieve stress, meet new people and to see new sights as well as to create a stronger community spirit. We have taken participants to the seaside, cinema, lunch and museums and to other places that they would not be able to attend normally due to financial constraints. The women who take part in the outings can meet other women. Our outings have reduced isolation, brought a lot of enjoyment and happiness and improved emotional wellbeing.

NETWORKING

EWEG has developed a stron working relationship with the Citizens Advice Bureau (CAB), The Clement James Centre, Midaye, Age UK, Westway Development Trust, Migrant Organise, BME Health Forum, Kensington and Chelsea Volunteer Bureau, West London CCG, and other national voluntary organisations like Macmillan Cancer Care, Diabetes, Arthritis, Stroke UK and the NHS.

As a result, our strong network has helped us a lot to learn from larger organisation and enabled our clients to access local services.

RISK MANAGEMENT AFTER COVID-19

The trustees have a duty to identify and review the risks to which the charity is exposed to, and ensure the appropriate controls are in place to provide reasonable assurances against fraud or error. The trustees have assessed the major risks after COVID-19, we applied to access to our services in the office for example: wearing face masks, keeping social distance, hand sanitiser stations, wiping door handles, entrance doors and equipment, limited (to six per activities in the big hall) and checking body temperature.

RISK ASSESSMENT

Before we opened the office, we performed a risk assessment with the Latymer Community Church to ensure safety for our staff and clients. This involved ensuring that everyone sanitised hands upon entering the building and creating a maximum capacity for those allowed in. Daily cleaning occurs across the entire building. Moreover, everyone has to wear a mask, have their temperature checked and maintain a two-meter distance.

QUALITY MARK

EWEG is now undertaking Advice Quality Standard (AQS) accreditation with the funding form the Trust for London. This will enable EWEG to provide high quality advice to our clients.

REVIEW OF ACTIVITIES

The majority of our programs are online, via Zoom and telephone. EWEG carries out regular monitoring and evaluation to see the outcome of the services that we provide.

FINANCIAL REVIEW

EWEG has developed a fundraising strategy. The Board of Trustees is responsible for the financial management. Every quarter the financial report is submitted to the Board.

STATEMENT AS TO DISCLOSURE TO OUR INDEPENDENT EXAMINERS

In so far as the trustees are aware at the time of approving the trustees' annual report:

- There is no relevant information of which the charitable company's independent examiners are unware, and
- The trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the independent examiners are aware of that information.
-

INDEPENDENT EXAMINERS

Stephen Briggs of Pembroke Briggs Chartered Accountants will be proposed for re-appointment at the forthcoming Annual General Meeting.

Approved by the Management Committee on and signed on behalf of the Management:

Tabbasam Shabbir	Date
Trustee	
Natan Daniel	**Date** 21.6.2021
Trustee	

Independent examiner's report to the trustees of Ethiopian Women's Empowerment Group ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 30 September 2020.

Responsibilities and basis of report

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5) (b) of the 2011 Act.

Independent examiner's statement

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

1. accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act 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; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)).

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.

Pembroke Briggs

Stephen Briggs ACA
Pembroke Briggs Chartered Accountants
1a The Quadrant Courtyard
Quadrant Way
Weybridge
Surrey
KT13 8DR

Date: 25 June 2021

Ethiopian Womens' Empowerment Group

Statement of Financial Activities for the Year Ended 30 September 2020

	Notes	Unrestricted Funds £	Restricted Funds £	Total Funds 2020 £	Total Funds 2019 £
INCOME AND ENDOWMENTS FROM:					
Income from charitable activities					
Advice UK		1,350	-	1,350	600
AQMEN		379	-	379	
Campden Charities		2,000	-	2,000	-
Community Fund		-	131,933	131,933	43,062
Hammersmith United Charities		-	960	960	5,000
Kensington & Chelsea Foundation		-	13,331	13,331	940
KCSC		500	-	500	-
London Community		-	9,940	9,940	-
Midaye		-	-	-	210
Mind		1,789	9,707	11,496	8,053
People's Health Trust		-	-	-	2,486
The Health Forum		500	-	500	
Trust for London		-	30,000	30,000	20,000
Westway Development Trust		-	2,420	2,420	-
Donations and legacies		1,929	-	1,929	-
TOTAL	1	8,447	198,291	206,738	80,351
EXPENDITURE ON:					
Expenditure on charitable activities					
Salaries/ENIC			37,999	37,999	49,913
Staff training/travel				-	1,053
Volunteers' expenses			3,632	3,632	1,707
Sessional & outreach workers			21,751	21,751	10,265
Mentoring & community activities		1,000	7,674	8,674	4,660
Health workshops			2,899	2,899	-
Events/childcare			2,004	2,004	1,774
Coffee mornings			3,067	3,067	2,013
Room hire			5,487	5,487	6,421
Monitoring/evaluation			3,836	3,836	-
Consultancy		2,920		2,920	1,200
Office rent			4,482	4,482	5,095
Operational costs		3,677	6,143	9,820	7,855
Communication & website			1,055	1,055	615
Independent Examiner's fee		672		672	600
TOTAL		8,269	100,029	108,298	93,169
NET INCOME/(EXPENDITURE)		178	98,262	98,440	- 12,818
TRANSFERS BETWEEN FUNDS		-	-	-	-
		178	98,262	98,440	- 12,818
NET MOVEMENT IN FUNDS		178	98,262	98,440	- 12,818
RECONCILIATION OF FUNDS:					
TOTAL FUNDS BROUGHT FORWARD		12,314	9,181	21,495	34,313
TOTAL FUNDS CARRIED FORWARD		12,492	107,443	119,935	21,495

The notes form part of these financial statements

Balance Sheet
as at 30 September 2020

	Notes	Unrestricted Funds £	Restricted Funds £	Total Funds 30.09.20 £	Total Funds 30.09.19 £
FIXED ASSETS					
Tangible assets		-	-	-	-
		-	-	-	-
CURRENT ASSETS					
Debtors & prepayments		-	-	-	-
Cash at bank and in hand		12,492	107,443	119,935	21,495
		12,492	107,443	119,935	21,495
CURRENT LIABILITIES					
Creditors		-	-	-	-
		-	-	-	-
NET CURRENT ASSETS		12,492	107,443	119,935	21,495
TOTAL ASSETS LESS CURRENT LIABILITIES		12,492	107,443	119,935	21,495
NET ASSETS		12,492	107,443	119,935	21,495
FUNDS					
Unrestricted funds		12,492	-	12,492	12,314
Restricted funds		-	107,443	107,443	9,181
		12,492	107,443	119,935	21,495

The notes form part of these financial statements

Continued . . . . . .

Balance Sheet - continued
30 September 2020

These financial statements have been prepared in accordance with the provisions applicable to charitable companies subject to the small companies regime.

The financial statements were approved by the Board of Trustees and authorised for issue on 21-06-2021 and were signed on its behalf by:

T Shabbir - Trustee

N Daniel - Trustee

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) '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 2015)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

The charitable company meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction values unless otherwise stated in the relevant accounting policy or note.

Income

Income, including income from government grants, whether 'capital' or 'revenue', is recognised when the charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.

Grants are credited to income when they are receivable, unless they are for activities relating specifically to a future period, in which case they are deferred to that period. Income receivable under contracts for services is recognised in the financial statements in proportion to the percentage of completion of the contract.

Donated professional services and facilities are recognised as income when the charity has control over the item or received the service, any conditions associated with the donation have been met, the receipt of economic benefit from the use by the charity of the items is probable and that the economic benefit can be measured reliably in accordance with the Charities SORP (FRS 102), volunteers time is not recognised so refer to the trustees' annual report for more information about their contribution.

On receipt, donated gifts, professional services and donated facilities are recognised on the basis of the value of the gift to the charity, which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market, a corresponding amount is then recognised in expenditure in the period of receipts.

1. ACCOUNTING POLICIES - continued

Expenditure
Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

Costs of raising funds comprise of trading costs and the costs incurred by the charitable company including third parties with a fundraising purpose.

Expenditure on charitable activities includes the costs of delivering services and other activities undertaken to further the purposes of the charity and their associated support costs. Where the costs cannot be directly attributed, they have been allocated to activities on a basis consistent with their use of resources.

Other expenditure represents those items not falling into any other headings.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

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.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Going concern
The trustees consider that there are no material uncertainties about the charitable Company's ability to continue as a going concern. The trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amount of assets and liabilities within the next reporting period.