

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.

ETHIOPIAN WOMEN'S EMPOWERMENT GROUP
Report of the Trustees for the Year Ended 30 September 2023

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

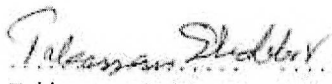
In so far as the trustees are aware at the time of approving the trustees' annual report:

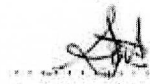
- There is no relevant information of which the charitable company's independent examiners are unaware, and
- The trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the independent examiners are aware of that information.

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:

 18/7/2024
Tabbasam Shabbir Date
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').

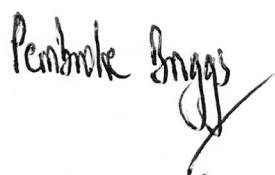
Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act').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



Stephen Briggs ACA
Pembroke Briggs Chartered Accountants
1a The Quadrant Courtyard
Quadrant Way
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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

ETHIOPIAN WOMEN'S EMPOWERMENT GROUP

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.

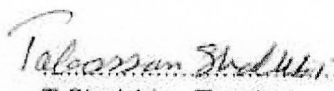
The members have not required the company to obtain an audit of its financial statements for the year ended 30 September 2023 in accordance with Section 476 of the Companies Act 2006.

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 on18/07/2024 and were signed on its behalf by:

 18/7/2024
T Shabbir - Trustee

 18/07/2024
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.