WIZO.UK

England & Wales · Charity number 1125012

Details

Status	Registered
Legal form	Charitable company
Company number	06634748
Registered	2008-07-16
Register	View on the Charity Commission register

Contact

Address	3 Penta Court Station Road Borehamwood WD6 1SL
Phone	02073199169
Email	central@wizouk.org
Website	www.wizouk.org

Activities

Objects: 1 TO BENEFIT THE PEOPLE OF ISRAEL BY SUPPORTING THE CHARITABLE WORK OF WIZO IN THE STATE OF ISRAEL THROUGH THE SUPPORT OF YOUNG PEOPLE, WOMEN AFFECTED BY VIOLENCE, FAMILIES IN NEED, IMMIGRANTS AND THE ELDERLY;2 TO ADVANCE, FOR THE BENEFIT OF THE PUBLIC, EDUCATION (INCLUDING VOCATIONAL SCHOOLS) AMONGST ALL SECTIONS OF THE POPULATION IN ISRAEL;3 TO RELIEVE POVERTY AMONGST ALL SECTIONS OF THE POPULATION IN ISRAEL;4 TO ADVANCE, FOR THE BENEFIT OF THE PUBLIC, EDUCATION AMONGST ALL SECTIONS OF THE JEWISH COMMUNITIES OF THE UNITED KINGDOM AND THE REPUBLIC OF IRELAND.

Activities: To give assistance & relief to impoverished women and children in Israel.To help support and strengthen the family in Israel, to enable our charitable work to include citizens of all religious beliefs, race & creed and to further Jewish education in Israel, the UK and the Republic of Ireland.To sponsor all existing projects in Israel including day care centres, family centres & other projects.

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Classification

- **How:** Makes Grants To Organisations, Provides Buildings/facilities/open Space, Provides Services, Provides Advocacy/advice/information, Other Charitable Activities
- **What:** Education/training, Disability, The Prevention Or Relief Of Poverty, Overseas Aid/famine Relief, Accommodation/housing
- **Who:** Children/young People, Elderly/old People, People With Disabilities, Other Charities Or Voluntary Bodies, Other Defined Groups

Geography

- **Area of benefit:** ISRAEL
- Israel
- Scotland
- Throughout England

Finances

Period end	Income	Expenditure	Assets	Employees
2024-09-30	£2,136,036	£2,079,313	£7,175,758	11
2023-09-30	£2,039,452	£2,112,664	£6,375,078	14
2022-09-30	£1,391,853	£1,493,673	£6,144,366	14
2021-09-30	£2,294,006	£2,573,725	£6,705,070	14
2020-09-30	£1,242,474	£1,469,035	£6,035,891	15

Trustees

Name	Role	Appointed
Danielle Shane		2021-09-14
Dr Kate Schnelling		2023-01-24
Francine Barsam		2024-09-17
Jeremy Wootliff		2025-03-18
Matthew Pearlman		2025-09-16
Nicholas Berman		2025-03-18
Stephen Jonathan Brower		2019-11-26

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WIZO.UK

England & Wales - Charity number 1125012

Accounts

Charity Registration No. 1125012

Company Registration No. 06634748 (England and Wales)

WIZO.UK

ANNUAL REPORT AND ACCOUNTS

FOR THE YEAR ENDED 30 SEPTEMBER 2024

WIZO.UK

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	Danielle Shane – Chair Francine Barsam Nicholas Berman Stephen Brower Natasha Hausdorff Kathryn Schnelling Jeremy Wootliff
Secretary	Michael Kyriakides
Charity Number	1125012
Company number	06634748
Registered address	Ground Floor 3 Penta Court Station Road Borehamwood Hertfordshire WD6 1SL
Auditor	HW Fisher Audit Acre House 11-15 William Road London NW1 3ER United Kingdom
Bankers	Barclays Bank Plc Leicester Servicing Centre Leicester L87 2BB
Investment advisors	Navera Investment Management Ltd Riverside House 2a Southwark Bridge Road London SE1 9HA
	Rathbones Goup Plc 30 Gresham Street London EC2 7QN

WIZO.UK

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WIZO.UK

TRUSTEES' REPORT

FOR THE YEAR ENDED 30 SEPTEMBER 2024

The Trustees (who are also the directors of the charity for the purposes of the Companies Act) present their annual report together with the accounts of WIZO.uk for the year ended 30 September 2024. This report is also the directors' report as required by Company Law.

The accounts have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with the Companies Act 2006, and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2019).

Status
WIZO.uk is a registered charity and company limited by guarantee governed by its Memorandum and Articles of Association. WIZO.uk is part of a worldwide organisation comprising 38 national Federations affiliated to World WIZO whose offices are based in Israel. WIZO.uk's Head Office is based in London, however there are 100 regional groups located across the UK which fundraise on behalf of the charity.

Public Benefit
The Trustees present their report and accounts for the year ended 30 September 2024. In doing so, the Trustees have complied with their duty in Section 17 of the Charities Act 2011 to have due regard to the guidance published by the Charity Commission. The benefit to the public is manifestly demonstrated by the activities and achievements described in this report.

Our approach and aims
As the largest social welfare organisation working with the Israeli Government, World WIZO provides essential services for disadvantaged and vulnerable citizens at every stage of life, from babies to the elderly. With over 250,000 members worldwide, WIZO is the main agent for change for the people of Israel.

WIZO.uk raises funds for programmes and centres in Israel. With over 800 projects and programmes, World WIZO operates a vast range of services. These include:

- Day care centres, keeping thousands of children safe and secure.
- Youth villages and schools, educating socially disadvantaged and vulnerable teenagers.
- Youth clubs and community centres, providing after school facilities and social and educational programmes for all age groups.
- Facilities and helplines, supporting victims of domestic violence and their young families.
- Centres assisting immigrants with integration into Israeli society.

WIZO.uk's vision and mission
- Our vision is for an Israeli society that cares for all citizens regardless of gender, race, ethnicity and religion, which focuses on the education and welfare of women, children and youth.
- Our mission is to help support and strengthen vulnerable families in Israel.

The objectives of the Charity are to:
- Benefit the people of Israel by supporting the charitable work of WIZO in the State of Israel through the support of young people, women affected by violence, families in need, immigrants, and the elderly.
- Advance, for the benefit of the public, education (including vocational schools) amongst all sections of the population in Israel.
- Relieve poverty amongst all sections of the population in Israel.
- Advance, for the benefit of the public, education about the work of WIZO amongst all sections of the Jewish communities of the United Kingdom.

WIZOUK PROJECTS ACROSS ISRAEL



Community Centres
Ashdod
Ashkelon
Bat Yam
Be'er Sheva
Dimona
Eilat
Givatayim
Hadera
Haifa
Herzliya
Hod Hasharon
Holon
Jaffa
Jerusalem
Kadima
Kiryat Gat
Kiryat Malachi
Kiryat Yam
Mechola
Migdal Haemek
Nahariya
Nazareth Illit
Nes Ziona
Netanya
Ofakim
Pardes Katz
Petach Tikvah
Ra'anana
Ramat Gan
Ramat Hasharon
Rehovot
Rishon Le'Zion
Safed
Tel Aviv
Zarit
Zichron Yaakov

Day Care Centres
Air Base
Ashdod
Ashkelon
Bat Yam
Bet Shemesh
Eilat
Givatayim
Hadera
Jerusalem
Kadima
Kfar Saba
Kiryat Motzkin
Kiryat Shmona
Maoz Zion
Mevasseret
Nes Harim
Netanya
Or Yehuda
Ramat Gan
Rishon Le'Zion
Sderot
Tel Aviv
Yavne
Zur Shalom

Prevention of Violence Centres
Ashkelon
Jerusalem
Ramat Gan

Schools
Jerusalem
Nahalal

Shelters for victims of domestic violence

Shops
Holon
Jerusalem
Petach Tikva
Tel Aviv
Yad Eliahu

Youth Clubs
Bat Yam
Jerusalem
Tiberias

The sections below show how our projects operated during the year.

Projects supported
During the year 2023/24, WIZO.uk sent £1.632M (2022/23 £1.472M) to World WIZO towards about 100 projects, programmes and capital renovations.

Day Care Centres
WIZO opened its first Day Care Centre in 1926 with the aim of supporting working mothers. Today, an acknowledged leader in the field of Early Age Education, WIZO operates over 170 Day Care Centres for approximately 11,000 children from the age of 3 months up to 4 years.

WIZO's 170 Day Care Centres offer much more than just childcare to over 11,000 babies and toddlers. Mothers feel confident knowing that the Centres are run by professional staff providing emotional and developmental support to each child creating a warm and secure environment. Some Centres offer care for children at-risk who otherwise would not receive the proper nutrition and cognitive stimulation which is so important at an early age.

Thousands of mothers, in particular from immigrant and low economic backgrounds are free to study and fulfil their potential by working and pursuing successful and rewarding careers. For many of these children, whose parents cannot afford to feed their families, the food provided at the centre is the only hot meal that they will enjoy.

WIZO's trained and experienced caregivers engage children in early childhood development programmes aimed at developing cognitive and physical aptitude from infancy. These programmes encourage curiosity, experimental learning and self-expression, whilst increasing communication, speech and reading abilities. Educational games, music activities, movement, art and story time are geared to enhance muscle tone, coordination and increase children's attention spans. WIZO's **Rebecca Sieff Day Care Centre** in Jerusalem, this includes a sensory motor centre, a sound listening centre and a Lego room. The Pedagogical Unit based at World WIZO headquarters in Tel Aviv trains many of the national Day Care Centre staff, ensuring they receive regular continual professional development.

Multi-purpose Day Care Centres, open six days a week from 7am - 7pm, cater for children referred by social services and offer additional services including specialist social workers and psychologists. These at-risk children come from underprivileged backgrounds where many experience neglect or violence in the home. Every day, the children receive three freshly prepared healthy and nutritious meals.

WIZO.uk is responsible for contributing towards the operational costs of 29 Day Care Centres, located throughout Israel and accommodating almost 2,800 children. Two of the Centres are in close proximity to hospitals, enabling key workers to take advantage of the best possible childcare whilst they concentrate on their patients.

At WIZO Day Care Centres children receive high level early years education and developmental support in a loving and professional environment that allows them to enjoy their childhood and flourish. WIZO Day Care Centres provide the essential care and attention which at-risk children need for their wellbeing and safety. For many of these children, their WIZO Day Care Centre is more like home than their own residential home.

Sifriyat Pijama in partnership with PJ Library is a classroom-based reading programme in all WIZO Day Care Centres aiming to instil a life-long love of reading in children aged 3-7. The programme distributes high-quality story books in Hebrew, carefully chosen to invite and encourage discussion in school and at home. Children are introduced to the books in class and then take them home to keep and enjoy, offering them and their families an opportunity to expand their home library and to create a tradition of reading bedtime stories together.

WIZO's Sensory Motor Room campaign ensures that the bomb shelters in WIZO Day Care Centres are renovated to include sensory motor rooms. This has the dual purpose of providing a specialised area for teaching and monitoring motor skills whilst also ensuring that the bomb shelters provide a warm, comforting and familiar setting for the children in the case of a siren. Many of these Sensory Motor Rooms have been sponsored by WIZO.uk supporters. The entire Day Care Centre in Sderot is rocket proof, providing a safe environment for children and staff.

WIZO Centres
WIZO's Centres operate in more than 70 towns and cities across Israel. They provide a supportive environment for the entire family and often form the hub of a community. They offer a wide range of cultural, educational and social activities to accommodate all generations, including vocational and youth leadership training, art and music programmes, empowerment workshops for women, day trips, single parent support groups, legal advice bureau, dance and drama classes, night school, parenting workshops, conversation groups for new immigrants, second hand clothing shops, lectures and IT courses.

The "Warm Home" programmes for young women suffering from emotional neglect and living in vulnerable situations operate at the centres five days a week. Here they receive hot meals, counselling and social assistance, enabling them to build their self-confidence and increase self-esteem. Teenage girls at-risk also take part in a variety of programmes to improve their sense of self-esteem and perception of body image. At the Beit Adi Centre in Beer Sheva, girls at high-risk attend remedial and therapeutic programming and benefit from hands on vocational training enabling them to prosper and lead mainstream and productive lives. WIZO.uk contributes towards the running costs of 38 Centres. Sometimes the services being offered are free of charge, but often small fees are paid giving the recipients a degree of self-respect. The Centres are also used by the local municipalities for courses benefitting groups within the community. Where space is available, local branches will endeavour to ensure rooms are rented out at a commercial rate to help subsidise the activities provided.

Since the tragic events of October 7, 2023, the centres have increased their programmes of emotional and practical support.

Our Open House in Sderot provides extra services to care for those facing constant fear of rocket attacks. The staff are continually anticipating the growing needs of the local community and introducing appropriate therapies and practical support to ensure that adequate facilities and services are in place.

Youth Centres and Youth Clubs
WIZO's 50 youth centres and youth clubs across Israel provide disadvantaged and vulnerable teenagers with tutoring, guidance, pre-vocational training, communication, leadership, sport and science enrichment programmes plus training in music and the arts. Many of the centres also have a library, study centre and computer room. Young people are helped to develop their self-respect and self-esteem, and those at-risk are provided with specialist therapeutic facilities.

WIZO.uk provides funds towards four youth centres and youth clubs including the **Margaret Gold Music Centre** in Tiberias which uses music to encourage integration across different social groups with music lessons offered to children as young as six years. Children can learn to play a variety of instruments and perform at the centre's outdoor auditorium, as well as take part in tours around the country and even outside Israel.

WIZO's Bar/Bat Mitzvah programme attended by students from low socio-economic background, encompasses an education and cultural programme, focusing on leadership and empowerment. Each boy is given a set of tefillin (traditional religious item) and participates in a formal synagogue service. All girls, along with their mothers, take part in a challah baking ceremony, and at the end of the programme the children are provided with a celebration party.

Schools
The WIZO **Vocational High School** in Jerusalem provides life-changing support for vulnerable teenagers. The school is very often the last hope of a future for students with severe emotional and behavioural problems. Failed by mainstream education, this "School of Dreams" is committed to enabling every student to discover their strengths, learn to develop self-belief and to move forward into a fulfilling future. Students can study hairdressing, cookery and music technical tracks.

The school's expertise in educating students with special needs has resulted in their receiving more and more complex academic cases including children who have been excluded from mainstream schools. Staff members find themselves confronting extreme social conflicts and emergency situations on a daily basis. The school has introduced a new Emotional Therapy programme to meet the needs of students and staff. This includes additional social workers and therapists to deal with students at risk of suicide and violent tendencies, supporting post-hospitalised girls to ensure a gradual return to school life and workshops dealing with the impact of dangers such as alcohol and drugs.

Youth Villages
WIZO's five youth villages are home to 5,500 young people from disadvantaged backgrounds with 20% living in the school's residential dormitories.

WIZO's **Nahalal Youth Village**, which is operated through the Ministry of Education and supported by WIZO.uk and Canadian Hadassah WIZO, caters for 1,500 students aged 11-16, some referred by social services, with over 150 of these classed as at-risk. Students come from countries within the former Soviet Union, Europe, Canada, USA and Brazil to complete their schooling through the Na'aleh and Aniere youth education programmes. Many students recently arrived unaccompanied from Ukraine escaping from the conflict and have been cared for and provided with a full education. The children live in a small unit to ensure that all their emotional needs are met and learn Hebrew whilst continuing their studies.

WIZO.uk supports 'at-risk' children with individualised assessments, psychological counselling, education and treatment to help them rebuild their lives. These children go on to develop vital social skills and learn responsibility by delving into subjects with inherent therapeutic value, such as art, music and drama. To ensure these students do not fall behind in class, WIZO provides vital one-to-one tutoring as well as necessities such as clothes, shoes and toiletries.

All children are integrated and given the same learning opportunities. Areas of study at the school include agricultural science (such as dog breeding and horse training), biology, biotechnology, chemistry, computer science, design, communications and electrical engineering. The school is highly regarded as one of the best for agriculture in Israel. It is a leader in biotechnology and the first to be declared a 'green school' by the Ministry of Environment.

The Mahut Programme, which takes place within WIZO's schools and youth villages, is aimed at students with learning difficulties and ADHD. Teachers are professionally trained to work with very small groups, providing students with specialist care and equipping them with essential skills to help them overcome difficulties. The ultimate aim is to enable students to have a better quality of life and to achieve academic success.

Women's Shelters
WIZO's two residential shelters are safe havens for women and children who have suffered violence and are in immediate danger. The shelters provide therapeutic, social, legal and educational services free of charge to support and prepare women for an independent life free from violence and abuse.

WIZO.uk supports the running costs of one residential shelter in Jerusalem which accommodates women and their children from all communities and cultural backgrounds for a minimum stay of six months and in special cases up to one year. Many children at the shelter have suffered trauma from either witnessing violence or having been abused themselves and so social workers are on hand to work with the families in order to resolve any emotional issues. Pre-school age children are looked after within the shelter by professionally trained carers during the day, whilst older children attend nearby kindergartens and schools.

The shelter provides food, clothes and toys, as well as therapy, legal assistance, vocational training, tutoring, job assistance and support in locating a new home. In addition, WIZO'S Safety Net programme provides women with the ability to gain financial independence as part of a holistic plan that empowers mothers to provide a better future for themselves and their children. When the women are ready to leave the shelter, the WIZO Safety Net programme provides vital assistance to enable a new, independent life in which to raise children and thrive. The programme includes occupational training to help find a job; provision of kits of essential items such as small electric appliances, clothing, school supplies, linens, kitchen and household items; and the 'adoption' programme providing continuing emotional support to women and their children preventing the return to a cycle of violence. The Mine and Only Mine Programme teaches young men and women in schools how to identify and cope with negative influences and aggressive behaviour in the early stages of relationships. Knowing the warning signs is crucial in the fight against domestic violence in Israel.

Men's hotline
Many violent men lack the tools to deal with their anger in a non-violent way. Staffed by trained volunteers, WIZO's unique helpline enables these men to take responsibility for the help they need, providing initial support and encouragement, and direction towards the next step. The anonymous nature of the hotline allows men to call without the fear of stigma.

Assisting Girls at Risk
WIZO's 18 'Warm Home' programmes for teenagers and young women who are suffering from emotional neglect and living in vulnerable situations operate at WIZO centres five days a week. Hot meals, counselling, social assistance and training in basic skills are provided resulting in increased self-confidence and self-esteem and preventing self-destructive behaviour.

WIZO's Beit Adi Centre in Be'er Sheva is a rehabilitation and preventative facility for girls highly at-risk, many with nowhere to turn. Girls attend therapeutic programming and benefit from hands-on vocational training enabling them to prosper and lead mainstream and productive lives.

The Matrid programme aims to raise youth awareness of sexual assault. The sessions include lectures and workshops combining theoretical knowledge and practical tools such as self-defence techniques.

Wizo's Parents Home
100 elderly residents, 25% of whom are Holocaust survivors live at WIZO's parents home in Tel Aviv. They are provided with safe, comfortable housing, nourishing meals, medical support and a sense of community and enriching activities.

Working with minorities
WIZO provides vital services for all Israeli citizens, regardless of gender, race or religion. Projects and programmes across the country support Jewish, Arab, Druze, Bedouin, Christian and Circassian citizens, thus helping to promote a democratic society based upon respect, understanding, responsibility and equal opportunity.

Legislation
WIZO has had a hugely positive influence on legislation in Israel since Rachel Cohen-Kagan signed the Declaration of Israel's Independence on behalf of WIZO. WIZO's continuous campaigning for equal rights has included the passing of the 'WIZO Rule' requiring violent men subject to a restraining order, to undergo treatment.

WIZO's Day Care Centres and Schools employ teachers and caregivers from minority communities, which care for children from all sectors of society. Many successful graduates from the Vocational School in Jerusalem and the Youth Village in Nahalal are Arabs, where they learn harmoniously alongside Jewish students.

Moving forward, WIZO is using its vast experience gained over more than 100 years to continue to develop new opportunities in this evolving society to support those in its care.

Your support
WIZO.uk's gross income for 2023/24 was £2.136M (2022/23 £2.039M). Income was slightly higher when compared to last year because this year's significant income included both the Emergency Appeal and our Gala Dinner and Commitments Awards Ceremony. Whilst legacy income was lower than in the previous year, overall income was about £100,000 higher than the previous year.

Legacies
WIZO.uk is deeply grateful to our supporters who left a legacy towards WIZO's work through gifts in their wills. Their generous legacies, which totalled £398K in 2023/24 (2022/23 £895K), helped support hundreds of vulnerable families in Israel. We extend our sympathy and heartfelt thanks to their loved ones. We are also grateful to our supporters who have informed WIZO.uk of their plans to leave a gift in their Will. We applaud their foresight and leadership in making future generations of Israeli families a priority.

Individual supporters, patrons, trusts and foundations
In 2023/24, WIZO.uk received £377K (2022/23 £429K) from individual supporters, major donors, charitable trusts and family foundations. We are sincerely grateful for the loyal support and generosity of these individuals and organisations towards WIZO's work in Israel.

Group fundraising
Through volunteering their time and organising a wide range of successful events, our loyal, dedicated and generous supporter groups across the UK raised £495K during 2023/24 (2022/23 £327K). Further analysis of group income appears on page 23. The Trustees are grateful to all the Group Chairmen and their committees for their tireless work at raising much needed and valuable funds. Group fundraising includes amounts raised in respect of the Jewish Women's Week campaign which is detailed further below.

Events, appeals and campaigns
A variety of successful fundraising events which raised a total of £827K took place during the year and forms a part of events, appeals and campaigns income in the accounts. Events included the Emergency Appeal (£397K), Rosh Hashanah Appeal (£47K), Literary Lunch (£27K), Golf Day (£21K), Gala Dinner & Commitment Awards (£314K) and Quiz@Home (£21K).

Jewish Women's Week, which takes place every May, continues to be our most consistently successful fundraising campaign. Carried out by WIZO.uk's volunteers through door-to-door collections, Jewish Women's Week in 2023/24 raised £148K.

Looking ahead
We have continued to raise much needed funds for our Emergency Campaign together with additional specific needs. These have included providing funds to renovate a large number of bomb shelters in our Day Care Centres creating educational and comforting motor sensory rooms providing a safe environment during rocket attacks; sponsoring women from low-income backgrounds in a new B.Ed programme in early years education; supporting the growth of our therapy Legacy garden in Beit Hakerem – an educational and therapeutic space for teenagers at risk; and supporting the Sponsor A Child programme focusing on the traumatised families of Sderot.

We have hosted a number of events so far in 2024/25, namely the Quiz@Home, a Bridge Day, the launch of the Womens Professional Network, several Young Patrons and Professionals networking events, a musical event with 3 performers from Israel and a talk with Rachel Riley and Natasha Hausdorff about the current challenges facing the Jewish community. All events were well received and successful, raising much needed funds.

We are also looking forward to hosting our Gala Dinner and Entrepreneur Awards in September 2025 and our Literary Lunch in December 2025 with Anne Sebba as our guest speaker

Financial review
Income
WIZO.uk's total income from fundraising activities including investment income in 2023/24 was £2.136M (2022/23 £2.039M) before fundraising costs and other expenses. Our income for the year increased by approximately £100K largely because of additional income arising from the Emergency Appeal, plus our Gala Dinner and Commitment Awards evening, although its impact was reduced because our legacy income was lower in this financial year.

Charitable expenditure
During 2023/24, £1.632M (2022/23 £1.472M) was made available for projects, programmes, and capital renovations in Israel. This included £650K of previously committed grant funding, £326K from general funds, £199K from designated funds and £457K and from restricted funds. The previously committed grant funding ended on 30 September 2024.

Governance costs
Governance costs provide the governance infrastructure for the charity to operate and generate the information for public accountability and include the costs of strategic planning for the future development of the charity. Governance costs amounted to £56,944 (2022/23 £35,281) which is 2.7% of total income in 2023/24.

Investments
The charity holds most of its reserves as investments. At the year-end investments held amounted to £6.833M (2022/23 - £6,659M). During the year the charity made gains on its investment portfolio of £744K (2022/23 – gain £304K). The gain made in the year consists of £42K of realised loss and £786K of unrealised gains (2022/23 £5K gain realised, £299K gain unrealised).

The charity also received investment income from its investment portfolio and amounts held on fixed term deposits. During the year investment income amounted to £151K (2022/23 £157K). Overall, the charity's investment performance is in line with the investment objective of obtaining real returns focused on capital growth with income.

Reserves
Total reserves at year end amounted to £7.176M (2022/23 - £6.375M). WIZO.uk's policy on reserves is as follows:

The Charity's income is derived primarily from voluntary sources such as donations, legacies, and fundraising activities by its supporters, as well as investment income. These sources are subject to a level of unpredictability. The Trustees consider it necessary to consolidate and secure funding for the Charity's existing operating and charitable commitments and to build in sufficient reserves to enable it to respond to the charitable needs of the future, including the long-term sustainability of projects being supported. The Trustees do not feel they will be able to plan effectively without securing several years of reserves for these commitments and future cost increases, as well as enabling the Charity to respond to emergencies.

Following the completion of the strategic review carried out by the Trustees in 2013, it was agreed that reserves should cover two years fixed annual operating costs, excluding those directly relating to fundraising events, plus a provision of £1M held to protect the Charity if the investments matching the long-term grant liability diminish in value. In total our reserves requirement currently equates to approximately £3M. The Trustees constantly monitor the situation to ensure that the reserves are maintained at more than the policy requires. At the date of producing these accounts the Trustees have no concerns about meeting all expected costs.

Investment policy
In accordance with the investment policies approved by the Trustees and the Investment Committee, the investment objectives of WIZO.uk are to:

(a) Create sufficient financial return to enable the Charity to carry out its purposes effectively and without interruption
(b) Maintain and enhance the investment fund over any five-year period
(c) Obtain a reasonable balance between capital growth and income so that the fund can meet future demands as well as current needs
(d) Over the medium term achieve growth in the portfolio equal to or better than UK inflation (RPI) plus 2%. For this purpose, medium term is assumed as a business cycle of 7 to 10 years.

The Investment Committee meets twice a year to set investment policy and review performance. The Charity's investment portfolio is managed by two Investment Managers, with whom investment mandates have been agreed. The Investment Managers report on performance and compliance with their mandates at Investment Committee meetings and between meetings when considered necessary.

Volunteers
Our volunteers are the backbone of WIZO.uk's success and achievements. Volunteers, including our Trustees, Lay Advisors and supporter groups, donated many hours of their time during 2023/24. Fundraising activities were carried out by 100 supporter groups across the UK and through centrally organised events and campaigns. These groups work on a purely voluntary basis, whilst Head Office and regional offices use both salaried and voluntary workers.

Risk Management
The Trustees regularly review the risk register in order to assess the major risks to which the Charity is exposed. They are satisfied that good systems are in place to manage exposure to risks. Major risks considered include those associated with fundraising in an increasingly competitive market, a difficulty in attracting younger members, the current situation in Israel may deter people donating to Wizo.UK, and a general reluctance to donate towards an Israel based charity. The concept of Zionism has changed over the past hundred years and Israel is perceived as having a thriving modern economy with little need of outside financial assistance. Changing demographics within the UK community mean that our traditional membership supporter base has aged, and its fundraising potential has diminished. Measures have been taken to minimise strategic risks and initiatives are being constantly developed to ensure that the Charity retains its share of the fundraising market and increases its support from younger generations. Data Protection is also a significant business risk and therefore the charity complies with its GDPR regulations internally but where appropriate seeks external specialist advice on the Charity's preparedness and compliance with its legal obligations.

Governance
WIZO.uk is governed by a Board of Trustees that consists of no less than five and not more than fifteen individuals. The Charity is governed by its Memorandum and Articles of Association dated 1 July 2008 (as amended by Special Resolutions by the Members of the Charity on 1 July 2008 and on 22 June 2018), with key matters of governance set out in the governance handbook of the Charity.

The Board of Trustees comprises: A Chairman, a President, up to four Elected Trustees, and up to nine Appointed Trustees. The maximum term of service for an Elected or Appointed Trustee is two consecutive terms of office, with each term lasting three years. Elected Trustees shall be elected by Members in accordance with such procedures as shall be prescribed by the Trustees in the Standing Orders. An individual (who complies with any criteria which may be set out in the Standing Orders) may be appointed by the Board of Trustees as an Appointed Trustee.

Trustees that have recently joined the Board are provided with a comprehensive Trustee Induction Pack, to learn about the charity. They are also offered the chance to attend trustee training courses, if required. The removal of Trustees can only be made if a motion is raised at the Board explaining the reason for the motion, and why it is in the best interests of the charity to pass this motion, which can only be done by a majority vote of the Board.

The Board of Trustees meets at least four times a year to ensure that WIZO.uk has a clear vision, mission and strategic direction and is focused on achieving them. This involves monitoring and acting to ensure that performance and impact is achieved. For example, the Board reviews and approves the plans of the charity, receives and examines reports on the charity's financial affairs, monitors fundraising activities, and considers policies and procedures in areas such as risk management and legal and regulatory compliance.

A Finance Committee meets on a two monthly basis to consider strategic planning, financial controls, compliance, audit, grant procedures/projects and management reporting. An Investment Committee meets twice a year to set investment policy and review performance and an Audit and Control Committee meets twice a year to monitor the charity's audit, risk and internal control arrangements. No funds are held as custodian for another organisation.

WIZO.uk is currently led by the Chief Executive. The Senior Management Team consists of the Chief Executive, and the Director of Finance. The Senior Management Team deals with the operational aspects of the charity and carries out the strategic objectives that are set by the Board. Staff pay is the responsibility of the Remuneration Committee who meet to agree the annual pay award to staff for recommendation by the Board. All pay levels for the WIZO.uk key senior managers are benchmarked according to market practice and equivalent positions in other charitable organisations.

Supporter groups are managed locally by volunteers who have each signed a formal branch agreement with WIZO.uk. Financial activities of the groups have been consolidated within these accounts.

Commitment to Fundraising Guidance
We are committed to achieving the highest standards of professional fundraising. We registered with the Fundraising Regulator, to whom we pay the Fundraising Levy. Through the systems and processes, we have put in place, we aim to achieve the standards set out in the Fundraising Code of Practice. We are signed up to the Fundraising Preference Service, and we screen against the Telephone Preference Service where appropriate.

During 2023/24 we worked closely with an external consultant to ensure our fundraising data protection practices were compliant with the new General Data Protection Regulation (GDPR). This included a review of our policies, our contracts with event organisers and data sharing agreements. Our Database Manager is the GDPR Compliance Lead internally with a specific remit for compliance issues. This will help to ensure we continue to evolve our approach and to achieve best practice standards in all our fundraising activities.

WIZO.uk raises most of its voluntary income from individual supporters; Patrons, Charitable Trusts and Foundations; group fundraising; events; postal appeals; campaigns; Jewish Women's Week; and legacies. We do not employ third party professional fundraisers or commercial organisations to fundraise on our behalf, but we do engage third parties to manage the logistics of some events. Most of our fundraising activities are delivered in partnership with committees consisting of staff, Trustees and volunteers.

We do not take part in any intrusive or high-pressure fundraising activities such as street fundraising or cold calling by telephone. Our postal appeals are sent to existing donors only, and we establish new relationships with individual donors on the basis of personal contacts known to potential donors. We respect all requests to stop sending fundraising communications as set out in our Privacy Policy.

We are involved in door-to-door fundraising as part of Jewish Women's Week, which is the only door-to-door collection in the UK Jewish Community that is authorised by the Home Office; we are exemption order holders. The majority of Jewish Women's Week collectors are known to the individuals being approached. They are either their neighbours, members of the local community or previous supporters.

We monitor complaints arising from our fundraising activities and during 2023/24 we received no complaints.

Going Concern

The trustees consider that there is a reasonable expectation that WIZO.UK has adequate resources to continue in operational existence for the foreseeable future. The trustees believe that there are no material uncertainties that call into doubt the charity's ability to continue operating as a going concern.

Consequently, the accounts have been prepared on the basis that the Charity remains a going concern.

Trustees
The Trustees are also Directors for the purposes of company law. The Trustees who served during the year and up to the date of this report were as follows:

Elected Trustees

Danielle Shane	Chair
Annabel Stelzer	President (resigned 10 July 2025)
Ronit Ribak-Madari	(resigned 2 July 2024)

Appointed Trustees

Francine Barsam	(appointed 17 September 2024)
Nicholas Berman	(appointed 18 March 2025)
Stephen Brower	
Natasha Hausdorff	
Natasha Kaye	(resigned 29 May 2025)
Rupert Levy	(resigned 13 January 2024)
Claude Littner	(resigned 28 July 2025)
Debra Morris	(appointed 19 March 2024 & resigned 14 March 2025)
Mandana Namdar	(resigned 29 May 2024)
Kathryn Schnelling	
Jeremy Wootliff	(appointed 18 March 2025)

Disclosure of information to auditor
Each of the trustees (directors) has confirmed that there is no information of which they are aware which is relevant to the audit, but of which the auditor is unaware. Each has further confirmed that they have taken appropriate steps to identify such relevant information and to establish that the auditor is aware of such information.

On behalf of the Board of Trustees

Danielle Shane

Danielle Shane
Chair of Trustees

Dated: 31 Jul 2025

WIZO.uk
Registered Office: Ground Floor, 3 Penta Court, Station Road, Borehamwood, Hertfordshire WD6 1SL
A company limited by guarantee registered in England and Wales No: 06634748
Registered Charity in England and Wales No: 1125012

WIZO.UK

STATEMENT OF TRUSTEES' RESPONSIBILITIES

FOR THE YEAR ENDED 30 SEPTEMBER 2024

The Trustees, who are also the directors of WIZO.uk for the purpose of company law, are responsible for preparing the Trustees' Report and the accounts in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company Law requires the Trustees to prepare accounts for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that year.

In preparing these accounts, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;

- observe the methods and principles in the Charities SORP;

- make judgements and estimates that are reasonable and prudent; and

- prepare the accounts on a going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The Trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the accounts comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

WIZO.UK

INDEPENDENT AUDITOR'S REPORT

TO THE MEMBERS OF WIZO.UK

Opinion
We have audited the accounts of WIZO.uk (the 'charity') for the year ended 30 September 2024 which comprise the Statement of Financial Activities including Income & Expenditure Account, the Balance Sheet, the Statement of Cash Flows and notes to the accounts, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102, The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the accounts:

- give a true and fair view of the state of the charitable company's affairs as at 30 September 2024 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion
We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the accounts section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the accounts in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern
In auditing the accounts, we have concluded that the Trustees' use of the going concern basis of accounting in the preparation of the accounts is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the accounts are authorised for issue.

Our responsibilities and the responsibilities of the Trustees with respect to going concern are described in the relevant sections of this report.

Other information
The other information comprises the information included in the annual report, other than the accounts and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the accounts does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the accounts or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the accounts themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information; we are required to report that fact.

We have nothing to report in this regard.

Opinion on other matter prescribed by the Companies Act 2006
In our opinion, based on the work undertaken in the course of our audit:

- the information given in the Trustees' Report, which includes the Directors' Report prepared for the purposes of company law, for the financial year for which the accounts are prepared is consistent with the accounts; and
- the Directors' Report included within the Trustees' Report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception
In the light of the knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the Directors' Report included within the Trustees' Report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the accounts are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the accounts in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the trustees' report and from the requirement to prepare a strategic report.

Responsibilities of trustees
As explained more fully in the Statement of Trustees' Responsibilities, the trustees, who are also directors of the charitable company for the purpose of company law, are responsible for the preparation of the accounts and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of accounts that are free from material misstatement, whether due to fraud or error. In preparing the accounts, the trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the directors either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the accounts
Our objectives are to obtain reasonable assurance about whether the accounts as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these accounts.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

As part of our planning process:

- We enquired of management the systems and controls the charity has in place, the areas of the accounts that are most susceptible to the risk of irregularities and fraud, and whether there was any known, suspected or alleged fraud. The charity did not inform us of any known, suspected or alleged fraud.
- We obtained an understanding of the legal and regulatory frameworks applicable to the charity. We determined that the following were most relevant: the Charity SORP, FRS 102, Charities Act 2011, Companies Act 2006.
- We considered the incentives and opportunities that exist in the charity, including the extent of management bias, which present a potential for irregularities and fraud to be perpetuated, and tailored our risk assessment accordingly.
- Using our knowledge of the charity, together with the discussions held with the charity at the planning stage, we formed a conclusion on the risk of misstatement due to irregularities including fraud and tailored our procedures according to this risk assessment.

The key procedures we undertook to detect irregularities including fraud during the course of the audit included:

- Identifying and testing journal entries and the overall accounting records, in particular those that were significant and unusual.
- Reviewing the accounts disclosures and determining whether accounting policies have been appropriately applied.
- Testing key income lines for evidence of management bias.
- Assessing the validity of the classification of income, expenditure, assets and liabilities between unrestricted, designated and restricted funds.
- Reviewing documentation such as the charity board minutes for discussions of irregularities including fraud.
- Verifying year end investment values to the investment managers' reports and reviewing that the investments movements within the year included in the accounts have been appropriately calculated.
- Verifying bank balances to third party confirmations.

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the accounts even though we have properly planned and performed our audit in accordance with auditing standards. The primary responsibility for the prevention and detection of irregularities and fraud rests with the trustees of the charity.

A further description of our responsibilities is available on the Financial Reporting Council's website at: http://www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Darshna Choudhury

Darshna Choudhury (Senior Statutory Auditor)
for and on behalf of HW Fisher Audit

Chartered Accountants
Statutory Auditor
Acre House
11-15 William Road
London, NW1 3ER

31 Jul 2025

WIZO.UK

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 30 SEPTEMBER 2024

	Notes	Unrestricted funds general £	Designated funds £	Restricted funds £	Total 2024 £	Total 2023 £
Income from:						
Donations and legacies	**3**	708,811	-	66,184	774,995	1,324,240
Events, appeals and campaigns	**4**	813,355	-	397,120	1,210,475	558,031
Investments	**5**	150,566	-	-	150,566	157,181
Total income		1,672,732	-	463,304	2,136,036	2,039,452
Expenditure on:						
Raising funds	**6**	402,166	-	-	402,166	546,655
Charitable activities:						
WIZO.uk projects in Israel (*)	**7**	1,020,989	199,297	456,861	1,677,147	1,566,009
Total expenditure		1,423,155	199,297	456,861	2,079,313	2,112,664
Net gains on investments	**11**	743,957	-	-	743,957	303,924
Net income/(expenditure)		993,534	(199,297)	6,443	800,680	230,712
Transfers between funds	**12**	76,037	(55,000)	(21,037)	-	-
Net movement in funds		1,069,571	(254,297)	(14,594)	800,680	230,712
Fund balances at 1 October 2023		5,433,476	893,523	48,079	6,375,078	6,144,366
Fund balances at 30 September 2024		6,503,047	639,226	33,485	7,175,758	6,375,078

(*)The figure of £1,677,147 includes net commitments to our projects in Israel of £981,725 (see note 7).

The statement of financial activities includes all gains and losses recognised in the year.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

All income and expenditure derive from continuing activities.

WIZO.UK

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 30 SEPTEMBER 2023

Comparative Income and Expenditure Account	Notes	Unrestricted funds general £	Designated funds £	Restricted funds £	Total 2023 £
Income from:					
Donations and legacies	**3**	1,176,158	-	148,082	1,324,240
Events, appeals and campaigns	**4**	542,459	-	15,572	558,031
Investments	**5**	157,181	-	-	157,181
Total income		1,875,798	-	163,654	2,039,452
Expenditure on:					
Raising funds	**6**	546,655	-	-	546,655
Charitable activities:					
WIZO.uk projects in Israel (*)	**7**	1,144,251	264,334	157,424	1,566,009
Total expenditure		1,690,906	264,334	157,424	2,112,664
Net gains on investments	**11**	303,924	-	-	303,924
Net income/(expenditure)		488,816	(264,334)	6,230	230,712
Transfers between funds	**12**	(75,000)	75,000	-	-
Net movement in funds		413,816	(189,334)	6,230	230,712
Fund balances at 1 October 2022		5,019,660	1,082,857	41,849	6,144,366
Fund balances at 30 September 2023		5,433,476	893,523	48,079	6,375,078

(*)The figure of £1,566,009 includes net commitments to our projects in Israel of £821,758 (see note 7).

The statement of financial activities includes all gains and losses recognised in the year.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

All income and expenditure derive from continuing activities.

WIZO.UK

BALANCE SHEET

AS AT 30 SEPTEMBER 2024

	Notes	2024 £	2024 £	2023 £	2023 £
Fixed assets					
Intangible assets	**13**		6,000		12,000
Tangible assets	**14**		16,481		5,552
Investments	**15**		6,832,521		6,659,359
			6,855,002		6,676,911
Current assets					
Debtors	**17**	600,238		431,385	
Cash at bank and in hand		263,387		821,356	
		863,625		1,252,741	
Creditors: amounts falling due within one year	**18**	(542,869)		(1,514,574)	
Net current assets/(liabilities)			320,756		(261,833)
Total assets less current liabilities			7,175,758		6,415,078
Provision for liabilities	**19**		-		(40,000)
Net assets			7,175,758		6,375,078
Income funds					
Restricted funds	**21**		33,485		48,079
Unrestricted funds					
Designated funds	**22**	639,226		893,523	
General funds		6,503,047		5,433,476	
			7,142,273		6,326,999
			7,175,758		6,375,078

The accounts were approved by the Trustees on 31 Jul 2025

Danielle Shane

Danielle Shane
Chair of Trustees

Company Registration No. 06634748

WIZO.UK

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 30 SEPTEMBER 2024

	Notes	2024		2023	
		£	£	£	£
Cash flows from operating activities					
Net cash used in operating activities	**26**		(1,253,691)		(410,141)
Cash flows from investing activities					
Dividends and interest from investments		16,714		23,401	
Purchase of intangible fixed assets		-		(6,000)	
Purchase of plant and equipment		(15,509)		(1,405)	
Withdrawn from investment portfolio		694,517		560,069	
Net cash provided by investing activities			695,722		576,065
Net (decrease)/increase in cash and cash equivalents			(557,969)		165,924
Cash and cash equivalents at beginning of year			821,356		655,432
Cash and cash equivalents at end of year			263,387		821,356

WIZO.UK

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 30 SEPTEMBER 2024

1 Accounting policies

Charity information
WIZO.uk is a private company limited by guarantee incorporated in England and Wales. The registered office is Ground Floor, 3 Penta Court, Station Road, Borehamwood, Hertfordshire WD6 1SL

1.1 Accounting convention
The accounts have been prepared in accordance with Companies Act 2006 and "Accounting and Reporting by Charities" the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102"), (effective 1 January 2019). The charity is a Public Benefit Entity as defined by FRS 102).

The accounts are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these accounts are rounded to the nearest £.

The accounts have been prepared under the historical cost convention, modified to include fixed asset investments at fair value. The principal accounting policies adopted are set out below.

1.2 Going concern
At the time of approving the accounts, the Trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. The rationale for this conclusion is based on possessing a comfortable level of reserves at 30 September 2024 and as at the date of signing these accounts, the ability to liquidate its funds held on investment at any time. Consequently, the trustees continue to adopt the going concern basis of accounting in preparing the accounts.

1.3 Charitable funds
Unrestricted funds are available for use at the discretion of the Trustees in furtherance of their charitable objectives.

Designated funds comprise funds which have been set aside at the discretion of the Trustees for specific purposes. The purposes and uses of the designated funds are set out in the notes to the accounts.

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the accounts.

1.4 Income
Income is recognised when the charity is legally entitled to it, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid is recognised at the time of the donation.

Legacies are recognised on receipt or otherwise if the charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

Events, appeals, campaigns and government grant income is accounted for on a receivable basis.

Investment income and interest is accounted for on a receivable basis.

Income from support groups (note 3) is included gross to the relevant category on the Statement of Financial Activities.

1.5 Expenditure

Expenditure is recognised in the period to which they relate and included attributable VAT which cannot be recovered.

Costs of raising funds comprise the direct costs of functions and events and the general costs of promoting fundraising.

Direct charitable expenditure comprises all the expenditure relating to the activities carried out to achieve the charitable objectives.

Support costs comprise the costs incurred by the UK office in directly providing support for the Charity's activities. These have been allocated in full to the single charitable activity, remittances to Israel.

Governance costs represent the costs incurred in relation to the management of the Charity, organisational administration and compliance with constitutional and statutory requirements. These costs have also been allocated in full to the single charitable activity.

Staff costs are allocated between fundraising and charitable activities on the basis of time spent.

1.6 Intangible fixed assets

Intangible fixed assets are initially measured at cost and subsequently measured at cost, net of amortisation and any impairment losses.
Amortisation is recognised so as to write off the cost of assets less their residual values over their useful lives on the following basis:

Computer website	33% straight line

1.7 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost of assets less their residual values over their useful lives on the following bases:

Leasehold property	20% straight line
Computer hardware & software	20% - 33% straight line
Fixtures, fittings & equipment	33% straight line

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset and is recognised in net income/(expenditure) for the year.

1.8 Fixed asset investments

Fixed asset investments are initially measured at transaction price excluding transaction costs and are subsequently measured at fair value at each reporting date. Changes in fair value are recognised in the Statement of Financial Activities each year. Transaction costs are expensed as incurred.

1 Accounting policies (continued)

1.9 Impairment of fixed assets

At each reporting end date, the charity reviews the carrying amounts of its tangible and intangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1.10 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, and other short-term liquid investments with original maturities of three months or less.

1.11 Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all its financial instruments.

The charity only has assets and liabilities of a kind that qualify as basic financial instruments. These financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of fixed asset investments that are initially recognised at transaction value and subsequently recognised at their fair value.

1.12 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employees' services are received. Termination payments are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.13 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

1.14 Operating leases

Operating lease rentals are charged to the SOFA on a straight-line basis over the life of the lease. The charity does not hold any assets under a finance lease.

2 Critical accounting estimates and judgements

In the application of the charity's accounting policies, the Trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and judgements are based on the policies and the amount reported in the accounts. The estimates and judgements are based on the historical experiences and other factors including expectations of future events that are believed to be reasonable at the time such estimates and judgements are made.

In the view of the Trustees there are no significant estimates or judgements.

3 Donations and legacies

	Unrestricted funds General	Restricted funds	Total
	£	£	£
Donations and gifts	310,615	66,184	376,799
Legacies receivable	398,196	-	398,196
For the year ended 30 September 2024	**708,811**	**66,184**	**774,995**

	Unrestricted funds General	Restricted funds	Total
	£	£	£
Donations and gifts	281,075	148,082	429,157
Legacies receivable	895,083	-	895,083
For the year ended 30 September 2023	**1,176,158**	**148,082**	**1,324,240**

Contributions from supporting groups
The following amounts are included in the accounts in respect of contributions from societies:

	Total 2024	Total 2023
	£	£
Donations, Gifts and Legacies	96,888	114,384
Events, Appeals and Campaigns	398,333	213,041
	495,221	327,425
Less:		
Fundraising Costs	(32,740)	(22,004)
Support Costs	(878)	(175)
	(33,618)	(22,179)
Net income attributable to societies	461,603	305,246

4 Events, appeals and campaigns

	Unrestricted funds General	Restricted funds	Total
	£	£	£
Events, appeals and campaigns	813,355	397,120	1,210,475
Fundraising costs	(301,921)	-	(301,921)
Net events, appeals and campaigns year ended 30 September 2024	**511,434**	**397,120**	**908,554**

	Unrestricted funds General	Restricted funds	Total
	£	£	£
Events, appeals and campaigns	542,459	15,572	558,031
Fundraising costs	(438,093)	-	(438,093)
Net events, appeals and campaigns year ended 30 September 2023	**104,366**	**15,572**	**119,938**

5 Investments

	2024	2023
	£	£
Income from listed investments	133,852	133,780
Interest receivable	16,714	23,401
	150,566	157,181

All investment income is attributable to unrestricted funds.

6 Raising funds

	Unrestricted funds general	Designated funds	Restricted funds	Total 2024
	£	£	£	£
For the year ended 30 September 2024				
Promotion and publicity				
Seeking donations, grants and legacies	5,966	-	-	5,966
Staff costs	42,631	-	-	42,631
Total promotion and publicity costs	48,597	-	-	48,597
Fundraising costs				
Fundraising activity costs	214,207	-	-	214,207
Staff costs	87,715	-	-	87,715
Total fundraising costs	301,922	-	-	301,922
Investment management	51,647	-	-	51,647
	402,166	**-**	**-**	**402,166**

	Unrestricted funds general	Designated funds	Restricted funds	Total 2023
	£	£	£	£
For the year ended 30 September 2023				
Promotion and publicity				
Seeking donations, grants and legacies	7,879	-	-	7,879
Staff costs	43,742	-	-	43,742
Total promotion and publicity costs	51,621	-	-	51,621
Fundraising costs				
Fundraising activity costs	329,358	-	-	329,358
Staff costs	108,735	-	-	108,735
Total fundraising costs	438,093	-	-	438,093
Investment management	56,941	-	-	56,941
	546,655	**-**	**-**	**546,655**

7 Charitable activities:
WIZO.uk projects in Israel

	2024	2023
	£	£
Remittances to Israel	1,631,725	1,471,758
Less already provided for (See Note 18)	(650,000)	(650,000)
Net Commitments to Israel	981,725	821,758
Finance cost – existing commitments	19,544	31,701
	1,001,269	853,459
Share of support costs (see note 8)	618,934	677,269
Share of governance costs (see note 8)	56,944	35,281
	1,677,147	1,566,009
Analysis by fund		
Unrestricted funds – general	1,020,989	1,144,251
Unrestricted funds – designated	199,297	264,334
Restricted funds	456,861	157,424
	1,677,147	1,566,009

8 Support costs

For the year ended 30 September 2024

	Support costs	Governance costs	Total	Basis of allocation
	£	£	£	
Staff costs	249,003	13,087	262,090	Time spent
Depreciation	10,580	-	10,580	Support cost
Premises costs	153,165	-	153,165	Support cost
Consultancy	105,207	-	105,207	Support cost
Other costs	100,979	-	100,979	Support cost
Audit fees	-	42,717	42,717	Governance
Legal and professional	-	1,140	1,140	Governance
	618,934	56,944	675,878	
Analysed between				
Charitable activities	618,934	56,944	675,878	

8 Support costs (continued)

For the year ended 30 September 2023

	Support costs	Governance costs	Total	Basis of allocation
	£	£	£	
Staff costs	255,612	12,568	268,180	Time spent
Depreciation	13,604	-	13,604	Support cost
Premises costs	185,960	-	185,960	Support cost
Consultancy	115,896	-	115,896	Support cost
Other costs	106,197	-	106,197	Support cost
Audit fees	-	22,622	22,622	Governance
Legal and professional	-	91	91	Governance
	677,269	35,281	712,550	
Analysed between				
Charitable activities	677,269	35,281	712,550	

Included within support costs are amounts payable under operating lease arrangements which amounted to £133,362 (2023: £119,974).

9 Trustees

The trustees (or any persons connected with them) do not receive any remuneration or benefits from the charity. The charity is allowed to reimburse trustees for the travel costs associated with visits to Israel to monitor projects, as well as to WIZO group locations in the UK. Reimbursed expenses of £15 (2023: £404) were incurred relating to one trustee. In addition, the charity also purchased trustee indemnity insurance on behalf of the trustees. The cost of the insurance was £1,260 during the year (2023: £1,267).

The trustees may also donate to the charity. Donation income received from Trustees during the year amounted to £9,620 (2023: £2,945) of which £Nil (2023: £Nil) related to restricted fund donations.

10 Employees

Number of employees

The average monthly number of employees during the year was:

	2024 Number	2023 Number
Promotion and publicity department	2	2
Fundraising department	4	6
General and project support, administration, and governance	5	6
	11	14

10 Employees (continued)

Employment costs	2024 £	2023 £
Wages and salaries	356,536	374,316
Social security costs	23,737	31,155
Other pension costs	12,163	13,300
Redundancy costs	-	1,886
	392,436	420,657

The number of employees whose annual remuneration was £60,000 or more

	2024 Number	2023 Number
Between £70,001 and £80,000	-	1
Between £80,001 and £90,000	1	-

The charity's key management personnel comprise the Board of Trustees, the Chief Executive and the Director of Finance (remunerated as a consultant).

The total benefit received by key management personnel in the year amounted to £151,986 (2023: £149,035).

11 Net gains/(losses) on investments

	2024 £	2023 £
Revaluation of investments	785,474	298,705
(Loss)/gain on sale of investments	(41,517)	5,219
	743,957	303,924

All (loss)/gains on investments are attributable to unrestricted funds.

12 Transfers

Included within transfers between funds are the following:

- A transfer of £75,000 from designated funds to general funds with respect to the release of the Gala Dinner Reserve (see note 22).
- A transfer of £20,000 from restricted funds to designated funds relating to a commitment that was part funded by designated reserves in the previous year but attracted restricted funding in this year (see notes 21 & 22)
- A transfer of £1,037 from restricted funds to general funds as a result of small foreign exchange gains on completed projects (see note 21)

13 Intangible fixed assets

	Total - Website £
Cost	
At 1 October 2023	69,168
Additions	-
At 30 September 2024	69,168
Amortisation	
At 1 October 2023	57,168
Charge for the year	6,000
At 30 September 2024	63,168
Net Book Value	
At 30 September 2024	6,000
At 30 September 2023	12,000

All intangible fixed assets are used for charitable purposes.

14 Tangible fixed assets

	Leasehold property	Computer hardware & software	Fixtures, fittings & equipment	Total
	£	£	£	£
Cost				
At 1 October 2023	166,314	160,285	40,400	366,999
Additions	-	15,509	-	15,509
Disposals	-	-	(400)	(400)
At 30 September 2024	166,314	175,794	40,000	382,108
Depreciation				
At 1 October 2023	166,314	155,269	39,864	361,447
Charge for the year	-	4,044	536	4,580
Disposals			(400)	(400)
At 30 September 2024	166,314	159,313	40,000	365,627
Net Book Value				
At 30 September 2024	-	16,481	-	16,481
At 30 September 2023	-	5,016	536	5,552

All tangible fixed assets are used for charitable purposes.

15 Fixed asset investments

	Cash	Managed funds	Deposits	Total
	£	£	£	£
Cost or valuation				
At 1 October 2023	195,433	6,463,926	-	6,659,359
Additions	(2,217,643)	2,217,643	-	-
Valuation changes	-	785,474	-	785,474
Net capital withdrawals	(694,517)	-	-	(694,517)
Disposals	2,774,576	(2,774,576)	-	-
Investment income received	133,852	-	-	133,852
Investment management fees paid	(51,647)	-	-	(51,647)
At 30 September 2024	140,054	6,692,467	-	6,832,521

	Cash	Managed funds	Deposits	Total
	£	£	£	£
Cost or valuation				
At 1 October 2022	372,397	6,471,487	-	6,843,884
Additions	(1,573,132)	1,573,132	-	-
Valuation changes	-	298,705	-	298,705
Net capital withdrawals	(560,069)	-	-	(560,069)
Disposals	1,879,398	(1,879,398)	-	-
Investment income received	133,780	-	-	133,780
Investment management fees paid	(56,941)	-	-	(56,941)
At 30 September 2023	195,433	6,463,926	-	6,659,359

16 Subsidiary undertaking

The charity owned the whole of the issued share capital of Wizadvert Limited, a company incorporated in the United Kingdom, and which had 100 ordinary shares of £1 each. The registered address of the subsidiary undertaking was Charles House, 108-110 Finchley Road, London, NW3 5JJ. The company was dormant. On 11 January 2024 an application was made to strike off this company, and on 9 April 2024 the company was dissolved by way of a voluntary liquidation.

Consolidated accounts have not been prepared as the inclusion of the charity's only subsidiary in a set of consolidated accounts would not be material for the purposes of giving a true and fair view.

17 Debtors

	2024	2023
Amounts falling due within one year:	£	£
Other debtors	101,387	6,077
Prepayments and accrued income	498,851	399,640
	600,238	405,717
Amounts falling due after more than one year:		
Other debtors	-	25,668
	600,238	431,385

18 Creditors: amounts falling due within one year

	2024	2023
	£	£
Other taxation and social security	11,175	7,925
Other creditors	98,212	690,331
Accruals and deferred income	433,482	816,318
	542,869	1,514,574

Included within accruals and deferred income is £Nil (2023: £15,342) of income received in advance for events taking place after the year end. Also included within accruals and deferred income is an amount due to World Wizo of £Nil (2023: £650,000)

19 Provisions for liabilities

	2024	2023
	£	£
At the beginning of the year	-	-
	40,000	-
Provision for the year	-	40,000
Released in the year	(40,000)	-
At the end of the year	-	40,000

The provision relates to remedial works to the charity's former property to bring it in line with the commencement of the lease which was fully released during the year under review.

20 Retirement benefit schemes

Defined contribution schemes

The charity operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the charity in an independently administered fund.

The charge to profit or loss in respect of defined contribution schemes was £12,163 (2023: £13,300).

21 Restricted funds

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

		Movement in funds			
	Balance at 1 October 2023	Income	Expenditure	Transfers	Balance at 30 September 2024
	£	£	£	£	£
Tiberias Scholarships	1,800	-	-	-	1,800
P J Library Programme-Sderot	-	2,000	-	-	2,000
Sensory Motor & redecorations	-	17,384	(17,384)	-	-
Judy Goldkon Centre Emotional Therapy – Beit Hakerem	-	1,800	(1,800)	-	-
Diversity Project – Fundraising Initiative (Art Project)	4,123	-	-	-	4,123
Music Therapy Room – Rebecca Sieff Vocational School	4,700	-	(4,681)	(19)	-
Refurbishment - Adi Centre	-	20,000	-	(20,000)	-
Otzma Tze'irah Programme	360		-	-	360
Beit Hakarem Garden	5,062	-	-	-	5,062
Haifa Neve Sha'anan, Migdal Haemek & Rehovot Centre-Wizo Community Centres	-	25,000	(25,000)	-	-
Expanding Sound & Radio - Vocational School, Beit Hakerem	792	-	-	(792)	-
Furniture – DCC Yavne Ha'Arava, St Ramot, Weizman	227	-	-	(227)	-
Jerusalem, Rebecca Sieff	4,707	-	-		4,707
Emergency Appeal	8,500	397,120	(407,996)	1	(2,375)
Elaine and Neville Young	800	-	-	-	800
Nahalal Youth Village	1,000	-	-	-	1,000
Digitisation Project	16,008	-	-	-	16,008
	48,079	463,304	(456,861)	(21,037)	33,485

Restricted funds (continued)

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

		Movement in funds			
	Balance at 1 October 2022	**Income**	**Expenditure**	**Transfers**	**Balance at 30 September 2023**
	£	**£**	**£**	**£**	**£**
Tiberias Scholarships	1,800	-	-	-	1,800
Kitchen Refurbishment – Beit Sheva	-	33,416	(33,416)	-	-
Haddasim Youth Village	1,000	-	(1,000)	-	-
Greenhouse Construction – Beit Hakerem	-	23,000	(23,000)	-	-
Diversity Project – Fundraising Initiative (Art Project)	4,123	-	-	-	4,123
Music Therapy Room – Rebecca Sieff Vocational School	4,700	-	-	-	4,700
Computer Equipment & Furniture - Adi Centre	-	7,072	(7,072)	-	-
Otzma Tze'irah Programme	360		-	-	360
Beit Hakarem Garden	6,332	-	(1,270)	-	5,062
Haifa Neve Sha'anan, Migdal Haemek & Rehovot Centre-Wizo Community Centres	-	25,000	(25,000)	-	-
Expanding Sound & Radio - Vocational School, Beit Hakerem	792	-	-	-	792
Furniture – DCC Yavne	227	-	-	-	227
Ha'Arava, St Ramot, Weizman Refurbishment – Adi Centre	-	66,666	(66,666)	-	-
Jerusalem, Rebecca Sieff Centre	4,707	-	-	-	4,707
Emergency Appeal	-	8,500	-	-	8,500
Elaine and Neville Young DCC	800	-	-	-	800
Nahalal Youth Village	1,000	-	-	-	1,000
Digitisation Project	16,008	-	-	-	16,008
	41,849	163,654	(157,424)	-	48,079

22 Designated funds

The income funds of the charity include the following designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes:

		Movement in funds		
	Balance at 1 October 2023	Expenditure	Transfer	Balance at 30 September 2024
	£	£	£	£
Renovation reserve	739,662	(199,297)	20,000	560,365
Travel fund for membership dues	9,961	-	-	9,961
Gala Dinner reserve	75,000	-	(75,000)	-
Promotional reserve	68,900	-	-	68,900
	893,523	(199,297)	(55,000)	639,226

Renovation Reserve is to provide funds for renovations requested by World WIZO, as and when agreed by WIZO.uk. The Promotional Reserve is to provide funds for increasing awareness of WIZO.uk and its activities. The Travel fund relates to monies set aside from membership dues to fund the travel costs in order for participants to visit WIZO.uk's funded projects in Israel. The Gala Dinner Reserve relates to funds set aside to partially pay for our Gala Dinner that took place in March 2024.

		Movement in funds		
	Balance at 1 October 2022	Expenditure	Transfer	Balance at 30 September 2023
	£	£	£	£
Renovation reserve	1,003,996	(264,334)	-	739,662
Travel fund for membership dues	9,961	-	-	9,961
Gala Dinner reserve	-	-	75,000	75,000
Promotional reserve	68,900	-	-	68,900
	1,082,857	(264,334)	75,000	893,523

23 Analysis of net assets between funds

	General funds	Designated funds	Restricted funds	Total
	£	£	£	£
Fund balances at 30 September 2024 are represented by:				
Intangible and Tangible fixed assets	22,481	-	-	22,481
Investments	6,159,810	639,226	33,485	6,832,521
Current assets/(liabilities)	320,756	-	-	320,756
	6,503,047	639,226	33,485	7,175,758

	General funds	Designated funds	Restricted funds	Total
	£	£	£	£
Fund balances at 30 September 2023 are represented by:				
Intangible and Tangible fixed assets	17,552	-	-	17,552
Investments	5,717,757	893,523	48,079	6,659,359
Current assets/(liabilities)	(301,833)	-	-	(301,833)
	5,433,476	893,523	48,079	6,375,078

24 Operating lease commitments

At the 30 September 2024, the charity had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2024	2023
	£	£
Land and buildings		
Within one year	16,510	74,400
Between two and five years	-	16,510
	16,510	90,910
Other		
Within one year	7,920	7,920
Between two and five years	15,840	-
	23,760	7,920

25 Related party transactions

During the year, except as disclosed in note 9, there were no related party transactions (2023: nil).

26 Cash generated from operations	2024	2023
	£	£
Net income for the year	800,680	230,712
Adjustments for:		
Investment income recognised in profit or loss	(150,566)	(157,181)
Fair value (gains) on investments	(785,474)	(298,705)
Depreciation of intangible and tangible fixed assets	10,580	13,604
Investment management fees paid from portfolio	51,647	56,941
Movements in working capital:		
Increase in debtors	(168,853)	(58,086)
Decrease in creditors	(971,705)	(237,426)
(Decrease)/increase in provisions for liabilities and charges	(40,000)	40,000
Cash absorbed by operations	(1,253,691)	(410,141)

27 Analysis of changes of net debt

The charity had no net debt during the year.

WIZO.UK

England & Wales - Charity number 1125012

Accounts

Charity Registration No. 1125012

Company Registration No. 06634748 (England and Wales)

WIZO.UK

ANNUAL REPORT AND ACCOUNTS

FOR THE YEAR ENDED 30 SEPTEMBER 2023

WIZO.UK

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	Annabel Stelzer – Chair Stephen Brower Natasha Hausdorff Claude Littner Natasha Kaye Debra Morris Ronit Ribak-Madari Danielle Shane Kathryn Schnelling
Secretary	Michael Kyriakides
Charity Number	1125012
Company number	06634748
Registered address	Charles House 108 - 110 Finchley Road London NW3 5JJ
Auditor	HW Fisher LLP Acre House 11-15 William Road London NW1 3ER United Kingdom
Bankers	Barclays Bank Plc Leicester Servicing Centre Leicester L87 2BB

Investment advisors	Veritas Asset Management (UK) Ltd 1st Floor 90 Long Acre London WC2E 9RA	Investec Wealth and Investec Limited 2 Gresham Street London EC2 7QP

WIZO.UK

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WIZO.UK

TRUSTEES' REPORT

FOR THE YEAR ENDED 30 SEPTEMBER 2023

The Trustees (who are also the directors of the charity for the purposes of the Companies Act) present their annual report together with the accounts of WIZO.uk for the year ended 30 September 2023. This report is also the directors' report as required by Company Law.

The accounts have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with its Memorandum and Articles of Association, the Companies Act 2006, and Accounting and Reporting by Charities the 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 (FRS102) (effective 1 January 2019).

Status
WIZO.uk is a registered charity and company limited by guarantee and its governing document is the Memorandum and Articles of Association. WIZO.uk is part of a worldwide organisation comprising 38 national Federations affiliated to World WIZO whose offices are based in Israel. WIZO.uk's Head Office is based in London, however there are 95 regional groups located across the UK which fundraise on behalf of the charity.

Public Benefit
The Trustees present their report and accounts for the year ended 30 September 2023. In doing so, the Trustees have complied with their duty in Section 17 of the Charities Act 2011 to have due regard to the guidance published by the Charity Commission. The benefit to the public is manifestly demonstrated by the activities and achievements described in this report.

Our approach and aims
As the largest social welfare organisation working with the Israeli Government, World WIZO provides essential services for disadvantaged and vulnerable citizens at every stage of life, from babies to the elderly. With over 250,000 members worldwide, WIZO is the main agent for change for the people of Israel.

WIZO.uk raises funds for programmes and centres in Israel. With over 800 projects and programmes, World WIZO operates a vast range of services. These include:

- Day care centres, keeping thousands of children safe and secure.
- Youth villages and schools, educating socially disadvantaged and vulnerable teenagers.
- Youth clubs and community centres, providing after school facilities and social and educational programmes for all age groups.
- Facilities and helplines, supporting victims of domestic violence and their young families.
- Centres assisting immigrants with integration into Israeli society.

WIZO.uk's vision and mission
- Our vision is for an Israeli society that cares for all citizens regardless of gender, race, ethnicity and religion, which focuses on the education and welfare of women, children and youth.
- Our mission is to help support and strengthen vulnerable families in Israel.

The objectives of the Charity are to:
- Benefit the people of Israel by supporting the charitable work of WIZO in the State of Israel through the support of young people, women affected by violence, families in need, immigrants, and the elderly.
- Advance, for the benefit of the public, education (including vocational schools) amongst all sections of the population in Israel.
- Relieve poverty amongst all sections of the population in Israel.
- Advance, for the benefit of the public, education about the work of WIZO amongst all sections of the Jewish communities of the United Kingdom.

WIZOUK PROJECTS ACROSS ISRAEL

Community Centres
Ashdod
Ashkelon
Bat Yam
Be'er Sheva
Dimona
Eilat
Givatayim
Hadera
Haifa
Herzliya
Hod Hasharon
Holon
Jaffa
Jerusalem
Kadima
Kiryat Gat
Kiryat Malachi
Kiryat Yam
Mechola
Migdal Haemek
Nahariya
Nazareth Illit
Nes Ziona
Netanya
Ofakim
Pardes Katz
Petach Tikvah
Ra'anana
Ramat Gan
Ramat Hasharon
Rehovot
Rishon Le'Zion
Safed
Tel Aviv
Zarit
Zichron Yaakov

Day Care Centres
Air Base
Ashdod
Ashkelon
Bat Yam
Bet Shemesh
Eilat
Givatayim
Hadera
Jerusalem
Kadima
Kfar Saba
Kiryat Motzkin
Kiryat Shmona
Maoz Zion
Mevasseret
Nes Harim
Netanya
Or Yehuda
Ramat Gan
Rishon Le'Zion
Sderot
Tel Aviv
Yavne
Zur Shalom



Prevention of Violence Centres
Ashkelon
Jerusalem
Ramat Gan

Schools
Jerusalem
Nahalal

Shelters for victims of domestic violence

Shops
Holon
Jerusalem
Petach Tikva
Tel Aviv
Yad Eliahu

Youth Clubs
Bat Yam
Jerusalem
Tiberias

The sections below show how our projects operate during the year.

Projects supported
During the year 2022/23, WIZO.uk sent £1.472M (2021/22 £1.174M) to World WIZO towards about 100 projects, programmes and capital renovations.

Day Care Centres
WIZO opened its first Day Care Centre in 1926 with the aim of supporting working mothers. Today, an acknowledged leader in the field of Early Age Education, WIZO operates over 170 Day Care Centres for approximately 11,000 children from the age of 3 months up to 4 years.

WIZO's 170 Day Care Centres offer much more than just childcare to over 11,000 babies and toddlers. Mothers feel confident knowing that the Centres are run by professional staff providing emotional and developmental support to each child creating a warm and secure environment. Some Centres offer care for children at-risk who otherwise would not receive the proper nutrition and cognitive stimulation which is so important at an early age.

Thousands of mothers, in particular from immigrant and low economic backgrounds are free to study and fulfil their potential by working and pursuing successful and rewarding careers. For many of these children, whose parents cannot afford to feed their families, the food provided at the centre is the only hot meal that they will enjoy.

WIZO's trained and experienced caregivers engage children in early childhood development programmes aimed at developing cognitive and physical aptitude from infancy. These programmes encourage curiosity, experimental learning and self-expression, whilst increasing communication, speech and reading abilities. Educational games, music activities, movement, art and story time are geared to enhance muscle tone, coordination and increase children's attention spans. WIZO's **Rebecca Sieff Day Care Centre** in Jerusalem, this includes a sensory motor centre, a sound listening centre and a Lego room. The Pedagogical Unit based at World WIZO headquarters in Tel Aviv trains many of the national Day Care Centre staff, ensuring they receive regular continual professional development.

Multi-Purpose Day Care Centres, which are mainly located in very low socio-economic areas, cater for children referred by social services from 7am to 7pm, six days a week. These children come from poor or underprivileged backgrounds where many experience neglect or violence at home. The centres provide additional services such as social workers, psychologists and therapists, as well as parenting programmes to encourage positive family bonding. All children receive three freshly prepared healthy and nutritious meals (breakfast, lunch and dinner).

WIZO.uk's responsibility is to contribute towards the operational costs of 19 Day Care Centres which are located throughout Israel. These are situated in a variety of neighbourhoods with different socio-economic profiles and accommodate about 2,800 children. Two of the centres are in close proximity to hospitals, which enables medical staff to take advantage of the best possible childcare whilst at work.

At WIZO Day Care Centres children receive high level early years education and developmental support in a loving and professional environment that allows them to enjoy their childhood and flourish. WIZO Day Care Centres provide the essential care and attention which at-risk children need for their wellbeing and safety. For many of these children, their WIZO Day Care Centre is more like home than their own residential home.

WIZO Centres
WIZO's Centres operate in more than 70 towns and cities across Israel. They provide a supportive environment for the entire family and often form the hub of a community. They offer a wide range of cultural, educational and social activities to accommodate all generations, including vocational and youth leadership training, art and music programmes, empowerment workshops for women, day trips, single parent support groups, legal advice bureau, dance and drama classes, night school, parenting workshops, conversation groups for new immigrants, second hand clothing shops, lectures and IT courses. Our 'Golden Age' clubs provide services and activities appropriate to the changing lifestyle of senior citizens.

WIZO Centres (continued)
The "Warm Home" programmes for young women suffering from emotional neglect and living in vulnerable situations operate at the centres five days a week. Here they receive hot meals, counselling and social assistance, enabling them to build their self-confidence and increase self-esteem. Teenage girls at-risk also take part in a variety of programmes to improve their sense of self-esteem and perception of body image. At the Beit Adi Centre in Beer Sheva, girls at high-risk attend remedial and therapeutic programming and benefit from hands on vocational training enabling them to prosper and lead mainstream and productive lives. WIZO.uk contributes towards the running costs of 38 Centres. Sometimes the services being offered are free of charge, but often small fees are paid giving the recipients a degree of self-respect. The Centres are also used by the local municipalities for courses benefitting particular groups within the community. Where space is available, local branches will endeavour to ensure rooms are rented out at a commercial rate to help subsidise the activities provided.

Youth Centres and Youth Clubs
WIZO's 50 youth centres and youth clubs across Israel provide disadvantaged and vulnerable teenagers with tutoring, guidance, pre-vocational training, communication, leadership, sport and science enrichment programmes plus training in music and the arts. Many of the centres also have a library, study centre and computer room. Young people are helped to develop their self-respect and self-esteem, and those at-risk are provided with specialist therapeutic facilities. WIZO.uk provides funds towards four Youth Centres and Youth Clubs.

The **Margaret Gold Music Centre** in Tiberias was established in 1983. Today it is a hub for young people interested in studying music, regardless of their socio-economic background. The centre focuses on making music and using this medium to encourage integration across different social groups with music lessons offered to children as young as six. As learning to play an instrument is expensive, this programme enables children from low income and immigrant families to study music, learn to play a variety of instruments at the centre's outdoor auditorium, and perform at tours around the country and even outside Israel.

WIZO's Bar/Bat Mitzvah programme attended by students from low socio-economic background, encompasses an education and cultural programme, focusing on leadership and empowerment. Each boy is given a set of tefillin (traditional religious item) and participates in a formal synagogue service. All girls, along with their mothers, take part in a challah baking ceremony, and at the end of the programme the children are provided with a celebration party.

Schools
The WIZO **Vocational High School** in Jerusalem provides life-changing support for vulnerable teenagers. The school is very often the last hope of a future for students with severe emotional and behavioural problems. Failed by mainstream education, this "School of Dreams" is committed to enabling every student to discover their strengths, learn to develop self-belief and to move forward into a fulfilling future. Students can study hairdressing, cookery and music technical tracks.

The school's expertise in educating students with special needs has resulted in their receiving more and more complex academic cases including children who have been excluded from mainstream schools. Staff members find themselves confronting extreme social conflicts and emergency situations on a daily basis. The school has introduced a new Emotional Therapy programme to meet the needs of students and staff. This includes additional social workers and therapists to deal with students at risk of suicide and violent tendencies, supporting post-hospitalised girls to ensure a gradual return to school life and workshops dealing with the impact of dangers such as alcohol and drugs

Youth Villages
WIZO's five youth villages are home to 5,500 young people from disadvantaged backgrounds with 20% living in the school's residential dormitories.

WIZO's **Nahalal Youth Village**, which is operated through the Ministry of Education and supported by WIZO.uk and Canadian Hadassah WIZO, , caters for 1,500 students aged 11-16, some referred by social services, with over 150 of these classed as at-risk. Students come from countries within the former Soviet Union, Europe, Canada, USA and Brazil to complete their schooling through the Na'aleh and Aniere youth education programmes. Many students recently arrived unaccompanied from Ukraine escaping from the conflict and have been cared for and provided with a full education. The children live in a small unit to ensure that all their emotional needs are met and learn Hebrew whilst continuing their studies.

WIZO.uk supports 'at-risk' children with individualised assessments, psychological counselling, education and treatment to help them rebuild their lives. These children go on to develop vital social skills and learn responsibility by delving into subjects with inherent therapeutic value, such as art, music and drama. To ensure these students do not fall behind in class, WIZO provides vital one-to-one tutoring as well as necessities such as clothes, shoes and toiletries.

All children are integrated and given the same learning opportunities. Areas of study at the school include agricultural science (such as dog breeding and horse training), biology, biotechnology, chemistry, computer science, design, communications and electrical engineering. The school is highly regarded as one of the best for agriculture in Israel. It is a leader in biotechnology and the first to be declared a 'green school' by the Ministry of Environment. Nahalal students are ranked among the top students in the country and the induction rate of graduates into the IDF is one of the highest in the State of Israel.

The Mahut Programme, which takes place within WIZO's schools and youth villages, is aimed at students with learning difficulties and ADHD. Teachers are professionally trained to work with very small groups, providing students with specialist care and equipping them with essential skills to help them overcome difficulties. The ultimate aim is to enable students to have a better quality of life and to achieve academic success.

Women's Shelters
It has been well documented that since the Covid-19 lockdown, domestic violence in Israel and worldwide has increased. WIZO continues to respond to this need on many levels.

WIZO's two residential shelters are safe havens for women and children who have suffered violence and are in immediate danger. The shelters provide therapeutic, social, legal and educational services free of charge to support and prepare women for an independent life free from violence and abuse.

WIZO.uk supports the running costs of one residential shelter in Jerusalem which accommodates women and their children from all communities and cultural backgrounds for a minimum stay of six months and in special cases up to one year. Many children at the shelter have suffered trauma from either witnessing violence or having been abused themselves and so social workers are on hand to work with the families in order to resolve any emotional issues. Pre-school age children are looked after within the shelter by professionally trained carers during the day, whilst older children attend nearby kindergartens and schools.

The shelter provides food, clothes and toys, as well as therapy, legal assistance, vocational training, tutoring, job assistance and support in locating a new home. In addition, WIZO'S Safety Net programme provides women with the ability to gain financial independence as part of a holistic plan that empowers mothers to provide a better future for themselves and their children once they leave the safety of the shelter. This includes the provision of household items necessary for setting up a new home together with ongoing emotional support to ensure that the women do not re-enter the cycle of violence.

The Matrid Programme aims to raise youth awareness of sexual assault. The sessions include lectures and workshops combining theoretical knowledge and practical tools such as self-defence techniques.

The Mine and Only Mine Programme teaches young men and women in schools how to identify and cope with negative influences and aggressive behaviour in the early stages of relationships. Knowing the warning signs is crucial in the fight against domestic violence in Israel.

Men's hotline
Many violent men lack the tools to deal with their anger in a non-violent way. Staffed by trained volunteers, WIZO's unique helpline enables these men to take responsibility for the help they need, providing initial support and encouragement, and direction towards the next step. The anonymous nature of the hotline allows men to call without the fear of stigma. The Violent Men's Hotline, unique to WIZO, is the only one of its kind in Israel and provides counselling for men who wish to reform but do not have the tools to deal with their anger. Calls to this hotline have increased greatly during and since the pandemic.

Assisting Girls at Risk
WIZO's 18 'Warm Home' programmes for teenagers and young women who are suffering from emotional neglect and living in vulnerable situations operate at WIZO centres five days a week. Hot meals, counselling, social assistance and training in basic skills are provided resulting in increased self-confidence and self-esteem and preventing self-destructive behaviour.

Wizo's Parents Home
100 elderly residents, 25% of whom are Holocaust survivors live at WIZO's parents home in Tel Aviv. They are provided with safe, comfortable housing, nourishing meals, medical support and a sense of community and enriching activities.

Working with minorities
WIZO provides vital services for all Israeli citizens, regardless of gender, race or religion. Projects and programmes across the country support Jewish, Arab, Druze, Bedouin, Christian and Circassian citizens, thus helping to promote a democratic society based upon respect, understanding, responsibility and equal opportunity.

WIZO's Day Care Centres and Schools employ teachers and caregivers from minority communities, which care for children from all sectors of society. Many successful graduates from the Vocational School in Jerusalem and the Youth Village in Nahalal are Arabs, where they learn harmoniously alongside Jewish students.

Moving forward, WIZO is using its vast experience gained over more than 100 years to continue to develop new opportunities in this evolving society to support those in its care.

Your support
WIZO.uk's gross income for 2022/23 was £2.039M (2021/22 £1.392M). Income was higher when compared to last year because this year we were in receipt of some significant legacies, and we also conducted our Women Leading the Appeal which encompassed our first event immersive exhibition.

Legacies
WIZO.uk is deeply grateful to our supporters who left a legacy towards WIZO's work through gifts in their wills. Their generous legacies, which totalled £895K in 2022/23, helped support hundreds of vulnerable families in Israel. We extend our sympathy and heartfelt thanks to their loved ones. We are also grateful to our supporters who have informed WIZO.uk of their plans to leave a gift in their Will. We applaud their foresight and leadership in making future generations of Israeli families a priority.

Individual supporters, patrons, trusts and foundations
In 2022/23, WIZO.uk received £429K from individual supporters, major donors, charitable trusts and family foundations. We are sincerely grateful for the loyal support and generosity of these individuals and organisations towards WIZO's work in Israel.

Group fundraising
Within our income of £429K from individual supports, patrons and trusts and foundations, through volunteering their time and organising a wide range of successful events, our loyal, dedicated and generous supporter groups across the UK raised £327K during 2022/23. Further analysis of group income appears on page 23. The Trustees are grateful to all the Group Chairmen and their committees for their tireless work at raising much needed and valuable funds. Group fundraising includes amounts raised in respect of the Jewish Women's Week campaign which is detailed further below.

Events, appeals and campaigns
A variety of successful fundraising events which raised a total of £302K took place during the year and forms a part of events, appeals and campaigns income in the accounts. Events included the Rosh Hashanah Appeal (£32K), Literary Lunch (£30K), Women Leading the Way Appeal (£65K), Women Leading the Way Exhibition (£154K) and Quiz@Home (£21K).

Jewish Women's Week, which takes place every May, continues to be our most consistently successful fundraising campaign. Carried out by WIZO.uk's volunteers through door-to-door collections, Jewish Women's Week in 2022/23 raised £139K.

Looking ahead

Immediately following the end of this financial year, we were all shocked and saddened by the horrors of October 7th and the subsequent conflict. WIZO, as a first responder and the largest social welfare organisation in Israel, immediately put into action a programme of practical and emotional support for the displaced, traumatised and vulnerable of all ages. We have continued to implement specialist emotional and psychological therapy throughout our schools and centres to help heal those in our care, many of whom were already at-risk. Time is of the essence, and we cannot delay supporting a nation in trauma. To date we have raised just over £400K since October 2023 all of which has been sent to Israel during this great time of need.

In late March 2024 we hosted our Gala Dinner which incorporated the 3rd WIZO Commitment Awards which seeks to recognise those who have demonstrated outstanding commitment to changing lives and building futures. The awards, which are open to nominations of candidates of all faiths and communities, salute the impact and passion of individuals, organisations, businesses, and corporates, who use their experience, skills, or opportunities to make the world a better place. This will continue our Women Leading the Way Campaign. This is not to suggest that all nominees need to be women but many of the categories relate to the improvement of the lives of women. The Dinner was a great success raising further sums for Wizo.UK this year.

We have hosted a number of events so far in 2023/2024, namely the Literary Lunch, Gold Day and the Quiz@Home, both of which were successful and raised a good level of income.

Our legacy income remains buoyant, and in addition we are raising funds via the Living Legacy Campaign inviting participation in a Legacy Garden, WIZO's Legacy Garden of Dreams at Beit Hakerem. This is promoted to members, supporters and donors encouraging them to leave a legacy – connecting their support of WIZO with the next generations of their loved ones. This therapeutic garden provides alternative methods of educating students at risk together with a space for teaching sustainability and environmental matters. Produce grown in the garden will be used in the kitchens at Beit Hakerem.

Finally, WIZO.uk's will be migrating to its new CRM in the summer of 2024. The new CRM is a cloud-based solution which will increase its functionality and strengthen its security features.

Financial review

Income

WIZO.uk's total income from fundraising activities including investment income in 2022/23 was £2.039M (2021/22 £1.392M) before fundraising costs and other expenses. Our income for the year increased by approximately £650K largely because of an increase in legacy income of just over £400K and the Women Leading The Way Campaign and Exhibition which raised £219K in total.

Charitable expenditure

During 2022/23, £1.472M (2021/22 £1.174M) was made available for projects, programmes, and capital renovations in Israel. This included £650K of previously committed grant funding, £401K from general funds, £264k from designated funds and £157K and from restricted funds. The previously committed grant funding has one more year to go with 2023/24 being the last year of funding of this nature. Further details of the previously committed grant funding amount of £650K can be found within note 19 of the financial statements.

Governance costs

Governance costs provide the governance infrastructure for the charity to operate and generate the information for public accountability and include the costs of strategic planning for the future development of the charity. Governance costs amounted to £35,281 which is 1.7% of total income in 2022/23.

Investments

The charity holds most of its reserves as investments. At the year-end investments held amounted to £6.659M (2021/22 - £6,844M). During the year the charity made gains on its investment portfolio of £304K (2021/22 – loss £459K). The gain made in the year consists of £5K of realised gains and £299K of unrealised gains (2021/22 £13K loss realised, £446K loss unrealised).

Financial Review (continued)
The charity also received investment income from its investment portfolio and amounts held on fixed term deposits. During the year investment income amounted to £157K (2021/22 £120K). Overall, the charity's investment performance is in line with the investment objective of obtaining real returns focused on capital growth with income.

Reserves
Total reserves at year end amounted to £6.375M (2021/22 - £6.144M). WIZO.uk's policy on reserves is as follows:

The Charity's income is derived primarily from voluntary sources such as donations, legacies, and fundraising activities by its supporters, as well as investment income. These sources are subject to a level of unpredictability. The Trustees consider it necessary to consolidate and secure funding for the Charity's existing operating and charitable commitments and to build in sufficient reserves to enable it to respond to the charitable needs of the future, including the long-term sustainability of projects being supported. The Trustees do not feel they will be able to plan effectively without securing several years of reserves for these commitments and future cost increases, as well as enabling the Charity to respond to emergencies.

Following the completion of the strategic review carried out by the Trustees in 2013, it was agreed that reserves should cover two years fixed annual operating costs, excluding those directly relating to fundraising events, plus a provision of £1M held to protect the Charity if the investments matching the long-term grant liability diminish in value. In total our reserves requirement currently equates to approximately £3M. The Trustees constantly monitor the situation to ensure that the reserves are maintained at more than the policy requires. At the date of producing these financial statements the Trustees have no concerns about meeting all expected costs.

Investment policy
In accordance with the investment policies approved by the Trustees and the Investment Committee, the investment objectives of WIZO.uk are to:

(a) Create sufficient financial return to enable the Charity to carry out its purposes effectively and without interruption
(b) Maintain and enhance the investment fund over any five-year period
(c) Obtain a reasonable balance between capital growth and income so that the fund can meet future demands as well as current needs
(d) Over the medium term achieve growth in the portfolio equal to or better than UK inflation (RPI) plus 2%. For this purpose, medium term is assumed as a business cycle of 7 to 10 years.

The Investment Committee meets twice a year to set investment policy and review performance. The Charity's investment portfolio is managed by two Investment Managers, with whom investment mandates have been agreed. The Investment Managers report on performance and compliance with their mandates at Investment Committee meetings and between meetings when considered necessary.

Volunteers
Our volunteers are the backbone of WIZO.uk's success and achievements. Volunteers, including our Trustees, Lay Advisors and supporter groups, donated many hours of their time during 2022/23. Fundraising activities were carried out by 95 supporter groups across the UK and through centrally organised events and campaigns. These groups work on a purely voluntary basis, whilst Head Office and regional offices use both salaried and voluntary workers.

Risk Management
The Trustees regularly review the risk register in order to assess the major risks to which the Charity is exposed. They are satisfied that good systems are in place to manage exposure to risks.

Major risks considered include those associated with fundraising in an increasingly competitive market, a difficulty in attracting younger members, the current situation in Israel may deter people donating to Wizo.UK, and a general reluctance to donate towards an Israel based charity. The concept of Zionism has changed over the past hundred years and Israel is perceived as having a thriving modern economy with little need of outside financial assistance. Changing demographics within the UK community mean that our traditional membership supporter base has aged, and its fundraising potential has diminished. Measures have been taken to minimise strategic risks and initiatives are being constantly developed to ensure that the Charity retains its share of the fundraising market and increases its support

Risk Management (continued)
from younger generations. Data Protection is also a significant business risk and therefore the charity complies with its GDPR regulations internally but where appropriate seeks external specialist advice on the Charity's preparedness and compliance with its legal obligations.

Governance
WIZO.uk is governed by a Board of Trustees that consists of no less than five and not more than fifteen individuals. The Charity is governed by its Memorandum and Articles of Association dated 1 July 2008 (as amended by Special Resolutions by the Members of the Charity on 1 July 2008 and on 22 June 2018), with key matters of governance set out in the governance handbook of the Charity. The Board of Trustees comprises: A Chairman, a President, up to four Elected Trustees, and up to nine Appointed Trustees. The maximum term of service for an Elected or Appointed Trustee is two consecutive terms of office, with each term lasting three years. Elected Trustees shall be elected by Members in accordance with such procedures as shall be prescribed by the Trustees in the Standing Orders. An individual (who complies with any criteria which may be set out in the Standing Orders) may be appointed by the Board of Trustees as an Appointed Trustee. Trustees that have recently joined the Board are provided with a comprehensive Trustee Induction Pack, to learn about the charity. They are also offered the chance to attend trustee training courses, if required. The removal of Trustees can only be made if a motion is raised at the Board explaining the reason for the motion, and why it is in the best interests of the charity to pass this motion, which can only be done by a majority vote of the Board.

The Board of Trustees meets at least four times a year to ensure that WIZO.uk has a clear vision, mission and strategic direction and is focused on achieving them. This involves monitoring and acting to ensure that performance and impact is achieved. For example, the Board reviews and approves the plans of the charity, receives and examines reports on the charity's financial affairs, monitors fundraising activities, and considers policies and procedures in areas such as risk management and legal and regulatory compliance.

A Finance Committee meets on a two monthly basis to consider strategic planning, financial controls, compliance, audit, grant procedures/projects and management reporting. An Investment Committee meets twice a year to set investment policy and review performance and an Audit and Control Committee meets twice a year to monitor the charity's audit, risk and internal control arrangements. No funds are held as custodian for another organisation.

WIZO.uk is currently led by the Chief Executive. The Senior Management Team consists of the Chief Executive, and the Director of Finance. The Senior Management Team deals with the operational aspects of the charity and carries out the strategic objectives that are set by the Board. Staff pay is the responsibility of the Remuneration Committee who meet to agree the annual pay award to staff for recommendation by the Board. All pay levels for the WIZO.uk key senior managers are benchmarked according to market practice and equivalent positions in other charitable organisations.

Supporter groups are managed locally by volunteers who have each signed a formal branch agreement with WIZO.uk. Financial activities of the groups have been consolidated within these accounts.

Commitment to Fundraising Guidance
We are committed to achieving the highest standards of professional fundraising. We registered with the Fundraising Regulator, to whom we pay the Fundraising Levy. Through the systems and processes, we have put in place, we aim to achieve the standards set out in the Fundraising Code of Practice. We are signed up to the Fundraising Preference Service, and we screen against the Telephone Preference Service where appropriate.

During 2022/23 we worked closely with an external consultant to ensure our fundraising data protection practices were compliant with the new General Data Protection Regulation (GDPR). This included a review of our policies, our contracts with event organisers and data sharing agreements. Our Database Manager is the GDPR Compliance Lead internally with a specific remit for compliance issues. This will help to ensure we continue to evolve our approach and to achieve best practice standards in all our fundraising activities.

WIZO.uk raises most of its voluntary income from individual supporters; Patrons, Charitable Trusts and Foundations; group fundraising; events; postal appeals; campaigns; Jewish Women's Week; and legacies. We do not employ third

Commitment to Fundraising Guidance (continued)
party professional fundraisers or commercial organisations to fundraise on our behalf, but we do engage third parties to manage the logistics of some events. The majority of our fundraising activities are delivered in partnership with committees consisting of staff, Trustees and volunteers.

We do not take part in any intrusive or high-pressure fundraising activities such as street fundraising or cold calling by telephone. Our postal appeals are sent to existing donors only, and we establish new relationships with individual donors on the basis of personal contacts known to potential donors. We respect all requests to stop sending fundraising communications as set out in our Privacy Policy.

We are involved in door-to-door fundraising as part of Jewish Women's Week, which is the only door-to-door collection in the UK Jewish Community that is authorised by the Home Office; we are exemption order holders. The majority of Jewish Women's Week collectors are known to the individuals being approached. They are either their neighbours, members of the local community or previous supporters.

We monitor complaints arising from our fundraising activities and during 2022/23 we received no complaints.

Going Concern

The trustees consider that there is a reasonable expectation that WIZO.UK has adequate resources to continue in operational existence for the foreseeable future. The trustees believe that there are no material uncertainties that call into doubt the charity's ability to continue operating as a going concern.

Consequently, the financial statements have been prepared on the basis that the Charity remains a going concern.

Trustees
The Trustees are also Directors for the purposes of company law. The Trustees who served during the year and up to the date of this report were as follows:

Elected Trustees

Annabel Stelzer	Chair
Ronit Ribak-Madari	President

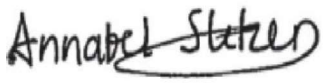
Appointed Trustees

Stephen Brower	
Robert Gershon	(resigned 13 November 2022)
Natasha Hausdorff	
Natasha Kaye	(appointed 14 May 2024)
Rupert Levy	(resigned 13 January 2024)
Claude Littner	
Debra Morris	(appointed 19 March 2024)
Mandy Namdar	(resigned 29 May 2024)
Danielle Shane	
Kathryn Schnelling	(appointed 24 January 2023)
Jill Shaw	(resigned 5 July 2023)
John Ware	(resigned 4 March 2023)

Disclosure of information to auditor
Each of the trustees (directors) has confirmed that there is no information of which they are aware which is relevant to the audit, but of which the auditor is unaware. Each has further confirmed that they have taken appropriate steps to identify such relevant information and to establish that the auditor is aware of such information.

Auditor
The company appointed HW Fisher LLP as auditor to the charitable company and a resolution proposing their re-appointment will be put to the members.

On behalf of the Board of Trustees



Annabel Stelzer
Chairperson of Trustees

Dated: 27 June 2024

WIZO.uk
Registered Office: Charles House, 108 - 110 Finchley Road, London, NW3 5JJ
A company registered by guarantee registered in England No: 06634748
Registered Charity in England and Wales No: 1125012

WIZO.UK

STATEMENT OF TRUSTEES' RESPONSIBILITIES

FOR THE YEAR ENDED 30 SEPTEMBER 2023

The Trustees, who are also the directors of WIZO.uk for the purpose of company law, are responsible for preparing the Trustees' Report and the accounts in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company Law requires the Trustees to prepare accounts for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that year.

In preparing these accounts, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;

- observe the methods and principles in the Charities SORP;

- make judgements and estimates that are reasonable and prudent; and

- prepare the accounts on a going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The Trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the accounts comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

WIZO.UK

INDEPENDENT AUDITOR'S REPORT

TO THE MEMBERS OF WIZO.UK

Opinion
We have audited the accounts of WIZO.uk *(*the 'charity') for the year ended 30 September 2023 which comprise the Statement of Financial Activities including Income & Expenditure Account, the Balance Sheet, the Statement of Cash Flows and notes to the accounts, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102, The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the accounts:

- give a true and fair view of the state of the charitable company's affairs as at 30 September 2023 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion
We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the accounts section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the accounts in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern
In auditing the accounts, we have concluded that the Trustees' use of the going concern basis of accounting in the preparation of the accounts is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the accounts are authorised for issue.

Our responsibilities and the responsibilities of the Trustees with respect to going concern are described in the relevant sections of this report.

Other information
The other information comprises the information included in the annual report, other than the accounts and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the accounts does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the accounts or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the accounts themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information; we are required to report that fact.

We have nothing to report in this regard.

Opinion on other matter prescribed by the Companies Act 2006
In our opinion, based on the work undertaken in the course of our audit:

- the information given in the Trustees' Report, which includes the Directors' Report prepared for the purposes of company law, for the financial year for which the accounts are prepared is consistent with the accounts; and
- the Directors' Report included within the Trustees' Report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception
In the light of the knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the Directors' Report included within the Trustees' Report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the accounts are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the accounts in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the trustees' report and from the requirement to prepare a strategic report.

Responsibilities of trustees
As explained more fully in the Statement of Trustees' Responsibilities, the trustees, who are also directors of the charitable company for the purpose of company law, are responsible for the preparation of the accounts and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of accounts that are free from material misstatement, whether due to fraud or error. In preparing the accounts, the trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the directors either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the accounts
Our objectives are to obtain reasonable assurance about whether the accounts as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these accounts.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

As part of our planning process:

- We enquired of management the systems and controls the charity has in place, the areas of the accounts that are most susceptible to the risk of irregularities and fraud, and whether there was any known, suspected or alleged fraud. The charity did not inform us of any known, suspected or alleged fraud.
- We obtained an understanding of the legal and regulatory frameworks applicable to the charity. We determined that the following were most relevant: the Charity SORP, FRS 102, Charities Act 2011, Companies Act 2006.
- We considered the incentives and opportunities that exist in the charity, including the extent of management bias, which present a potential for irregularities and fraud to be perpetuated, and tailored our risk assessment accordingly.
- Using our knowledge of the charity, together with the discussions held with the charity at the planning stage, we formed a conclusion on the risk of misstatement due to irregularities including fraud and tailored our procedures according to this risk assessment.

The key procedures we undertook to detect irregularities including fraud during the course of the audit included:

- Identifying and testing journal entries and the overall accounting records, in particular those that were significant and unusual.
- Reviewing the accounts disclosures and determining whether accounting policies have been appropriately applied.
- Testing key income lines for evidence of management bias.
- Assessing the validity of the classification of income, expenditure, assets and liabilities between unrestricted, designated and restricted funds.
- Reviewing documentation such as the charity board minutes for discussions of irregularities including fraud.
- Verifying year end investment values to the investment managers' reports and reviewing that the investments movements within the year included in the financial statements have been appropriately calculated.
- Verifying bank balances to third party confirmations.

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the accounts even though we have properly planned and performed our audit in accordance with auditing standards. The primary responsibility for the prevention and detection of irregularities and fraud rests with the trustees of the charity.

A further description of our responsibilities is available on the Financial Reporting Council's website at: http://www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Gary Miller

Gary Miller (Senior Statutory Auditor)
for and on behalf of HW Fisher LLP
Chartered Accountants
Statutory Auditor
Acre House
11-15 William Road
London, NW1 3ER

27 Jun 2024

WIZO.UK

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 30 SEPTEMBER 2023

	Notes	Unrestricted funds general £	Designated funds £	Restricted funds £	Total 2023 £	Total 2022 £
Income from:						
Donations and legacies	**3**	1,176,158	-	148,082	1,324,240	833,494
Events, appeals and campaigns	**4**	542,459	-	15,572	558,031	438,389
Investments	**5**	157,181	-	-	157,181	119,970
Total income		1,875,798	-	163,654	2,039,452	1,391,853
Expenditure on:						
Raising funds	**6**	546,655	-	-	546,655	307,625
Charitable activities:						
WIZO.uk projects in Israel (*)	**7**	1,144,251	264,334	157,424	1,566,009	1,186,048
Total expenditure		1,690,906	264,334	157,424	2,112,664	1,493,673
Net gains/(losses) on investments	**11**	303,924	-	-	303,924	(458,884)
Net income/(expenditure)		488,816	(264,334)	6,230	230,712	(560,704)
Transfers between funds	**12**	(75,000)	75,000	-	-	-
Net movement in funds		413,816	(189,334)	6,230	230,712	(560,704)
Fund balances at 1 October 2022		5,019,660	1,082,857	41,849	6,144,366	6,705,070
Fund balances at 30 September 2023		5,433,476	893,523	48,079	6,375,078	6,144,366

(*)The figure of £1,526,009 includes net commitments to our projects in Israel of £821,758 (see note 7).

The statement of financial activities includes all gains and losses recognised in the year

All income and expenditure derive from continuing activities.

WIZO.UK

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 30 SEPTEMBER 2022

Comparative Income and Expenditure Account	Notes	Unrestricted funds general £	Designated funds £	Restricted funds £	Total 2022 £
Income from:					
Donations and legacies	**3**	729,466	-	104,028	833,494
Events, appeals and campaigns	**4**	434,489	-	3,900	438,389
Investments	**5**	119,970	-	-	119,970
Total income		1,283,925	-	107,928	1,391,853
Expenditure on:					
Raising funds	**6**	307,575	-	50	307,625
Charitable activities:					
WIZO.uk projects in Israel (*)	**7**	1,060,579	11,199	114,270	1,186,048
Total expenditure		1,368,154	11,199	114,320	1,493,673
Net loss on investments	**11**	(458,884)	-	-	(458,884)
Net expenditure		(543,113)	(11,199)	(6,392)	(560,704)
Transfers between funds	**12**	(1,041)	-	1,041	-
Net movement in funds		(544,154)	(11,199)	(5,351)	(560,704)
Fund balances at 1 October 2021		5,563,814	1,094,056	47,200	6,705,070
Fund balances at 30 September 2022		5,019,660	1,082,857	41,849	6,144,366

(*)The figure of £1,186,048 includes net commitments to our projects in Israel of £523,770 (see note 7).

The statement of financial activities includes all gains and losses recognised in the year

All income and expenditure derive from continuing activities.

WIZO.UK

BALANCE SHEET

AS AT 30 SEPTEMBER 2023

	Notes	2023 £	2023 £	2022 £	2022 £
Fixed assets					
Intangible assets	**13**		12,000		12,000
Tangible assets	**14**		5,552		11,751
Investments	**15**		6,659,359		6,843,884
			6,676,911		6,867,635
Current assets					
Debtors	**17**	431,385		373,299	
Cash at bank and in hand		821,356		655,432	
		1,252,741		1,028,731	
Creditors: amounts falling due within one year	**18**	(1,514,574)		(1,153,245)	
Net current liabilities			(261,833)		(124,514)
Total assets less current liabilities			6,415,078		6,743,121
Creditors: amounts falling due after more than one year	**19**		-		(598,755)
Provision for liabilities	**20**		(40,000)		-
Net assets			6,375,078		6,144,366
Income funds					
Restricted funds	**22**		48,079		41,849
Unrestricted funds					
Designated funds	**23**	893,523		1,082,857	
General funds		5,433,476		5,019,660	
			6,326,999		6,102,517
			6,375,078		6,144,366

The accounts were approved by the Trustees on 27 June 2024

Annabel Stelzer

Annabel Stelzer

Company Registration No. 06634748

WIZO.UK

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 30 SEPTEMBER 2023

	Notes	2023		2022	
		£	£	£	£
Cash flows from operating activities					
Net cash used in operating activities	**27**		(410,141)		(912,416)
Cash flows from investing activities					
Dividends and interest from investments		23,401		1,413	
Purchase of intangible fixed assets		(6,000)		(12,000)	
Purchase of plant and equipment		(1,405)		(12,600)	
Withdrawn from investment portfolio		560,069		566,353	
Net cash provided by investing activities			576,065		543,166
Net increase/(decrease) in cash and cash equivalents			165,924		(369,250)
Cash and cash equivalents at beginning of year			655,432		1,024,682
Cash and cash equivalents at end of year			821,356		655,432

WIZO.UK

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 30 SEPTEMBER 2023

1 Accounting policies

Charity information

WIZO.uk is a private company limited by guarantee incorporated in England and Wales. The registered office is Charles House, 108-110 Finchley Road, London, NW3 5JJ.

1.1 Accounting convention

The accounts have been prepared in accordance with the charity's Articles of Association, Companies Act 2006 and "Accounting and Reporting by Charities" the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102"), (effective 1 January 2019). The charity is a Public Benefit Entity as defined by FRS 102).

The accounts are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these accounts are rounded to the nearest £.

The accounts have been prepared under the historical cost convention, modified to include fixed asset investments at fair value. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the accounts, the Trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. The rationale for this conclusion is based on possessing a comfortable level of reserves at 30 September 2023 and as at the date of signing these accounts, the ability to liquidate its funds held on investment at any time. Consequently, the trustees continue to adopt the going concern basis of accounting in preparing the accounts.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the Trustees in furtherance of their charitable objectives.

Designated funds comprise funds which have been set aside at the discretion of the Trustees for specific purposes. The purposes and uses of the designated funds are set out in the notes to the accounts.

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the accounts.

1.4 Income

Income is recognised when the charity is legally entitled to it, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid is recognised at the time of the donation.

Legacies are recognised on receipt or otherwise if the charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

Events, appeals, campaigns and government grant income is accounted for on a receivable basis.

Investment income and interest is accounted for on a receivable basis.

Income from support groups (note 3) is included gross to the relevant category on the Statement of Financial Activities.

1.5 Expenditure

Resources expended are recognised in the period to which they relate. Resources expended include attributable VAT which cannot be recovered.

Costs of raising funds comprise the direct costs of functions and events and the general costs of promoting fundraising.

Direct charitable expenditure comprises all the expenditure relating to the activities carried out to achieve the charitable objectives.

Support costs comprise the costs incurred by the UK office in directly providing support for the Charity's activities. These have been allocated in full to the single charitable activity, remittances to Israel.

Governance costs represent the costs incurred in relation to the management of the Charity, organisational administration and compliance with constitutional and statutory requirements. These costs have also been allocated in full to the single charitable activity.

Staff costs are allocated between fundraising and charitable activities on the basis of time spent.

1.6 Intangible fixed assets

Intangible fixed assets are initially measured at cost and subsequently measured at cost, net of amortisation and any impairment losses.
Amortisation is recognised so as to write off the cost of assets less their residual values over their useful lives on the following basis:

Computer website	33% straight line

1.7 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost of assets less their residual values over their useful lives on the following bases:

Leasehold property	20% straight line
Computer hardware & software	20% - 33% straight line
Fixtures, fittings & equipment	33% straight line

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset and is recognised in net income/(expenditure) for the year.

1.8 Fixed asset investments

Fixed asset investments are initially measured at transaction price excluding transaction costs and are subsequently measured at fair value at each reporting date. Changes in fair value are recognised in the Statement of Financial Activities each year. Transaction costs are expensed as incurred.

1 Accounting policies (continued)

1.9 Impairment of fixed assets

At each reporting end date, the charity reviews the carrying amounts of its tangible and intangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1.10 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, and other short-term liquid investments with original maturities of three months or less.

1.11 Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all its financial instruments.

The charity only has assets and liabilities of a kind that qualify as basic financial instruments. These financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of fixed asset investments that are initially recognised at transaction value and subsequently recognised at their fair value.

1.12 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employees' services are received. Termination payments are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.13 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

1.14 Operating leases

Operating lease rentals are charged to the SOFA on a straight-line basis over the life of the lease. The charity does not hold any assets under a finance lease.

2 Critical accounting estimates and judgements

In the application of the charity's accounting policies, the Trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and judgements are based on the policies and the amount reported in the accounts. The estimates and judgements are based on the historical experiences and other factors including expectations of future events that are believed to be reasonable at the time such estimates and judgements are made.

In the view of the Trustees there are no significant estimates or judgements.

3 Donations and legacies

	Unrestricted funds General	Restricted funds	Total
	£	£	£
Donations and gifts	281,075	148,082	429,157
Legacies receivable	895,083	-	895,083
For the year ended 30 September 2023	**1,176,158**	**148,082**	**1,324,240**

	Unrestricted funds General	Restricted funds	Total
	£	£	£
Donations and gifts	244,680	104,028	348,708
Legacies receivable	484,786	-	484,786
For the year ended 30 September 2022	**729,466**	**104,028**	**833,494**

Contributions from supporting groups
The following amounts are included in the accounts in respect of contributions from societies:

	Total 2023	Total 2022
	£	£
Donations, Gifts and Legacies	114,384	281,670
Events, Appeals and Campaigns	213,041	197,034
	327,425	478,704
Less:		
Fundraising Costs	(22,004)	(19,932)
Support Costs	(175)	(2,706)
	(22,179)	(22,638)
Net income attributable to societies	305,246	456,066

4 Events, appeals and campaigns

	Unrestricted funds General	Restricted funds	Total
	£	£	£
Events, appeals and campaigns	542,459	15,572	558,031
Fundraising costs	(438,093)	-	(438,093)
Net events, appeals and campaigns year ended 30 September 2023	**104,366**	**15,572**	**119,938**

	Unrestricted funds General	Restricted funds	Total
	£	£	£
Events, appeals and campaigns	434,489	3,900	438,389
Fundraising costs	(205,612)	(50)	(205,662)
Net events, appeals and campaigns year ended 30 September 2022	**228,877**	**3,850**	**232,727**

5 Investments

	2023	2022
	£	£
Income from listed investments	133,780	118,557
Interest receivable	23,401	1,413
	157,181	119,970

All investment income is attributable to unrestricted funds.

6 Raising funds

	Unrestricted funds general	Designated funds	Restricted funds	Total 2023
	£	£	£	£
For the year ended 30 September 2023				
Promotion and publicity				
Seeking donations, grants and legacies	7,879	-	-	7,879
Staff costs	43,742	-	-	43,742
Promotion and publicity	51,621	-	-	51,621
Fundraising costs				
Fundraising activity costs	329,358	-	-	329,358
Staff costs	108,735	-	-	108,735
Fundraising costs	438,093	-	-	438,093
Investment management	56,941	-	-	56,941
	546,655	**-**	**-**	**546,655**

	Unrestricted funds general	Designated funds	Restricted funds	Total 2022
	£	£	£	£
For the year ended 30 September 2022				
Promotion and publicity				
Seeking donations, grants and legacies	10,209	-	-	10,209
Staff costs	39,355	-	-	39,355
Promotion and publicity	49,564	-	-	49,564
Fundraising costs				
Fundraising activity costs	80,359	-	50	80,409
Staff costs	125,253	-	-	125,253
Fundraising costs	205,612	-	50	205,662
Investment management	52,399	-	-	52,399
	307,575	**-**	**50**	**307,625**

7 Charitable activities:
WIZO.uk projects in Israel

	2023	2022
	£	£
Remittances to Israel	1,471,758	1,173,770
Less already provided for (See Note 19)	(650,000)	(650,000)
Net Commitments to Israel	821,758	523,770
Finance cost – existing commitments	31,701	43,627
	853,459	567,397
Share of support costs (see note 8)	677,269	584,101
Share of governance costs (see note 8)	35,281	34,550
	1,566,009	1,186,048
Analysis by fund		
Unrestricted funds – general	1,144,251	1,060,579
Unrestricted funds – designated	264,334	11,199
Restricted funds	157,424	114,270
	1,566,009	1,186,048

8 Support costs

	Support costs	Governance costs	2023	Basis of allocation
	£	£	£	
Staff costs	255,612	12,568	268,180	Time spent
Depreciation	13,604	-	13,604	Support cost
Premises costs	185,960	-	185,960	Support cost
Consultancy	115,896	-	115,896	Support cost
Other costs	106,197	-	106,197	Support cost
Audit fees	-	22,622	22,622	Governance
Legal and professional	-	91	91	Governance
	677,269	35,281	712,550	
Analysed between				
Charitable activities	677,269	35,281	712,550	

8 Support costs (continued)

	Support costs	Governance costs	2022	Basis of allocation
	£	£	£	
Staff costs	230,642	14,106	244,748	Time spent
Depreciation	8,250	-	8,250	Support cost
Premises costs	143,751	-	143,751	Support cost
Consultancy	103,766	-	103,766	Support cost
Other costs	97,692	-	97,692	Support cost
Audit fees	-	20,418	20,418	Governance
Legal and professional	-	26	26	Governance
	584,101	34,550	618,651	
Analysed between				
Charitable activities	584,101	34,550	618,651	

Included within support costs are amounts payable under operating lease arrangements which amounted to £119,974 (2022 - £115,697)

9 Trustees

The trustees (or any persons connected with them) do not receive any remuneration or benefits from the charity. The charity is allowed to reimburse trustees for the travel costs associated with visits to Israel to monitor projects, as well as to WIZO group locations in the UK. Reimbursed expenses of £404 (2022: £Nil) were incurred relating to one trustee. In addition, the charity also purchased trustee indemnity insurance on behalf of the trustees. The cost of the insurance was £1,267 during the year (2022: £1,605).

The trustees may also donate to the charity. Donation income received from Trustees during the year amounted to £2,945 (2022: £1,902) of which £Nil (2022: £Nil) related to restricted fund donations.

10 Employees

Number of employees

The average monthly number of employees during the year was:

	2023 Number	2022 Number
Promotion and publicity department	2	2
Fundraising department	6	6
General and project support, administration, and governance	6	6
	14	14

10 Employees (continued)

Employment costs	2023	2022
	£	£
Wages and salaries	374,316	357,922
Social security costs	31,155	31,760
Other pension costs	13,300	12,562
Redundancy costs	1,886	7,112
	420,657	409,356

The number of employees whose annual remuneration was £60,000 or more

	2023	2022
	Number	Number
Between £70,001 and £80,000	1	-
Between £90,001 and £100,000	-	1

The charity's key management personnel comprise the Board of Trustees, the Chief Executive and the Director of Finance.

The total benefit received by key management personnel in the year amounted to £149,035 (2022: £167,105).

11 Net gains/(losses) on investments

	2023	2022
	£	£
Revaluation of investments	298,705	(446,070)
Gain/(loss) on sale of investments	5,219	(12,814)
	303,924	(458,884)

All (loss)/gains on investments are attributable to unrestricted funds.

12 Transfers

Included within transfers between funds are the replenishment of restricted fund balances of £nil (2022: - £1,041) and a £75,000 transfer from general funds to designated funds as agreed by the board of trustees for the partial funding of the 2024 Gala Dinner. The release of restricted funds in deficit to general funds arises when in previous years general funds have underwritten a project that was not fully funded by restricted funds in that particular year. Therefore, funds released from restricted to general funds cannot exceed the value of general funds that have funded the relevant project previously.

13 Intangible fixed assets

	Total - Website
	£
Cost	
At 1 October 2022	63,168
Additions	6,000
At 30 September 2023	69,168
Amortisation	
At 1 October 2022	51,168
Charge for the year	6,000
At 30 September 2023	57,168
Net Book Value	
At 30 September 2023	12,000
At 30 September 2022	12,000

All intangible fixed assets are used for charitable purposes.

14 Tangible fixed assets

	Leasehold property	Computer hardware & software	Fixtures, fittings & equipment	Total
	£	£	£	£
Cost				
At 1 October 2022	166,314	158,880	40,400	365,594
Additions	-	1,405	-	1,405
At 30 September 2023	166,314	160,285	40,400	366,999
Depreciation				
At 1 October 2022	166,314	148,201	39,328	353,843
Charge for the year	-	7,068	536	7,604
At 30 September 2023	166,314	155,269	39,864	361,447
Net Book Value				
At 30 September 2023	-	5,016	536	5,552
At 30 September 2022	-	10,679	1,072	11,751

All tangible fixed assets are used for charitable purposes.

15 Fixed asset investments

	Cash	Managed funds	Deposits	Total
	£	£	£	£
Cost or valuation				
At 1 October 2022	372,397	6,471,487	-	6,843,884
Additions	(1,573,132)	1,573,132	-	-
Valuation changes	-	298,705	-	298,705
Net capital withdrawals	(560,069)	-	-	(560,069)
Disposals	1,879,398	(1,879,398)	-	-
Investment income received	133,780	-	-	133,780
Investment management fees paid	(56,941)	-	-	(56,941)
At 30 September 2023	195,433	6,463,926	-	6,659,359

	Cash	Managed funds	Deposits	Total
	£	£	£	£
Cost or valuation				
At 1 October 2021	99,879	7,690,270	-	7,790,149
Additions	(961,785)	961,785	-	-
Valuation changes	-	(446,070)	-	(446,070)
Net capital withdrawals	(566,353)	-	-	(566,353)
Disposals	1,734,498	(1,734,498)	-	-
Investment income received	118,557	-	-	118,557
Investment management fees paid	(52,399)	-	-	(52,399)
At 30 September 2022	372,397	6,471,487	-	6,843,884

16 Subsidiary undertaking

The charity owned the whole of the issued share capital of Wizadvert Limited, a company incorporated in the United Kingdom, and which has 100 ordinary shares of £1 each. The registered addressed of the subsidiary undertaking was Charles House, 108-110 Finchley Road, London, NW3 5JJ. The company was dormant. On 11th January 2024 an application was made to strike off this company by way of a voluntary liquidation on 9th April 2024 the company was dissolved.

Consolidated accounts have not been prepared as the inclusion of the charity's only subsidiary in a set of consolidated accounts would not be material for the purposes of giving a true and fair view.

17 Debtors

	2023	2022
Amounts falling due within one year:	£	£
Other debtors	6,077	8,934
Prepayments and accrued income	399,640	338,697
	405,717	347,631
Amounts falling due after more than one year:		
Other debtors	25,668	25,668
	431,385	373,299

18 Creditors: amounts falling due within one year

	2023	2022
	£	£
Other taxation and social security	7,925	8,617
Other creditors	690,331	712,364
Accruals and deferred income	816,318	432,264
	1,514,574	1,153,245

Included within other creditors is an amount due to World WIZO of £650,000.
Included within Accruals and deferred income is £15,342 (2022: £11,922) of income received in advance for events taking place after the year end.

19 Creditors: amounts falling due after more than one year

	2023	2022
	£	£
Outstanding grant commitment	-	650,000
Discount applied	-	(51,245)
	-	598,755

In accordance with FRS102, a discount rate has been applied to the long-term grant commitment to reflect the net present value. The rate applied on the outstanding grant commitment was 3.1% based on inflation rate at 30th September 2021, the year of inception.
The grant commitment is payable in annual instalments of £650,000 per annum ending on 30th September 2024.

20 Provisions for liabilities

	2023	2022
	£	£
At the beginning of the year	-	-
Provision for the year	40,000	-
At the end of the year	40,000	-

The provision relates to remedial works to the property to bring it in line with the commencement of the lease.

21 Retirement benefit schemes

Defined contribution schemes

The charity operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the charity in an independently administered fund.

The charge to profit or loss in respect of defined contribution schemes was £13,300 (2022-£12,562).

22 Restricted funds

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

		Movement in funds			
	Balance at 1 October 2022	**Income**	**Expenditure**	**Transfers**	**Balance at 30 September 2023**
	£	**£**	**£**	**£**	**£**
Tiberias Scholarships	1,800	-	-	-	1,800
Kitchen Refurbishment – Beit Sheva	-	33,416	(33,416)	-	-
Haddasim Youth Village	1,000		(1,000)	-	-
Greenhouse Construction – Beit Hakerem	-	23,000	(23,000)	-	-
Diversity Project – Fundraising Initiative (Art Project)	4,123		-	-	4,123
Music Therapy Room – Rebecca Sieff Vocational School	4,700	-	-	-	4,700
Computer Equipment & Furniture - Adi Centre	-	7,072	(7,072)	-	-
Otzma Tze'irah Programme	360		-	-	360
Beit Hakarem Garden	6,332	-	(1,270)	-	5,062
Haifa Neve Sha'anan, Migdal Haemek & Rehovot Centre-Wizo Community Centres	-	25,000	(25,000)	-	-
Expanding Sound & Radio - Vocational School, Beit Hakerem	792		-	-	792
Furniture – DCC Yavne Ha'Arava, St Ramot, Weizman	227		-	-	227
Refurbishment – Adi Centre	-	66,666	(66,666)	-	-
Jerusalem, Rebecca Sieff	4,707	-	-	-	4,707
Emergency Appeal	-	8,500	-	-	8,500
Elaine and Neville Young	800		-	-	800
Nahalal Youth Village	1,000	-	-	-	1,000
Digitisation Project	16,008	-	-	-	16,008
	41,849	163,654	(157,424)	-	48,079

Restricted funds (continued)

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

		Movement in funds			
	Balance at 1 October 2021	**Income**	**Expenditure**	**Transfers**	**Balance at 30 September 2022**
	£	**£**	**£**	**£**	**£**
Tiberias Scholarships	1,800	-	-	-	1,800
Study Program App – Vocational School Beit Hakerem	-	5,720	(5,720)	-	-
Haddasim Youth Village	-	1,000	-	-	1,000
Fixtures and Fixtures – Barzilai Day Care Centre	-	10,428	(10,428)	-	-
Diversity Project – Fundraising Initiative (Art Project)	4,173		(50)	-	4,123
Music Therapy Room – Rebecca Sieff Vocational School	4,700	-	-	-	4,700
Syudent Teqball for School - Nahalal	-	3,150	(3,500)	350	-
Otzma Tze'irah Programme	180	180	-	-	360
Beit Hakarem Garden	6,332	-	-	-	6,332
Haifa Neve Sha'anan, Migdal Haemek & Rehovot Centre-Wizo Community Centres	-	25,000	(25,000)	-	-
Expanding Sound & Radio - Vocational School, Beit Hakerem	-	20,000	(19,208)	-	792
Furniture – DCC Yavne Ha'Arava, St Ramot, Weizman	-	10,365	(10,138)	-	227
Furnishings – DCC Ashdod Rova Vav	-	4,635	(4,635)	-	-
Upgrade Student Area – Vocational School Beit Hakerem	-	25,000	(25,441)	441	-
Jerusalem, Rebecca Sieff	4,707	-	-	-	4,707
Dora Day Care Centre	-	1,700	(1,700)	-	-
Netanya Day Care Centre – Food Vouchers*	(1,000)	750	-	250	-
Elaine and Neville Young	800		-	-	800
Nahalal Youth Village	1,000	-	-	-	1,000
Student Operated Kiosk – Rebecca Sieff Vocational	8,500	-	(8,500)	-	-
Digitisation Project	16,008	-	-	-	16,008
	47,200	107,928	(114,320)	1,041	41,849

23 Designated funds

The income funds of the charity include the following designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes:

		Movement in funds		
	Balance at 1 October 2022	Expenditure	Transfer	Balance at 30 September 2023
	£	£	£	£
Renovation reserve	1,003,996	(264,334)	-	739,662
Travel fund for membership dues	9,961	-	-	9,961
Gala Dinner reserve	-	-	75,000	75,000
Promotional reserve	68,900	-	-	68,900
	1,082,857	(264,334)	75,000	893,523

Renovation Reserve is to provide funds for renovations requested by World WIZO, as and when agreed by WIZO.uk. The Promotional Reserve is to provide funds for increasing awareness of WIZO.uk and its activities. The Travel fund relates to monies set aside from membership dues to fund the travel costs in order for participants to visit WIZO.uk's funded projects in Israel. The Gala Dinner Reserve relates to funds set aside to partially pay for our Gala Dinner that took place in March 2024.

		Movement in funds		
	Balance at 1 October 2021	Income	Expenditure	Balance at 30 September 2022
	£	£	£	£
Renovation reserve	1,015,195	(11,199)	-	1,003,996
Travel fund for membership dues	9,961	-	-	9,961
Promotional reserve	68,900	-	-	68,900
	1,094,056	(11,199)	-	1,082,857

24 Analysis of net assets between funds

	General funds	Designated funds	Restricted funds	Total
	£	£	£	£
Fund balances at 30 September 2023 are represented by:				
Intangible and Tangible fixed assets	17,552	-	-	17,552
Investments	5,717,757	893,523	48,079	6,659,359
Current assets/(liabilities)	(301,833)	-	-	(301,833)
Long term liabilities	-	-	-	-
	5,433,476	893,523	48,079	6,375,078

	General funds	Designated funds	Restricted funds	Total
	£	£	£	£
Fund balances at 30 September 2022 are represented by:				
Intangible and Tangible fixed assets	23,751	-	-	23,751
Investments	5,719,178	1,082,857	41,849	6,843,884
Current assets/(liabilities)	(124,514)	-	-	(124,514)
Long term liabilities	(598,755)	-	-	(598,755)
	5,019,660	1,082,857	41,849	6,144,366

25 Operating lease commitments

At the 30 September 2023, the charity had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2023	2022
	£	£
Land and buildings		
Within one year	74,400	77,400
Between two and five years	16,510	239,107
	90,910	316,507
Other		
Within one year	7,920	7,920
Between two and five years	-	7,920
	7,920	15,840

26 Related party transactions

During the year, except as disclosed in note 9, there were no related party transactions (2022: nil).

27 Cash generated from operations	2023	2022
	£	£
Net income/(expenditure) for the year	230,712	(560,704)
Adjustments for:		
Investment income recognised in profit or loss	(157,181)	(119,970)
Fair value (gains) and losses on investments	(298,705)	446,070
Depreciation of intangible and tangible fixed assets	13,604	8,250
Investment management fees paid from portfolio	56,941	52,399
Movements in working capital:		
Increase in debtors	(58,086)	(28,129)
Decrease in creditors	(237,426)	(710,332)
Increase in provisions for liabilities and charges	40,000	-
Cash absorbed by operations	(410,141)	(912,416)

28 Analysis of changes of net debt

The charity had no net debt during the year.

WIZO.UK

England & Wales - Charity number 1125012

Accounts

Charity Registration No. 1125012

Company Registration No. 06634748 (England and Wales)

WIZO.UK

ANNUAL REPORT AND ACCOUNTS

FOR THE YEAR ENDED 30 SEPTEMBER 2022

WIZO.UK

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	Annabel Stelzer – Chair Stephen Brower Natasha Hausdorff Rupert Levy Claude Littner Mandy Namdar Ronit Ribak-Madari Danielle Shane Kate Schnelling Jill Shaw
Secretary	Michael Kyriakides
Charity Number	1125012
Company number	06634748
Registered address	Charles House 108 - 110 Finchley Road London NW3 5JJ
Auditor	HW Fisher LLP Acre House 11-15 William Road London NW1 3ER United Kingdom
Bankers	Barclays Bank Plc Leicester Servicing Centre Leicester L87 2BB
Investment advisors	Veritas Asset Management (UK) Ltd 1st Floor 90 Long Acre London WC2E 9RA
	Investec Wealth and Investec Limited 2 Gresham Street London EC2 7QP

WIZO.UK

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WIZO.UK

TRUSTEES' REPORT

FOR THE YEAR ENDED 30 SEPTEMBER 2022

The Trustees (who are also the directors of the charity for the purposes of the Companies Act) present their annual report together with the accounts of WIZO.uk for the year ended 30 September 2022. This report is also the directors' report as required by Company Law.

The accounts have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with its Memorandum and Articles of Association, the Companies Act 2006, and the 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 (FRS102) (effective 1 January 2019).

Status
WIZO.uk is a registered charity and company limited by guarantee and its governing document is the Memorandum and Articles of Association. WIZO.uk is part of a worldwide organisation comprising 38 national Federations affiliated to World WIZO whose offices are based in Israel. WIZO.uk's Head Office is based in London, however there are 98 regional groups located across the UK which fundraise on behalf of the charity.

Public Benefit
The Trustees present their report and accounts for the year ended 30 September 2022. In doing so, the Trustees have complied with their duty in Section 17 of the Charities Act 2011 to have due regard to the guidance published by the Charity Commission. The benefit to the public is manifestly demonstrated by the activities and achievements described in this report.

Our approach and aims
As the largest social welfare organisation working with the Israeli Government, World WIZO provides essential services for disadvantaged and vulnerable citizens at every stage of life, from babies to the elderly. With over 250,000 members worldwide, WIZO is the main agent for change for the people of Israel.

WIZO.uk raises funds for programmes and centres in Israel. With over 800 projects and programmes, World WIZO operates a vast range of services. These include:

- Day care centres, keeping thousands of children safe and secure.
- Youth villages and schools, educating socially disadvantaged and vulnerable teenagers.
- Youth clubs and community centres, providing after school facilities and social and educational programmes for all age groups.
- Facilities and helplines, supporting victims of domestic violence and their young families.
- Centres assisting immigrants with integration into Israeli society.

WIZO.uk's vision and mission
- Our vision is for an Israeli society that cares for all citizens regardless of gender, race, ethnicity and religion, which focuses on the education and welfare of women, children and youth.
- Our mission is to help support and strengthen vulnerable families in Israel.

The objectives of the Charity are to:
- Benefit the people of Israel by supporting the charitable work of WIZO in the State of Israel through the support of young people, women affected by violence, families in need, immigrants and the elderly.
- Advance, for the benefit of the public, education (including vocational schools) amongst all sections of the population in Israel.
- Relieve poverty amongst all sections of the population in Israel.
- Advance, for the benefit of the public, education about the work of WIZO amongst all sections of the Jewish communities of the United Kingdom.

WIZOUK PROJECTS ACROSS ISRAEL



Community Centres
Ashdod
Ashkelon
Bat Yam
Be'er Sheva
Dimona
Eilat
Givatayim
Hadera
Haifa
Herzliya
Hod Hasharon
Holon
Jaffa
Jerusalem
Kadima
Kiryat Gat
Kiryat Malachi
Kiryat Yam
Mechola
Migdal Haemek
Nahariya
Nazareth Illit
Nes Ziona
Netanya
Ofakim
Pardes Katz
Petach Tikvah
Ra'anana
Ramat Gan
Ramat Hasharon
Rehovot
Rishon Le'Zion
Safed
Tel Aviv
Zarit
Zichron Yaakov

Day Care Centres
Air Base
Ashdod
Ashkelon
Bat Yam
Bet Shemesh
Eilat
Givatayim
Hadera
Jerusalem
Kadima
Kfar Saba
Kiryat Motzkin
Kiryat Shmona
Maoz Zion
Mevasseret
Nes Harim
Netanya
Or Yehuda
Ramat Gan
Rishon Le'Zion
Sderot
Tel Aviv
Yavne
Zur Shalom

Prevention of Violence Centres
Ashkelon
Jerusalem
Ramat Gan

Schools
Jerusalem
Nahalal

Shelters for victims of domestic violence

Shops
Holon
Jerusalem
Petach Tikva
Tel Aviv
Yad Eliahu

Youth Clubs
Bat Yam
Jerusalem
Tiberias

Working under COVID-19 restrictions
Since the beginning of the financial year the government has ceased both the Coronavirus Pandemic (COVID-19) restrictions and support. Therefore, as a result WIZO.uk has been focusing on restoring its fundraising activities now that physical activities have re-commenced, in particular from its regional groups and from its fundraising events. Nevertheless WIZO.uk has learned from the COVID-19 restrictions as it can now host small fundraising events and governance meetings online, as well as allow some remote working for staff. Most important, however is the fact that in such a crisis, WIZO.uk has remained resilient and was able to raise funds for Israel throughout the period of the government restrictions.

The sections below show how our projects have continued to operate during the pandemic. Page 7 of this report goes into further detail about how COVID has impacted on the operations of WIZO.uk and page 8 provides details on the resultant financials.

Projects supported
During the year 2021/22, WIZO.uk sent £1.174M (2020/21 £1.647M) to World WIZO towards about 100 projects, programmes and capital renovations.

Day Care Centres
WIZO opened its first Day Care Centre in 1926 with the aim of supporting working mothers. Today, an acknowledged leader in the field of Early Age Education, WIZO operates over 180 Day Care Centres for approximately 15,000 children from the age of 3 months up to 4 years.

WIZO's trained and experienced caregivers engage children in early childhood development programmes aimed at developing cognitive and physical aptitude from infancy. These programmes encourage curiosity, experimental learning and self-expression, whilst increasing communication, speech and reading abilities. Educational games, music activities, movement, art and story time are geared to enhance muscle tone, coordination and increase children's attention spans. At WIZO's **Rebecca Sieff Day Care Centre** in Jerusalem, this includes a sensory motor centre, a sound listening centre and a Lego room. The Pedagogical Unit based at World WIZO headquarters in Tel Aviv trains many of the national Day Care Centre staff, ensuring they receive regular continual professional development.

Multi-Purpose Day Care Centres, which are mainly located in very low socio-economic areas, cater for children referred by social services from 7am to 7pm, six days a week. These children come from poor or underprivileged backgrounds where many experience neglect or violence at home. The centres provide additional services such as social workers, psychologists and therapists, as well as parenting programmes to encourage positive family bonding. All children receive three freshly prepared healthy and nutritious meals (breakfast, lunch and dinner).

WIZO.uk's responsibility is to contribute towards the operational costs of 19 Day Care Centres which are located throughout Israel. These are situated in a variety of neighbourhoods with different socio-economic profiles and accommodate about 2,800 children. Two of the centres are in close proximity to hospitals, which enables medical staff to take advantage of the best possible childcare whilst at work.

At WIZO Day Care Centres children receive high level early years education and developmental support in a loving and professional environment that allows them to enjoy their childhood and flourish. WIZO Day Care Centres provide the essential care and attention which at-risk children need for their wellbeing and safety. For many of these children, their WIZO Day Care Centre is more like home than their own residential home.

WIZO Centres
WIZO's Centres operate in more than 70 towns and cities across Israel. They provide a supportive environment for the entire family and often form the hub of a community. They offer a wide range of cultural, educational and social activities to accommodate all generations, including vocational and youth leadership training, art and music programmes, empowerment workshops for women, day trips, single parent support groups, legal advice bureau, dance and drama classes, night school, parenting workshops, conversation groups for new immigrants, second hand clothing shops, lectures and IT courses. Our 'Golden Age' clubs provide services and activities appropriate to the changing lifestyle of senior citizens.

WIZO Centres (continued)
The "Warm Home" programmes for young women suffering from emotional neglect and living in vulnerable situations operate at the centres five days a week. Here they receive hot meals, counselling and social assistance, enabling them to build their self-confidence and increase self-esteem. Teenage girls at-risk also take part in a variety of programmes to improve their sense of self-esteem and perception of body image.

At the Beit Adi Centre in Beer Sheva, girls at high-risk attend remedial and therapeutic programming and benefit from hands on vocational training enabling them to prosper and lead mainstream and productive lives.

WIZO.uk contributes towards the running costs of 38 Centres. Sometimes the services being offered are free of charge, but often small fees are paid giving the recipients a degree of self-respect. The Centres are also used by the local municipalities for courses benefitting particular groups within the community. Where space is available, local branches will endeavour to ensure rooms are rented out at a commercial rate to help subsidise the activities provided.

Youth Centres and Youth Clubs
WIZO's 50 youth centres and youth clubs across Israel provide disadvantaged and vulnerable teenagers with tutoring, guidance, pre-vocational training, communication, leadership, sport and science enrichment programmes plus training in music and the arts. Many of the centres also have a library, study centre and computer room. Young people are helped to develop their self-respect and self-esteem, and those at-risk are provided with specialist therapeutic facilities. WIZO.uk provides funds towards four Youth Centres and Youth Clubs.

The **Margaret Gold Music Centre** in Tiberias was established in 1983. Today it is a hub for young people interested in studying music, regardless of their socio-economic background. The centre focuses on making music and using this medium to encourage integration across different social groups with music lessons offered to children as young as six. As learning to play an instrument is expensive, this programme enables children from low income and immigrant families to study music, learn to play a variety of instruments at the centre's outdoor auditorium, and perform at tours around the country and even outside Israel.

WIZO's Bar/Bat Mitzvah programme attended by students from low socio-economic background, encompasses an education and cultural programme, focusing on leadership and empowerment. Each boy is given a set of tefillin (traditional religious item) and participates in a formal synagogue service. All girls, along with their mothers, take part in a challah baking ceremony, and at the end of the programme the children are provided with a celebration party.

Schools and Youth Villages
The WIZO **Vocational High School** in Jerusalem provides life-changing support for vulnerable teenagers. The school is very often the last hope of a future for students with severe emotional and behavioural problems. Failed by mainstream education, this "School of Dreams" is committed to enabling every student to discover their strengths, learn to develop self-belief and to move forward into a fulfilling future.

WIZO's five youth villages are home to 5,500 young people from disadvantaged backgrounds with 20% living in the school's residential dormitories.

WIZO's **Nahalal Youth Village**, which is operated through the Ministry of Education and supported by WIZO.uk and Canadian Hadassah WIZO, caters for 1,500 students aged 11 to 16, some referred by social services, with over 150 of these classed as at-risk. At this time, 90 students come from countries within the former Soviet Union, Europe, Canada, USA and Brazil to complete their schooling through the Na'aleh and Aniere youth education programmes. In addition, some are offered the opportunity to also study at the Haifa Technion to receive further scientific and engineering tuition aiming ultimately to make Aliyah, and to use their expertise for the benefit of Israel once they have completed their IDF (Israeli Defence Force) service.

Schools and Youth Villages (continued)
WIZO.uk supports 'at-risk' children with individualised assessments, psychological counselling, education and treatment to help them rebuild their lives. These children go on to develop vital social skills and learn responsibility by delving into subjects with inherent therapeutic value, such as art, music and drama. To ensure these students do not fall behind in class, WIZO provides vital one-to-one tutoring as well as necessities such as clothes, shoes and toiletries.

All children are integrated and given the same learning opportunities. Areas of study at the school include agricultural science (such as dog breeding and horse training), biology, biotechnology, chemistry, computer science, design, communications and electrical engineering. The school is highly regarded as one of the best for agriculture in Israel. It is a leader in biotechnology and the first to be declared a 'green school' by the Ministry of Environment. Nahalal students are ranked among the top students in the country and the induction rate of graduates into the IDF is one of the highest in the State of Israel.

The Mahut Programme, which takes place within WIZO's schools and youth villages, is aimed at students with learning difficulties and ADHD. Teachers are professionally trained to work with very small groups, providing students with specialist care and equipping them with essential skills to help them overcome difficulties. The ultimate aim is to enable students to have a better quality of life and to achieve academic success.

Women's Shelters
WIZO's two residential shelters are safe havens for women and children who have suffered violence and are in immediate danger. The shelters provide therapeutic, social, legal and educational services free of charge to support and prepare women for an independent life free from violence and abuse.

WIZO.uk supports the running costs of one residential shelter in Jerusalem which accommodates up to 12 women and their children for a minimum stay of six months and in special cases up to one year. Many children at the shelter have suffered trauma from either witnessing violence or having been abused themselves and so social workers are on hand to work with the families in order to resolve any emotional issues. Pre-school age children are looked after within the shelter by professionally trained carers during the day, whilst older children attend nearby kindergartens and schools.

The shelter provides food, clothes and toys, as well as therapy, legal assistance, vocational training, tutoring, job assistance and support in locating a new home. In addition, WIZO'S Safety Net programme provides women with the ability to gain financial independence as part of a holistic plan that empowers mothers to provide a better future for themselves and their children once they leave the safety of the shelter. This includes the provision of household items necessary for setting up a new home together with ongoing emotional support to ensure that the women do not reenter the cycle of violence.

The Matrid Programme aims to raise youth awareness of sexual assault. The sessions include lectures and workshops combining theoretical knowledge and practical tools such as self-defence techniques.

The Mine and Only Mine Programme teaches young men and women in schools how to identify and cope with negative influences and aggressive behaviour in the early stages of relationships. Knowing the warning signs is crucial in the fight against domestic violence in Israel.

The Violent Men's Hotline, unique to WIZO, is the only one of its kind in Israel and provides counselling for men who wish to reform but do not have the tools to deal with their anger. Calls to this hotline have increased greatly during and since the pandemic. The anonymous nature of the hotline allows men to call without fear of stigma.

Working with minorities
WIZO provides vital services for all Israeli citizens, regardless of gender, race or religion. Projects and programmes across the country support Jewish, Arab, Druze, Bedouin, Christian and Circassian citizens, thus helping to promote a democratic society based upon respect, understanding, responsibility and equal opportunity.

WIZO's Day Care Centres and Schools employ teachers and caregivers from minority communities, which care for children from all sectors of society. Many successful graduates from the Vocational School in Jerusalem and the Youth Village in Nahalal are Arabs, where they learn harmoniously alongside Jewish students.

Moving forward, WIZO is using its vast experience gained over more than 100 years to continue to develop new opportunities in this evolving society to support those in its care.

Your support
WIZO.uk's gross income for 2021/22 was £1.392M (2020/21 £2.294M). Income was lower when compared to last year because in the previous year we were in receipt of some significant legacies, and we also conducted our first Crowdfunding Appeal. Another reason for the decrease was that our *Women Leading The Way* exhibition which was planned to take place in September 2022 had to be postponed because of the passing of Her Majesty the Queen.

Legacies
WIZO.uk is deeply grateful to our supporters who left a legacy towards WIZO's work through gifts in their wills. Their generous legacies, which totalled £485K in 2021/22, helped support hundreds of vulnerable families in Israel. We extend our sympathy and heartfelt thanks to their loved ones. We are also grateful to our supporters who have informed WIZO.uk of their plans to leave a gift in their Will. We applaud their foresight and leadership in making future generations of Israeli families a priority.

Individual supporters, patrons, trusts and foundations
In 2021/22, WIZO.uk received £349K from individual supporters, major donors, charitable trusts and family foundations. We are sincerely grateful for the loyal support and generosity of these individuals and organisations towards WIZO's work in Israel.

Group fundraising
Through volunteering their time and organising a wide range of successful events, our loyal, dedicated and generous supporter groups across the UK raised £479K during 2021/22. Further analysis of group income appears on page 23. The Trustees are grateful to all the Group Chairmen and their committees for their tireless work at raising much needed and valuable funds. Group fundraising includes amounts raised in respect of the Jewish Women's Week campaign which is detailed further below.

Events, appeals and campaigns
A variety of successful fundraising events which raised a total of £185K took place during the year and forms a part of events, appeals and campaigns income in the accounts. Events included the Rosh Hashanah Appeal (£30K), Literary Lunch (£28K), Sponsor A Child Lunch (£40K), Ukraine/Purim Appeal (£34K), Women Leading the Way Appeal (£15K), Golf Day (£23K) and Quiz@Home (£15K).

Jewish Women's Week, which takes place every May, continues to be our most consistently successful fundraising campaign. Carried out by WIZO.uk's volunteers through door-to-door collections, Jewish Women's Week in 2021/22 raised £131K.

Looking ahead

The year started with the *Women Leading the Way Campaign*, which had commenced a month earlier. The highlight of this campaign was a 3-day immersive experience exhibition which was due to take place in September 2022, but had to be postponed due to the death of Her Majesty the Queen. The exhibition took place in March 2023, and it was a great success as it allowed people to experience and engage with the work WIZO does first hand, by telling the story of the needs of vulnerable women, young people, and children and furthermore how WIZO can help at all levels. The exhibition garnered strong media attention, provided us with new potential donors and re-connected with donors that have not engaged with WIZO.uk for some time.

We have hosted a number of events so far in 2022/2023, namely the Literary Lunch and the Quiz@Home, both of which were successful and raised a good level of income. Given that the government restrictions with respect to COVID-19 in both Israel and the UK have ceased, we are now travelling to Israel to attend WIZO governance meetings and to understand more about the WIZO's work and projects that we promote through our fundraising initiatives.

Our legacy income remains high, and in this financial year we are constructing a Living Legacy Campaign inviting participation in a Legacy Garden, WIZO's Legacy Garden of Dreams at Beit Hakerem. This will be promoted to members, supporters and donors encouraging them to leave a legacy. – connecting their support of WIZO with the next generations of their loved ones. This therapeutic garden will provide alternative methods of educating students at risk together with a space for teaching sustainability and environmental matters. Produce grown in the garden will be used in the kitchens at Beit Hakerem.

Later in the year we will be hosting the 3rd WIZO Commitment Awards which seeks to recognise those who have demonstrated outstanding commitment to changing lives and building futures. The awards, which are open to nominations of candidates of all faiths and communities, salute the impact and passion of individuals, organisations, businesses, and corporates, who use their experience, skills, or opportunities to make the world a better place. This will continue our Women Leading the Way Campaign. This is not to suggest that all nominees need to be women but many of the categories relate to the improvement of the lives of women.

Finally, WIZO.uk's new website will be available in the summer, which will further showcase our work and will provide a better 'donor experience'. In addition, on the horizon is a migration of our CRM to a cloud-based solution which will increase its functionality and strengthen its security features.

COVID-19

The coronavirus (COVID-19) pandemic has caused extensive disruptions to organisations globally with major implications for operations as well as finances. The trustees acknowledge and recognise the potential impact of the COVID-19 pandemic on the future operations of its donors, funded projects, volunteers, stakeholders and on the wider society.

In this financial year the government restrictions ceased, and physical activities resumed. This meant that face to face fundraising activities could take place for the first time in 2 years. Our staff also were able to return to the office, but we have allowed staff to work from home on a hybrid basis.

One area of risk which remains is WIZO.uk's income generation from its groups and events. In this financial year whilst income from these sources had increased, it was still lower than the income raised pre-pandemic. We are now in the process of invigorating our group offering and looking at different group/membership formats such as special interest groups in order raise to higher and sustainable income for the future.

From a costs point of view, we are continuing to make savings from the learning that we obtained during the government restrictions such as hosting meetings online and reducing our printing by sending our fundraising materials by email.

Financial review

Income

WIZO.uk's total income from fundraising activities including investment income in 2021/22 was £1.392M (2020/21 £2.294M) before fundraising costs and other expenses. Our income for the year reflects that no major event was hosted in the year, given that our Women's Leading the Way Exhibition had to be postponed because it was due to take place on the same day as the Queen's funeral. In addition, whilst our legacy income in the year was yet again good, it was only half the size of last year's legacy income which was an exceptional year for legacies.

Charitable expenditure

During 2021/22, £1.174M (2020/21 £1.647M) was made available for projects, programmes, and capital renovations in Israel. This included £650K of previously committed grant funding, £399K from general funds and £125K from restricted funds and accumulated designated reserves. In the previous year the trustees exceptionally awarded an additional year of quota funding amounting to £650K and is payable in the financial year 2023-2024. Further details of the previously committed grant funding amount of £650K can be found within note 19 of the financial statements.

Governance costs

Governance costs provide the governance infrastructure for the charity to operate and generate the information for public accountability and include the costs of strategic planning for the future development of the charity. Governance costs amounted to £34,550 which is 2.5% of total income in 2021/22.

Investments

The charity holds most of its reserves as investments. At the year-end investments held amounted to £6.844M (2020/21 - £7.79M). During the year the charity made losses on its investment portfolio of £459K (2020/21 – gains £949K). The loss made in the year consists of £13K of realised losses and £446K of unrealised losses (2020/21 £68K gain realised, £881K gain unrealised).

The charity also received investment income from its investment portfolio and amounts held on fixed term deposits. During the year investment income amounted to £120K (2020/21 £135K). Overall, the charity's investment performance is in line with the investment objective of obtaining real returns focused on capital growth with income.

Reserves

Total reserves at year end amounted to £6.144M (2020/21 - £6.705M). WIZO.uk's policy on reserves is as follows:

The Charity's income is derived primarily from voluntary sources such as donations, legacies, and fundraising activities by its supporters, as well as investment income. These sources are subject to a level of unpredictability. The Trustees consider it necessary to consolidate and secure funding for the Charity's existing operating and charitable commitments and to build in sufficient reserves to enable it to respond to the charitable needs of the future, including the long-term sustainability of projects being supported. The Trustees do not feel they will be able to plan effectively without securing several years of reserves for these commitments and future cost increases, as well as enabling the Charity to respond to emergencies.

Following the completion of the strategic review carried out by the Trustees in 2013, it was agreed that reserves should cover two years fixed annual operating costs, excluding those directly relating to fundraising events, plus a provision of £1M held to protect the Charity if the investments matching the long-term grant liability diminish in value. In total our reserves requirement currently equates to approximately £3M. The Trustees constantly monitor the situation to ensure that the reserves are maintained at more than the policy requires. At the date of producing these financial statements the Trustees have no concerns about meeting all expected costs.

Investment policy

In accordance with the investment policies approved by the Trustees and the Investment Committee, the investment objectives of WIZO.uk are to:

(a) Create sufficient financial return to enable the Charity to carry out its purposes effectively and without interruption

(b) Maintain and enhance the investment fund over any five-year period

(c) Obtain a reasonable balance between capital growth and income so that the fund can meet future demands as well as current needs

(d) Over the medium term achieve growth in the portfolio equal to or better than UK inflation (RPI) plus 2%. For this purpose, medium term is assumed as a business cycle of 7 to 10 years.

The Investment Committee meets twice a year to set investment policy and review performance. The Charity's investment portfolio is managed by two Investment Managers, with whom investment mandates have been agreed. The Investment Managers report on performance and compliance with their mandates at Investment Committee meetings and between meetings when considered necessary.

Volunteers

Our volunteers are the backbone of WIZO.uk's success and achievements. Volunteers, including our Trustees, Lay Advisors and supporter groups, donated many hours of their time during 2021/22. Fundraising activities were carried out by 98 supporter groups across the UK and through centrally organised events and campaigns. These groups work on a purely voluntary basis, whilst Head Office and regional offices use both salaried and voluntary workers.

Risk Management

The Trustees regularly review the risk register in order to assess the major risks to which the Charity is exposed. They are satisfied that good systems are in place to manage exposure to risks.

Major risks considered include those associated with fundraising in an increasingly competitive market, a difficulty in attracting younger members and a general reluctance to donate towards an Israel based charity. The concept of Zionism has changed over the past hundred years and Israel is perceived as having a thriving modern economy with little need of outside financial assistance. Changing demographics within the UK community mean that our traditional membership supporter base has aged, and its fundraising potential has diminished. Measures have been taken to minimise strategic risks and initiatives are being constantly developed to ensure that the Charity retains its share of the fundraising market and increases its support from younger generations. Data Protection is also a significant business risk and therefore the charity complies with its GDPR regulations internally but where appropriate seeks external specialist advice on the Charity's preparedness and compliance with its legal obligations.

Governance

WIZO.uk is governed by a Board of Trustees that consists of no less than five and not more than fifteen individuals. The Charity is governed by its Memorandum and Articles of Association dated 1 May 2013 (as amended by a Special Resolution by the Members of the Charity on that date and on 22 June 2018), with key matters of governance set out in the governance handbook of the Charity. The Board of Trustees comprises: A Chairman, a President, up to four Elected Trustees, and up to nine Appointed Trustees. The maximum term of service for an Elected or Appointed Trustee is two consecutive terms of office, with each term lasting three years. Elected Trustees shall be elected by Members in accordance with such procedures as shall be prescribed by the Trustees in the Standing Orders. An individual (who complies with any criteria which may be set out in the Standing Orders) may be appointed by the Board of Trustees as an Appointed Trustee. Trustees that have recently joined the Board are provided with a comprehensive Trustee Induction Pack, to learn about the charity. They are also offered the chance to attend trustee training courses, if required. The removal of Trustees can only be made if a motion is raised at the Board explaining the reason for the motion, and why it is in the best interests of the charity to pass this motion, which can only be done by a majority vote of the Board.

The Board of Trustees meets at least four times a year to ensure that WIZO.uk has a clear vision, mission and strategic direction and is focused on achieving them. This involves monitoring and acting to ensure that performance and impact is achieved. For example, the Board reviews and approves the plans of the charity, receives and examines reports on the charity's financial affairs, monitors fundraising activities, and considers policies and procedures in areas such as risk management and legal and regulatory compliance.

A Finance Committee meets on a two monthly basis to consider strategic planning, financial controls, compliance, audit, grant procedures/projects and management reporting. An Investment Committee meets twice a year to set investment policy and review performance and an Audit and Control Committee meets twice a year to monitor the charity's audit, risk and internal control arrangements. There is no remuneration policy for key management and no funds are held as custodian for another organisation.

WIZO.uk is currently led by the Chief Executive. The Senior Management Team consists of the Chief Executive, and the Director of Finance. The Senior Management Team deals with the operational aspects of the charity and carries out the strategic objectives that are set by the Board. Staff pay is the responsibility of the Remuneration Committee who meet to agree the annual pay award to staff for recommendation by the Board. All pay levels for the WIZO.uk key senior managers are benchmarked according to market practice and equivalent positions in other charitable organisations.

Supporter groups are managed locally by volunteers who have each signed a formal branch agreement with WIZO.uk. Financial activities of the groups have been consolidated within these accounts.

Commitment to Fundraising Guidance
We are committed to achieving the highest standards of professional fundraising. We registered with the Fundraising Regulator, to whom we pay the Fundraising Levy. Through the systems and processes, we have put in place, we aim to achieve the standards set out in the Fundraising Code of Practice. We are signed up to the Fundraising Preference Service, and we screen against the Telephone Preference Service where appropriate.

During 2021/22 we worked closely with an external consultant to ensure our fundraising data protection practices were compliant with the new General Data Protection Regulation (GDPR). This included a review of our policies, our contracts with event organisers and data sharing agreements. Our Database Manager is the GDPR Compliance Lead internally with a specific remit for compliance issues. This will help to ensure we continue to evolve our approach and to achieve best practice standards in all our fundraising activities.

WIZO.uk raises most of its voluntary income from individual supporters; Patrons, Charitable Trusts and Foundations; group fundraising; events; postal appeals; campaigns; Jewish Women's Week; and legacies. We do not employ third party professional fundraisers or commercial organisations to fundraise on our behalf, but we do engage third parties to manage the logistics of some events. The majority of our fundraising activities are delivered in partnership with committees consisting of staff, Trustees and volunteers.

We do not take part in any intrusive or high-pressure fundraising activities such as street fundraising or cold calling by telephone. Our postal appeals are sent to existing donors only, and we establish new relationships with individual donors on the basis of personal contacts known to potential donors. We respect all requests to stop sending fundraising communications as set out in our Privacy Policy.

We are involved in door-to-door fundraising as part of Jewish Women's Week, which is the only door-to-door collection in the UK Jewish Community that is authorised by the Home Office; we are exemption order holders. The majority of Jewish Women's Week collectors are known to the individuals being approached. They are either their neighbours, members of the local community or previous supporters.

We monitor complaints arising from our fundraising activities and during 2020/21 we received no complaints.

Going Concern

The trustees consider that there is a reasonable expectation that WIZO.UK has adequate resources to continue in operational existence for the foreseeable future. The trustees believe that there are no material uncertainties that call into doubt the charity's ability to continue operating as a going concern.

In making this decision, the trustees have taken into consideration the risks and uncertainties arising from the COVID-19 pandemic, which are referenced throughout this report were relevant. However, given the charity's track record of generating fundraising income, coupled with strong reserves the trustees have concluded that the charity can sustain its operations for the foreseeable future. Consequently, the financial statements have been prepared on the basis that the Charity remains a going concern.

WIZO.UK

TRUSTEES' REPORT

FOR THE YEAR ENDED 30 SEPTEMBER 2022

Trustees
The Trustees are also Directors for the purposes of company law. The Trustees who served during the year and up to the date of this report were as follows:

Elected Trustees

Ilana Metzger	Co-Vice Chair (resigned 17 May 2022)
Ronit Ribak-Madari	President
Annabel Stelzer	Chair

Appointed Trustees

David Ashton	(resigned 28 July 2022)
Stephen Brower	
Robert Gershon	(appointed 17 May 2022, resigned 13 November 2022)
Natasha Hausdorff	
Rupert Levy	(appointed 9 November 2021)
Sarah Levy	Co-Vice Chair (resigned 17 May 2022)
Claude Littner	
Mandy Namdar	
Danielle Shane	
Kate Schnelling	(appointed 24 January 2023)
Jill Shaw	
John Ware	(resigned 4 March 2023)

Disclosure of information to auditor
Each of the trustees (directors) has confirmed that there is no information of which they are aware which is relevant to the audit, but of which the auditor is unaware. Each has further confirmed that they have taken appropriate steps to identify such relevant information and to establish that the auditor is aware of such information.

Auditor
The company appointed HW Fisher LLP as auditor to the charitable company and a resolution proposing their re-appointment will be put to the members.

On behalf of the Board of Trustees 27 Jun 2023

ARStelzer

Annabel Stelzer
Chairperson of Trustees

WIZO.UK

STATEMENT OF TRUSTEES' RESPONSIBILITIES

FOR THE YEAR ENDED 30 SEPTEMBER 2022

The Trustees, who are also the directors of WIZO.uk for the purpose of company law, are responsible for preparing the Trustees' Report and the accounts in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company Law requires the Trustees to prepare accounts for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that year.

In preparing these accounts, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;

- observe the methods and principles in the Charities SORP;

- make judgements and estimates that are reasonable and prudent; and

- prepare the accounts on a going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The Trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the accounts comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

WIZO.UK

INDEPENDENT AUDITOR'S REPORT

TO THE MEMBERS OF WIZO.UK

Opinion
We have audited the accounts of WIZO.uk *(*the 'charity') for the year ended 30 September 2022 which comprise the Statement of Financial Activities including Income & Expenditure, the Balance Sheet, the Statement of Cash Flows and notes to the accounts, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102, The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the accounts:

- give a true and fair view of the state of the charitable company's affairs as at 30 September 2022 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion
We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the accounts section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the accounts in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern
In auditing the accounts, we have concluded that the Trustees' use of the going concern basis of accounting in the preparation of the accounts is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the accounts are authorised for issue.

Our responsibilities and the responsibilities of the Trustees with respect to going concern are described in the relevant sections of this report.

Other information
The other information comprises the information included in the annual report, other than the accounts and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the accounts does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the accounts or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the accounts themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information; we are required to report that fact.

We have nothing to report in this regard.

Opinion on other matter prescribed by the Companies Act 2006
In our opinion, based on the work undertaken in the course of our audit:

- the information given in the Trustees' Report, which includes the Directors' Report prepared for the purposes of company law, for the financial year for which the accounts are prepared is consistent with the accounts; and
- the Directors' Report included within the Trustees' Report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception
In the light of the knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the Directors' Report included within the Trustees Report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the accounts are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to claim exemption, in accordance with the small companies regime, from preparing a strategic report.

Responsibilities of trustees
As explained more fully in the Statement of Trustees' Responsibilities, the trustees, who are also directors of the charitable company for the purpose of company law, are responsible for the preparation of the accounts and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of accounts that are free from material misstatement, whether due to fraud or error. In preparing the accounts, the trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the directors either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the accounts
Our objectives are to obtain reasonable assurance about whether the accounts as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these accounts.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

As part of our planning process:

- We enquired of management the systems and controls the charity has in place, the areas of the accounts that are most susceptible to the risk of irregularities and fraud, and whether there was any known, suspected or alleged fraud. The charity did not inform us of any known, suspected or alleged fraud.
- We obtained an understanding of the legal and regulatory frameworks applicable to the charity. We determined that the following were most relevant: the Charity SORP, FRS 102, Charities Act 2011, Companies Act 2006.
- We considered the incentives and opportunities that exist in the charity, including the extent of management bias, which present a potential for irregularities and fraud to be perpetuated, and tailored our risk assessment accordingly.
- Using our knowledge of the charity, together with the discussions held with the charity at the planning stage, we formed a conclusion on the risk of misstatement due to irregularities including fraud and tailored our procedures according to this risk assessment.

The key procedures we undertook to detect irregularities including fraud during the course of the audit included:

- Identifying and testing journal entries and the overall accounting records, in particular those that were significant and unusual.
- Reviewing the accounts disclosures and determining whether accounting policies have been appropriately applied.
- Testing key income lines, in particular cut-off, for evidence of management bias.
- Assessing the validity of the classification of income, expenditure, assets and liabilities between unrestricted, designated and restricted funds.
- Reviewing documentation such as the charity board minutes for discussions of irregularities including fraud.
- Verified year end investment values to the investment managers' reports and reviewed that the investments movements within the year included in the financial statements have been appropriately calculated..

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the accounts even though we have properly planned and performed our audit in accordance with auditing standards. The primary responsibility for the prevention and detection of irregularities and fraud rests with the trustees of the charity.

A further description of our responsibilities is available on the Financial Reporting Council's website at: http://www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Gary Miller

Gary Miller (Senior Statutory Auditor)
for and on behalf of HW Fisher LLP
Chartered Accountants
Statutory Auditor
Acre House
11-15 William Road
London, NW1 3ER

27 Jun 2023

WIZO.UK

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 30 SEPTEMBER 2022

	Notes	Unrestricted funds general £	Designated funds £	Restricted funds £	Total 2022 £
Income from:					
Donations and legacies	**3**	729,466	-	104,028	833,494
Events, appeals and campaigns	**4**	434,489	-	3,900	438,389
Investments	**5**	119,970	-	-	119,970
Total income		1,283,925	-	107,928	1,391,853
Expenditure on:					
Raising funds	**6**	307,575	-	50	307,625
Charitable activities:					
WIZO.uk projects in Israel (*)	**7**	1,060,579	11,199	114,270	1,186,048
Total expenditure		1,368,154	11,199	114,320	1,493,673
Net loss on investments	**11**	(458,884)	-	-	(458,884)
Net expenditure		(543,113)	(11,199)	(6,392)	(560,704)
Transfers between funds	**12**	(1,041)	-	1,041	-
Net movement in funds		(544,154)	(11,199)	(5,351)	(560,704)
Fund balances at 1 October 2021		5,563,814	1,094,056	47,200	6,705,070
Fund balances at 30 September 2022		5,019,660	1,082,857	41,849	6,144,366

(*)The figure of £1,186,048 includes net commitments to our projects in Israel of £523,770 (see note 7).

The statement of financial activities includes all gains and losses recognised in the year

All income and expenditure derive from continuing activities.

WIZO.UK

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 30 SEPTEMBER 2021

	Notes	Unrestricted funds general £	Designated funds £	Restricted funds £	Total 2021 £
Income from:					
Donations and legacies	**3**	1,281,202	-	34,400	1,315,602
Events, appeals and campaigns	**4**	779,252	-	64,363	843,615
Investments	**5**	134,789	-	-	134,789
Total income		2,195,243	-	98,763	2,294,006
Expenditure on:					
Raising funds	**6**	331,635	-	-	331,635
Charitable activities:					
WIZO.uk projects in Israel (*)	**7**	1,645,484	450,397	146,209	2,242,090
Total expenditure		1,977,119	450,397	146,209	2,573,725
Net gains on investments	**11**	948,898	-	-	948,898
Net income/(expenditure)		1,167,022	(450,397)	(47,446)	669,179
Transfers between funds	**12**	(850,000)	850,900	(900)	-
Net movement in funds		317,022	400,503	(48,346)	669,179
Fund balances at 1 October 2020		5,246,792	693,553	95,546	6,035,891
Fund balances at 30 September 2021		5,563,814	1,094,056	47,200	6,705,070

(*)The figure of £2,242,090 includes net commitments to our projects in Israel of £1,646,606 (see note 7).

The statement of financial activities includes all gains and losses recognised in the year

All income and expenditure derive from continuing activities.

WIZO.UK

BALANCE SHEET

AS AT 30 SEPTEMBER 2022

	Notes	2022 £	2022 £	2021 £	2021 £
Fixed assets					
Intangible assets	**13**		12,000		-
Tangible assets	**14**		11,751		7,401
Investments	**15**		6,843,884		7,790,149
			6,867,635		7,797,550
Current assets					
Debtors	**17**	373,299		345,170	
Cash at bank and in hand		655,432		1,024,682	
		1,028,731		1,369,852	
Creditors: amounts falling due within one year	**18**	(1,153,245)		(1,257,204)	
Net current (liabilities)/assets			(124,514)		112,648
Total assets less current liabilities			6,743,121		7,910,198
Creditors: amounts falling due after more than one year	**19**		(598,755)		(1,205,128)
Net assets			6,144,366		6,705,070
Income funds					
Restricted funds	**21**		41,849		47,200
Unrestricted funds					
Designated funds	**22**	1,082,857		1,094,056	
General funds		5,019,660		5,563,814	
			6,102,517		6.657,870
			6,144,366		6,705,070

The accounts were approved by the Trustees on 27 Jun 2023

ARStelzer

Annabel Stelzer
Chairperson of Trustees

Company Registration No. 06634748

WIZO.UK

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 30 SEPTEMBER 2022

	Notes	2022 £	2022 £	2021 £	2021 £
Cash flows from operating activities					
Net cash used in operating activities	**26**		(899,602)		(136,807)
Cash flows from investing activities					
Dividends and interest from investments		1,413		10	
Purchase of intangible fixed assets		(12,000)		-	
Purchase of plant and equipment		(12,600)		(10,055)	
Withdrawn from investment portfolio		553,539		900,098	
Net cash provided by investing activities			530,352		890,053
Net (decrease)/increase in cash and cash equivalents			(369,250)		753,246
Cash and cash equivalents at beginning of year			1,024,682		271,436
Cash and cash equivalents at end of year			655,432		1,024,682

1 Accounting policies

Charity information

WIZO.uk is a private company limited by guarantee incorporated in England and Wales. The registered office is Charles House, 108-110 Finchley Road, London, NW3 5JJ.

1.1 Accounting convention

The accounts have been prepared in accordance with the charity's Articles of Association, Companies Act 2006 and "Accounting and Reporting by Charities" the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102"), (effective 1 January 2019). The charity is a Public Benefit Entity as defined by FRS 102).

The accounts are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these accounts are rounded to the nearest £.

The accounts have been prepared under the historical cost convention, modified to include fixed asset investments at fair value. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the accounts, the Trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. The rationale for this conclusion is based on possessing a comfortable level of reserves at 30 September 2022 and as at the date of signing these accounts, the ability to liquidate its funds held on investment at any time. Consequently, the trustees continue to adopt the going concern basis of accounting in preparing the accounts.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the Trustees in furtherance of their charitable objectives.

Designated funds comprise funds which have been set aside at the discretion of the Trustees for specific purposes. The purposes and uses of the designated funds are set out in the notes to the accounts.

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the accounts.

1.4 Income

Income is recognised when the charity is legally entitled to it, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid is recognised at the time of the donation.

Legacies are recognised on receipt or otherwise if the charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

Events, appeals, campaigns and government grant income is accounted for on a receivable basis.

Investment income and interest is accounted for on a receivable basis.

Income from support groups (note 3) is included gross to the relevant category on the Statement of Financial Activities.

1 Accounting policies (continued)

Government grants are recognised at the fair value of the amount received or receivable when there is reasonable assurance that the grant conditions will be met, and the grants will be received. Government grants relate to the Coronavirus Job Retention Scheme (CJRS). As these schemes involve a transfer of resources from government to the charity, they meet the definition of a government grant. The CJRS closed at 30th September 2021 and was designed to compensate for staff costs, so amounts received, or receivable are recognised in the income over the same period as the costs to which they relate. Government grants are accounted for under the performance model.

1.5 Expenditure

Resources expended are recognised in the period to which they relate. Resources expended include attributable VAT which cannot be recovered.

Costs of raising funds comprise the direct costs of functions and events and the general costs of promoting fundraising.

Direct charitable expenditure comprises all the expenditure relating to the activities carried out to achieve the charitable objectives.

Support costs comprise the costs incurred by the UK office in directly providing support for the Charity's activities. These have been allocated in full to the single charitable activity, remittances to Israel.

Governance costs represent the costs incurred in relation to the management of the Charity, organisational administration and compliance with constitutional and statutory requirements. These costs have also been allocated in full to the single charitable activity.

Staff costs are allocated between fundraising and charitable activities on the basis of time spent.

1.6 Intangible fixed assets

Intangible fixed assets are initially measured at cost and subsequently measured at cost, net of amortisation and any impairment losses.
Amortisation is recognised so as to write off the cost of assets less their residual values over their useful lives on the following basis:

Computer website	33% straight line

1.7 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost of assets less their residual values over their useful lives on the following bases:

Leasehold property	20% straight line
Computer hardware & software	20% - 33% straight line
Fixtures, fittings & equipment	33% straight line

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset and is recognised in net income/(expenditure) for the year.

1.8 Fixed asset investments

Fixed asset investments are initially measured at transaction price excluding transaction costs and are subsequently measured at fair value at each reporting date. Changes in fair value are recognised in the Statement of Financial Activities each year. Transaction costs are expensed as incurred.

1 Accounting policies (continued)

1.9 Impairment of fixed assets

At each reporting end date, the charity reviews the carrying amounts of its tangible and intangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1.10 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, and other short-term liquid investments with original maturities of three months or less.

1.11 Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all its financial instruments.

The charity only has assets and liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of fixed asset investments that are initially recognised at transaction value and subsequently recognised at their fair value.

1.12 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employees' services are received. Termination payments are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.13 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

1.14 Operating leases

Operating lease rentals are charged to the SOFA on a straight-line basis over the life of the lease. The charity does not hold any assets under a finance lease.

2 Critical accounting estimates and judgements

In the application of the charity's accounting policies, the Trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and judgements are based on the policies and the amount reported in the accounts. The estimates and judgements are based on the historical experiences and other factors including expectations of future events that are believed to be reasonable at the time such estimates and judgements are made.

In the view of the Trustees there are no significant estimates or judgements.

3 Donations and legacies

	Unrestricted funds General	Restricted funds	Total
	£	£	£
Donations and gifts	244,680	104,028	348,708
Legacies receivable	484,786	-	484,786
Government grants	-	-	-
For the year ended 30 September 2022	**729,466**	**104,028**	**833,494**

	Unrestricted funds General	Restricted funds	Total
	£	£	£
Donations and gifts	318,961	34,400	353,361
Legacies receivable	957,188	-	957,188
Government grants	5,053	-	5,053
For the year ended 30 September 2021	**1,281,202**	**34,400**	**1,315,602**

Included within government grants is £Nil (2021: 5,053) in respect of the Coronavirus Job Retention Scheme.

Contributions from supporting groups

The following amounts are included in the accounts in respect of contributions from societies:

	Total 2022	Total 2021
	£	£
Donations, Gifts and Legacies	281,670	107,391
Events, Appeals and Campaigns	197,034	502,189
	478,704	609,580
Less:		
Fundraising Costs	(19,932)	(14,579)
Support Costs	(2,706)	(651)
	(22,638)	(15,230)
Net income attributable to societies	456,066	594,350

4 Events, appeals and campaigns

	Unrestricted funds General	Restricted funds	Total
	£	£	£
Events, appeals and campaigns	434,489	3,900	438,389
Fundraising costs	(205,662)	-	(205,662)
Net events, appeals and campaigns year ended 30 September 2022	**228,827**	**3,900**	**232,727**

	Unrestricted funds General	Restricted funds	Total
	£	£	£
Events, appeals and campaigns	779,252	64,363	843,615
Fundraising costs	(231,886)	-	(231,886)
Net events, appeals and campaigns year ended 30 September 2021	**547,366**	**64,363**	**611,729**

5 Investments

	2022	2021
	£	£
Income from listed investments	118,557	134,779
Interest receivable	1,413	10
	119,970	134,789

All investment income is attributable to unrestricted funds.

6 Raising funds

	Unrestricted funds general	Designated funds	Restricted funds	Total 2022
	£	£	£	£
For the year ended 30 September 2022				
Promotion and publicity				
Seeking donations, grants and legacies	10,209	-	-	10,209
Staff costs	39,355	-	-	39,355
Promotion and publicity	49,564	-	-	49,564
Fundraising costs				
Fundraising activity costs	80,359	-	50	80,409
Staff costs	125,253	-	-	125,253
Fundraising costs	205,612	-	50	205,662
Investment management	52,399	-	-	52,399
For the year ended 30 September 2022	**307,575**	**-**	**50**	**307,625**

	Unrestricted funds general	Designated funds	Restricted funds	Total 2021
	£	£	£	£
For the year ended 30 September 2021				
Promotion and publicity				
Seeking donations, grants and legacies	4,931	-	-	4,931
Staff costs	36,821	-	-	36,821
Promotion and publicity	41,752	-	-	41,752
Fundraising costs				
Fundraising activity costs	101,304	-	-	101,304
Staff costs	130,582	-	-	130,582
Fundraising costs	231,886	-	-	231,886
Investment management	57,997	-	-	57,997
For the year ended 30 September 2021	**331,635**	**-**	**-**	**331,635**

7 Charitable activities:
WIZO.uk projects in Israel

	2022	2021
	£	£
Remittances to Israel	1,173,770	1,646,606
New grant commitment made in the year	-	650,000
Less already provided for (See Note 19)	(650,000)	(650,000)
Net Commitments to Israel	523,770	1,646,606
Finance cost – new commitment	-	(56,887)
Finance cost – existing commitment commitments	43,627	37,491
	567,397	1,627,210
Share of support costs (see note 8)	584,101	580,491
Share of governance costs (see note 8)	34,550	34,389
	1,186,048	2,242,090
Analysis by fund		
Unrestricted funds – general	1,060,579	1,645,484
Unrestricted funds – designated	11,199	450,397
Restricted funds	114,270	146,209
	1,186,048	2,242,090

8 Support costs

	Support costs	Governance costs	2022	Basis of allocation
	£	£	£	
Staff costs	230,642	14,106	244,748	Time spent
Depreciation	8,250	-	8,250	Support cost
Premises costs	143,751	-	143,751	Support cost
Consultancy	103,766	-	103,766	Support cost
Other costs	97,692	-	97,692	Support cost
Audit fees	-	20,418	20,418	Governance
Legal and professional	-	26	26	Governance
	584,101	34,550	618,651	
Analysed between				
Charitable activities	584,101	34,550	618,651	

8 Support costs (continued)

	Support costs	Governance costs	2021	Basis of allocation
	£	£	£	
Staff costs	221,117	11,057	232,174	Time spent
Depreciation	10,043	-	10,043	Support cost
Premises costs	151,944	-	151,944	Support cost
Consultancy	112,619	-	112,619	Support cost
Other costs	84,768	-	84,768	Support cost
Audit fees	-	22,539	22,539	Governance
Legal and professional	-	793	793	Governance
	580,491	34,389	614,880	
Analysed between				
Charitable activities	580,491	34,389	614,880	

Included within support costs are amounts payable under operating lease arrangements which amounted to £115,697 (2021 - £118,417)

9 Trustees

The trustees (or any persons connected with them) do not receive any remuneration or benefits from the charity. The charity is allowed to reimburse trustees for they travel costs associated with visits to Israel to monitor projects, as well as to WIZO group locations in the UK. Reimbursed expenses of £Nil (2021: £Nil) was incurred relating to trustees. In addition, the charity also purchased trustee indemnity insurance on behalf of the trustees. The cost of the insurance was £1,605 during the year (2021: £1,539).

The trustees may also donate to the charity. Donation income received from Trustees during the year amounted to £1,902 (2021: £34,857) of which £Nil (2021: £Nil) related to restricted fund donations.

10 Employees

Number of employees

The average monthly number of employees during the year was:

	2022 Number	2021 Number
Promotion and publicity department	2	2
Fundraising department	6	6
General and project support, administration, and governance	6	6
	14	14

10 Employees (continued)

Employment costs	2022 £	2021 £
Wages and salaries	357,922	353,838
Social security costs	31,760	29,442
Other pension costs	12,562	16,297
Redundancy costs	7,112	-
	409,356	399,577

The number of employees whose annual remuneration was £60,000 or more

	2022 Number	2021 Number
Between £60,001 and £70,000	-	1
Between £90,001 and £100,000	1	-

The charity's key management personnel comprise the Board of Trustees, the Chief Executive and the Director of Finance.

The total benefit received by key management personnel in the year amounted to £167,105 (2021: £140,761).

11 Net (loss)/gains on investments

	2022 £	2021 £
Revaluation of investments	(446,070)	880,622
(Loss)/gain on sale of investments	(12,814)	68,276
	(458,884)	948,898

All (loss)/gains on investments are attributable to unrestricted funds.

12 Transfers

Included within transfers between funds are the replenishment of restricted fund balances of £1,041 (2021: - release of restricted funds £900) and an £850,000 transfer from general funds to designated funds as agreed by the board of trustees during the previous year. Release of restricted funds to general funds arise when in previous years general funds have underwritten a project that was not fully funded by restricted funds in that particular year. Therefore, funds released from restricted to general funds cannot exceed the value of general funds that have funded the relevant project previously.

13 Intangible fixed assets

	Total - Website
	£
Cost	
At 1 October 2021	51,168
Additions	12,000
At 30 September 2022	63,168
Amortisation	
At 1 October 2021	51,168
Charge for the year	-
At 30 September 2022	51,168
Net Book Value	
At 30 September 2022	12,000
At 30 September 2021	-

All intangible fixed assets are used for charitable purposes.

14 Tangible fixed assets

	Leasehold property	Computer hardware & software	Fixtures, fittings & equipment	Total
	£	£	£	£
Cost				
At 1 October 2021	166,314	147,888	38,792	352,994
Additions	-	10,992	1,608	12,600
At 30 September 2022	166,314	158,880	40,400	365,594
Depreciation				
At 1 October 2021	166,314	140,487	38,792	345,593
Charge for the year	-	7,714	536	8,250
At 30 September 2022	166,314	148,201	39,328	353,843
Net Book Value				
At 30 September 2022	-	10,679	1,072	11,751
At 30 September 2021	-	7,401	-	7,401

All tangible fixed assets are used for charitable purposes.

15 Fixed asset investments

	Cash	Managed funds	Deposits	Total
	£	£	£	£
Cost or valuation				
At 1 October 2021	99,879	7,690,270	-	7,790,149
Additions	(961,785)	961,785	-	-
Valuation changes	-	(458,884)	-	(458,884)
Net capital withdrawals	(553,539)	-	-	(553,539)
Disposals	1,721,684	(1,721,684)	-	-
Investment income received	118,557	-	-	118,557
Investment management fees paid	(52,399)	-	-	(52,399)
At 30 September 2022	372,397	6,471,487	-	6,843,884

	Cash	Managed funds	Deposits	Total
	£	£	£	£
Cost or valuation				
At 1 October 2020	181,047	7,483,520	-	7,664,567
Additions	(1,683,398)	1,683,398	-	-
Valuation changes	-	948,898	-	948,898
Net capital withdrawals	(900,098)	-	-	(900,098)
Disposals	2425,546	(2,425,546)	-	-
Investment income received	134,779	-	-	134,779
Investment management fees paid	(57,997)	-	-	(57,997)
At 30 September 2021	99,879	7,690,270	-	7,790,149

16 Subsidiary undertaking

The charity owns the whole of the issued share capital of Wizadvert Limited, a company incorporated in the United Kingdom, and which has 100 ordinary shares of £1 each. The registered addressed of the subsidiary undertaking is Charles House, 108-110 Finchley Road, London, NW3 5JJ. The company is dormant.

Consolidated accounts have not been prepared as the inclusion of the charity's only subsidiary in a set of consolidated accounts would not be material for the purposes of giving a true and fair view.

17 Debtors

	2022	2021
Amounts falling due within one year:	**£**	**£**
Other debtors	8,934	35,298
Prepayments and accrued income	338,697	284,204
	347,631	319,502
Amounts falling due after more than one year:		
Other debtors	25,668	25,668
	373,299	345,170

18 Creditors: amounts falling due within one year

	2022	2021
	£	**£**
Other taxation and social security	8,617	8,233
Other creditors	712,364	687,039
Accruals and deferred income	432,264	561,932
	1,153,245	1,257,204

Included within other creditors is an amount due to World WIZO of £650,000.
Included within Accruals and deferred income is £11,922 (2021: £6,000) of income received in advance for events taking place after the year end.

19 Creditors: amounts falling due after more than one year

	2022	2021
	£	**£**
Outstanding grant commitment	650,000	650,000
New Commitment made in the year	-	650,000
Discount applied	(51,245)	(94,872)
	598,755	1,205,128

In accordance with FRS102, a discount rate has been applied to the long-term grant commitment to reflect the net present value. The rate applied on the outstanding grant commitment was 2% based on current inflation rate and current yields on high quality corporate bonds of 2.29%. The rate on the commitment made in the previous year was based on inflation at 30 September 2021 which was 3.1%.
The grant commitment is payable in annual instalments of £650,000 per annum ending in 2023/24.

20 Retirement benefit schemes

Defined contribution schemes
The charity operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the charity in an independently administered fund.

The charge to profit or loss in respect of defined contribution schemes was £12,562 (2021-£16,297).

21 Restricted funds

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

		Movement in funds			
	Balance at 1 October	**Income**	**Expenditure**	**Transfers**	**Balance at 30 September 2022**
	£	**£**	**£**	**£**	**£**
Tiberias Scholarships	1,800	-	-	-	1,800
Study Program App – Vocational School Beit Hakerem	-	5,720	(5,720)	-	-
Haddasim Youth Village	-	1,000	-	-	1,000
Fixtures and Fixtures – Barzilai Day Care Centre	-	10,428	(10,428)	-	-
Diversity Project – Fundraising Initiative (Art Project)	4,173		(50)	-	4,123
Music Therapy Room – Rebecca Sieff Vocational School	4,700	-	-	-	4,700
Syudent Teqball for School - Nahalal	-	3,150	(3,500)	350	-
Otzma Tze'irah Programme	180	180	-	-	360
Beit Hakarem Garden	6,332	-	-	-	6,332
Haifa Neve Sha'anan, Migdal Haemek & Rehovot Centre-Wizo Community Centres	-	25,000	(25,000)	-	-
Expanding Sound & Radio - Vocational School, Beit Hakerem	-	20,000	(19,208)	-	792
Furniture – DCC Yavne	-	10,365	(10,138)	-	227
Ha'Arava, St Ramot, Weizman					
Furnishings – DCC Ashdod	-	4,635	(4,635)	-	-
Rova Vav					
Upgrade Student Area – Vocational School Beit Hakerem	-	25,000	(25,441)	441	-
Jerusalem, Rebecca Sieff Centre	4,707	-	-	-	4,707
Dora Day Care Centre	-	1,700	(1,700)	-	-
Netanya Day Care Centre – Food Vouchers*	(1,000)	750	-	250	-
Elaine and Neville Young DCC	800		-	-	800
Nahalal Youth Village	1,000	-	-	-	1,000
Student Operated Kiosk – Rebecca Sieff Vocational	8,500	-	(8,500)	-	-
Digitisation Project	16,008	-	-	-	16,008
	47,200	107,928	(114,320)	1,041	41,849

21 Restricted funds

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

		Movement in funds			
	Balance at 1 October 2020	**Income**	**Expenditure**	**Transfers**	**Balance at 30 September 2021**
	£	**£**	**£**	**£**	**£**
Tiberias Scholarships	1,800	-	-	-	1,800
Barzilai Hospital Day Care Centre	55,546	64,363	(119,909)	-	-
Diversity Project – Fundraising Initiative (Art Project)	4,173		-	-	4,173
Music Therapy Room – Rebecca Sieff Vocational School	5,000	-	(300)	-	4,700
Afula Community Centre	-	900	-	(900)	-
Otzma Tze'irah Programme	180		-	-	180
Beit Hakarem Garden	6,332	-	-	-	6,332
Haifa Neve Sha'anan, Migdal Haemek & Rehovot Centre- Wizo Community Centres	-	25,000	(25,000)	-	-
Jerusalem, Rebecca Sieff Centre	4,707	-	-	-	4,707
Netanya Day Care Centre – Food Vouchers*	-	-	(1,000)	-	(1,000)
Maoz Zion Day Care Centre	-				-
Elaine and Neville Young DCC	800		-	-	800
Nahalal Youth Village	1,000	-	-	-	1,000
Student Operated Kiosk – Rebecca Sieff Vocational School	-	8,500	-	-	8,500
Digitisation Project	16,008	-	-	-	16,008
	95,546	98,763	(146,209)	(900)	47,200

***** The Food Vouchers for the Netanya Day Care Centre has a negative restricted fund balance because the income in respect of this project was received shortly after the year end (in October 2021).

22 Designated funds

The income funds of the charity include the following designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes:

		Movement in funds		
	Balance at 1 October 2021	Expenditure	Transfer	Balance at 30 September 2022
	£	£	£	£
Renovation reserve	1,015,195	(11,199)	-	1,003,996
Travel fund for membership dues	9,961	-	-	9,961
Promotional reserve	68,900	-	-	68,900
	1,094,056	(11,199)	-	1,082,857

Renovation Reserve is to provide funds for renovations requested by World WIZO, as and when agreed by WIZO.uk. The Promotional Reserve is to provide funds for increasing awareness of WIZO.uk and its activities. The Travel fund relates to monies set aside from membership dues to fund the travel costs in order for participants to visit WIZO.uk's funded projects in Israel.

22 Designated funds *(continued)*

The income funds of the charity include the following designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes:

		Movement in funds		
	Balance at 1 October 2020	Income	Expenditure	Balance at 30 September 2021
	£	£	£	£
Renovation reserve	614,692	(450,397)	850,900	1,015,195
Travel fund for membership dues	9,961	--	-	9,961
Promotional reserve	68,900	-	-	68,900
	693,553	(450,397)	850,900	1,094,056

23 Analysis of net assets between funds

	General funds	Designated funds	Restricted funds	Total
	£	£	£	£
Fund balances at 30 September 2022 are represented by:				
Intangible and Tangible fixed assets	23,751	-	-	23,751
Investments	5,719,178	1,082,857	41,849	6,843,884
Current (liabilities)/assets	(124,514)	-	-	(124,514)
Long term liabilities	(598,755)	-	-	(598,755)
	5,019,660	1,082,857	41,849	6,144,366

	General funds	Designated funds	Restricted funds	Total
	£	£	£	£
Fund balances at 30 September 2021 are represented by:				
Intangible and Tangible fixed assets	7,401	-	-	7,401
Investments	6,648,893	1,094,056	47,200	7,790,149
Current assets/(liabilities)	112,648	-	-	112,648
Long term liabilities	(1,205,128)	-	-	(1,205,128)
	5,563,814	1,094,056	47,200	6,705,070

24 Operating lease commitments

At the 30 September 2022, the charity had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2022	2021
	£	£
Land and buildings		
Within one year	77,400	33,998
Between two and five years	239,107	-
	316,507	33,998
Other		
Within one year	7,920	7,920
Between two and five years	7,920	15,840
	15,840	23,760

25 Related party transactions

During the year, except as disclosed in note 9, there were no related party transactions (2021: nil).

26 Cash generated from operations	2022	2021
	£	£
Net (expenditure)/(income) for the year	(560,704)	669,179
Adjustments for:		
Investment income recognised in profit or loss	(119,970)	(134,789)
Loss/(gain) on disposal of investments	12,814	(68,276)
Fair value gains and (losses) on investments	446,070	(880,622)
Depreciation of intangible and tangible fixed assets	8,250	10,043
Investment management fees paid from portfolio	52,399	57,997
Movements in working capital:		
Increase in debtors	(28,129)	(172,124)
(Decrease)/increase in creditors	(710,332)	381,785
Cash absorbed by operations	(899,602)	(136,807)

27 Analysis of changes of net debt

The charity had no net debt during the year.

WIZO.UK

England & Wales - Charity number 1125012

Accounts

Charity Registration No. 1125012

Company Registration No. 06634748 (England and Wales)

WIZO.UK

ANNUAL REPORT AND ACCOUNTS

FOR THE YEAR ENDED 30 SEPTEMBER 2021

WIZO.UK

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	David Ashton Stephen Brower Robert Gershon Natasha Hausdorff Rupert Levy Claude Littner Mandy Namdar Ronit Ribak-Madari Danielle Shane Jill Shaw Annabel Stelzer John Ware
Secretary	Michael Kyriakides
Charity Number	1125012
Company number	06634748
Registered address	Charles House 108 - 110 Finchley Road London NW3 5JJ
Auditor	HW Fisher LLP Acre House 11-15 William Road London NW1 3ER United Kingdom
Bankers	Barclays Bank Plc Leicester Servicing Centre Leicester L87 2BB
Investment advisors	Veritas Asset Management (UK) Ltd 1st Floor 90 Long Acre London WC2E 9RA
	Investec Wealth and Investec Limited 2 Gresham Street London EC2 7QP

WIZO.UK

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WIZO.UK

TRUSTEES' REPORT

FOR THE YEAR ENDED 30 SEPTEMBER 2021

The Trustees (who are also the directors of the charity for the purposes of the Companies Act) present their annual report together with the accounts of WIZO.uk for the year ended 30 September 2021. This report is also the directors' report as required by Company Law.

The accounts have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with its Memorandum and Articles of Association, the Companies Act 2006, and the 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 (FRS102) (effective 1 January 2019).

Status
WIZO.uk is a registered charity and company limited by guarantee and its governing document is the Memorandum and Articles of Association. WIZO.uk is part of a worldwide organisation comprising 50 national Federations affiliated to World WIZO whose offices are based in Israel. WIZO.uk's Head Office is based in London, however there are 105 regional groups located across the UK which fundraise on behalf of the charity.

Public Benefit
The Trustees present their report and accounts for the year ended 30 September 2021. In doing so, the Trustees have complied with their duty in Section 17 of the Charities Act 2011 to have due regard to the guidance published by the Charity Commission. The benefit to the public is manifestly demonstrated by the activities and achievements described in this report.

Our approach and aims
As the largest social welfare organisation working with the Israeli Government, World WIZO provides essential services for disadvantaged and vulnerable citizens at every stage of life, from babies to the elderly. With over 250,000 members worldwide, WIZO is the main agent for change for the people of Israel.

WIZO.uk raises funds for programmes and centres in Israel. With over 800 projects and programmes, World WIZO operates a vast range of services. These include:

- Day care centres, keeping thousands of children safe and secure.
- Youth villages and schools, educating socially disadvantaged and vulnerable teenagers.
- Youth clubs and community centres, providing after school facilities and social and educational programmes for all age groups.
- Facilities and helplines, supporting victims of domestic violence and their young families.
- Centres assisting immigrants with integration into Israeli society.

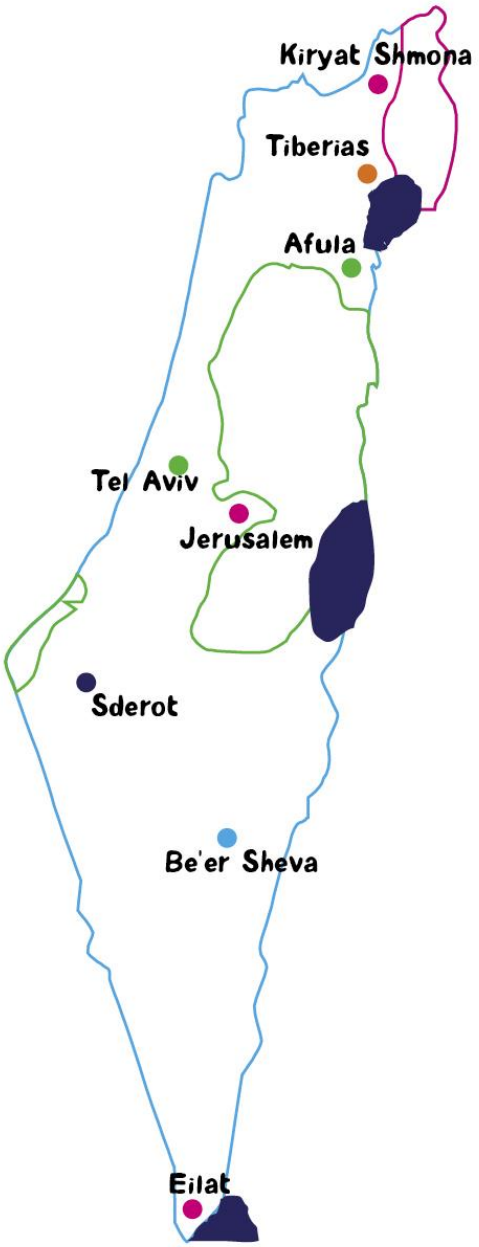
WIZO.uk's vision and mission
- Our vision is for an Israeli society that cares for all citizens regardless of gender, race, ethnicity or religion, and which focuses on the education and welfare of women, children and youth.
- Our mission is to help support and strengthen vulnerable families in Israel.

The objectives of the Charity are to:
- Benefit the people of Israel by supporting the charitable work of WIZO in the State of Israel through the support of young people, women affected by violence, families in need, immigrants and the elderly.
- Advance, for the benefit of the public, education (including vocational schools) amongst all sections of the population in Israel.
- Relieve poverty amongst all sections of the population in Israel.
- Advance, for the benefit of the public, education about the work of WIZO amongst all sections of the Jewish communities of the United Kingdom.

WIZOUK PROJECTS ACROSS ISRAEL

Community Centres
Afula
Ashdod
Ashkelon
Bat Yam
Beersheva
Dimona
Eilat
Givatayim
Hadera
Haifa
Herzliya
Hod Hasharon
Holon
Jaffa
Jerusalem
Kadima
Kiryat Gat
Kiryat Malachi
Kiryat Yam
Mechola
Migdal Haemek
Nahariya
Nazareth Illit
Nes Ziona
Netanya
Ofakim
Pardes Katz
Petach Tikvah
Ra'anana
Ramat Gan
Ramat Hasharon
Rehovot
Rishon Le'Zion
Safed
Tel Aviv
Zarit
Zichron Yaakov

Day Care Centres
Afula Illit
Air Base
Ashdod
Ashkelon
Bat Yam
Bet Shemesh
Eilat
Givatayim
Hadera
Jerusalem
Kadima
Kfar Saba
Kiryat Motzkin
Kiryat Shmona
Maoz Zion
Mevasseret
Nes Harim
Netanya
Or Yehuda
Ramat Gan
Rishon Le'Zion
Sderot
Tel Aviv
Yavne
Zur Shalom



Prevention of Violence Centres
Ashkelon
Jerusalem
Ramat Gan

Schools
Jerusalem
Nahalal

Shelter for victims of domestic violence

Shops
Holon
Jerusalem
Petach Tikva
Tel Aviv
Yad Eliahu

Youth Clubs
Afula
Bat Yam
Jerusalem
Tiberias

Working under COVID-19 restrictions
As in the previous year the activities of WIZO.uk in the year to 30 September 2021 were impacted by the Coronavirus Pandemic (COVID-19), in particular how government restrictions limited our ability to hold fundraising events. However, despite these challenges WIZO.uk have succeeded in raising funds for its projects, and this is best made evident by our successful 36-hour crowdfunding campaign Spring into Action which took place in May 2021.

The sections below show how our projects have continued to operate during the pandemic. Page 7 of this report goes into further detail about how COVID has impacted on the operations of WIZO.uk and page 8 provides details on the resultant financials.

Projects supported
During the year 2020/21, WIZO.uk sent £2.242M (2019/20 £1.120M) to World WIZO towards about 100 projects, programmes and capital renovations.

Day Care Centres
WIZO opened its first Day Care Centre in 1926 with the aim of supporting working mothers. Today, an acknowledged leader in the field of Early Age Education, WIZO operates over 180 Day Care Centres for approximately 15,000 children from the age of 3 months up to 4 years.

WIZO's trained and experienced caregivers engage children in early childhood development programmes aimed at developing cognitive and physical aptitude from infancy. These programmes encourage curiosity, experimental learning and self-expression, whilst increasing communication, speech and reading abilities. Educational games, music activities, movement, art and story time are geared to enhance muscle tone, coordination and increase children's attention spans. At WIZO's **Rebecca Sieff Day Care Centre** in Jerusalem, this includes a sensory motor centre, a sound listening centre and a Lego room. The Pedagogical Unit based at World WIZO headquarters in Tel Aviv trains many of the national Day Care Centre staff, ensuring they receive regular continual professional development.

Multi-Purpose Day Care Centres, which are mainly located in very low socio-economic areas, cater for children referred by social services from 7am to 7pm, six days a week. These children come from poor or underprivileged backgrounds where many experience neglect or violence at home. The centres provide additional services such as social workers, psychologists and therapists, as well as parenting programmes to encourage positive family bonding. All children receive three freshly prepared healthy and nutritious meals (breakfast, lunch and dinner).

WIZO.uk's responsibility is to contribute towards the operational costs of 19 Day Care Centres which are located throughout Israel. These are situated in a variety of neighbourhoods with different socio-economic profiles and accommodate about 2,800 children. Two of the centres are in close proximity to hospitals, which enables medical staff to take advantage of the best possible childcare whilst at work.

In 2020/2021 while almost all educational institutions had to close during lockdown, WIZO Day Care Centres at the six hospitals across Israel remained open to care for the children of medical teams and key hospital workers, while they performed their life-saving work. Here the children receive high level early years education and developmental support in a loving and professional environment that allows them to enjoy their childhood and flourish.

Our 19 WIZO Comprehensive Day Care Centres remained open during the pandemic to provide the essential care and attention which at-risk children need for their wellbeing and safety even more so during the stressful times of the Covid-19 pandemic. For many of these children, their WIZO Day Care Centre is more like home than their own home.

WIZO Centres
WIZO's Centres operate in more than 70 towns and cities across Israel. They provide a supportive environment for the entire family and often form the hub of a community. They offer a wide range of cultural, educational and social activities to accommodate all generations, including vocational and youth leadership training, art and music programmes, empowerment workshops for women, day trips, single parent support groups, legal advice bureau, dance and drama classes, night school, parenting workshops, conversation groups for new immigrants, second hand clothing shops, lectures and IT courses. Our 'Golden Age' clubs provide services and activities appropriate to the changing lifestyle of senior citizens.

WIZO Centres (continued)
The "Warm Home" programmes for young women suffering from emotional neglect and living in vulnerable situations operate at the centres five days a week. Here they receive hot meals, counselling and social assistance, enabling them to build their self-confidence and increase self-esteem. Teenage girls at-risk also take part in a variety of programmes to improve their sense of self-esteem and perception of body image.

WIZO.uk contributes towards the running costs of 38 Centres. Sometimes the services being offered are free of charge, but often small fees are paid giving the recipients a degree of self-respect. The Centres are also used by the local municipalities for courses benefitting particular groups within the community. Where space is available, local branches will endeavour to ensure rooms are rented out at a commercial rate to help subsidise the activities provided.

Youth Centres and Youth Clubs
WIZO's 50 youth centres and youth clubs across Israel provide disadvantaged and vulnerable teenagers with tutoring, guidance, pre-vocational training, communication, leadership, sport and science enrichment programmes plus training in music and the arts. Many of the centres also have a library, study centre and computer room. Young people are helped to develop their self-respect and self-esteem, and those at-risk are provided with specialist therapeutic facilities. WIZO.uk provides funds towards four Youth Centres and Youth Clubs.

The **Margaret Gold Music Centre** in Tiberias was established in 1983. Today it is a hub for young people interested in studying music, regardless of their socio-economic background. The centre focuses on making music and using this medium to encourage integration across different social groups with music lessons offered to children as young as six. As learning to play an instrument is expensive, this programme enables children from low income and immigrant families to study music, learn to play a variety of instruments at the centre's outdoor auditorium, and perform at tours around the country and even outside Israel.

WIZO's Bar/Bat Mitzvah programme attended by students from low socio-economic background, encompasses an education and cultural programme, focusing on leadership and empowerment. Each boy is given a set of tefillin (traditional religious item) and participates in a formal synagogue service. All girls, along with their mothers, take part in a challah baking ceremony, and at the end of the programme the children are provided with a celebration party.

Schools and Youth Villages
The WIZO **Vocational High School** in Jerusalem provides life-changing support for vulnerable teenagers. The school is very often the last hope of a future for students with severe emotional and behavioural problems. Failed by mainstream education, this "School of Dreams" is committed to enabling every student to discover their strengths, learn to develop self-belief and to move forward into a fulfilling future.

WIZO's five youth villages are home to 5,500 young people from disadvantaged backgrounds with 20% living in the school's residential dormitories.

WIZO's **Nahalal Youth Village**, which is operated through the Ministry of Education and supported by WIZO.uk and Canadian Hadassah WIZO, caters for 1,500 students aged 11 to 16, some referred by social services, with over 150 of these classed as at-risk. At this time, 90 students come from countries within the former Soviet Union, Europe, Canada, USA and Brazil to complete their schooling through the Na'aleh and Aniere youth education programmes. In addition, some are offered the opportunity to also study at the Haifa Technion to receive further scientific and engineering tuition aiming ultimately to make Aliyah, and to use their expertise for the benefit of Israel once they have completed their IDF (Israeli Defence Force) service.

Schools and Youth Villages (continued)
WIZO.uk supports 'at-risk' children with individualised assessments, psychological counselling, education and treatment to help them rebuild their lives. These children go on to develop vital social skills and learn responsibility by delving into subjects with inherent therapeutic value, such as art, music and drama. To ensure these students do not fall behind in class, WIZO provides vital one-to-one tutoring as well as necessities such as clothes, shoes and toiletries.

All children are integrated and given the same learning opportunities. Areas of study at the school include agricultural science (such as dog breeding and horse training), biology, biotechnology, chemistry, computer science, design, communications and electrical engineering. The school is highly regarded as one of the best for agriculture in Israel. It is a leader in biotechnology and the first to be declared a 'green school' by the Ministry of Environment. Nahalal students are ranked among the top students in the country and the induction rate of graduates into the IDF is one of the highest in the State of Israel.

The Mahut Programme, which takes place within WIZO's schools and youth villages, is aimed at students with learning difficulties and ADHD. Teachers are professionally trained to work with very small groups, providing students with specialist care and equipping them with essential skills to help them overcome difficulties. The ultimate aim is to enable students to have a better quality of life and to achieve academic success.

Women's Shelters
WIZO's two residential shelters are safe havens for women and children who have suffered violence and are in immediate danger. The shelters provide therapeutic, social, legal and educational services free of charge to support and prepare women for an independent life free from violence and abuse.

WIZO.uk supports the running costs of one residential shelter in Jerusalem which accommodates up to 12 women and their children for a minimum stay of six months and in special cases up to one year. Many children at the shelter have suffered trauma from either witnessing violence or having been abused themselves and so social workers are on hand to work with the families in order to resolve any emotional issues. Pre-school age children are looked after within the shelter by professionally trained carers during the day, whilst older children attend nearby kindergartens and schools.

The shelter provides food, clothes and toys, as well as therapy, legal assistance, vocational training, tutoring, job assistance and support in locating a new home. In addition, WIZO provides women with the ability to gain financial independence as part of a holistic plan that empowers mothers to provide a better future for themselves and their children.

At Beit Heuss, in Herzliya Pituach, workshops are provided for reformed addicts, (together with their spouses), for parents of children with special needs, for men/fathers to acquire parenting, communication and anger management skills, and for families to acquire tools to develop and strengthen parenting skills.

The Matrid Programme aims to raise youth awareness of sexual assault. The sessions include lectures and workshops combining theoretical knowledge and practical tools such as self-defence techniques.

The Mine and Only Mine Programme teaches young men and women how to identify and cope with negative influences and aggressive behaviour in the early stages of relationships. Knowing the warning signs is crucial in the fight against domestic violence in Israel.

Working with minorities
WIZO provides vital services for all Israeli citizens, regardless of gender, race or religion. Projects and programmes across the country support Jewish, Arab, Druze, Bedouin, Christian and Circassian citizens, thus helping to promote a democratic society based upon respect, understanding, responsibility and equal opportunity.

WIZO.uk supports **Rainbow House** in Haifa, which provides hairdressing and beautician courses for approximately 600 multicultural men and women from all over the North of Israel

WIZO's Day Care Centres and Schools employ teachers and caregivers from minority communities, which care for children from all sectors of society. Many successful graduates from the Vocational School in Jerusalem, Rainbow House in Haifa and the Youth Village in Nahalal are Arabs, where they learn harmoniously alongside Jewish students.

Art and Cultural Diversity projects were set up to facilitate dialogue between the diverse cultures of Israel with social gatherings in homes and participation in lectures on co-existence. Moving forward, WIZO is using its vast experience gained over more than 100 years to continue to develop new opportunities in this evolving society to support those in its care

Your support
WIZO.uk's gross income for 2020/21 was £2.294M (2019/20 £1.242M). The coronavirus pandemic had a significant impact on the charity's ability to raise funds in the previous year, however in 2020/2021 our income significantly increased as a result of receiving some significant legacies and also because of our successful crowdfunding campaign – Spring into Action.

Legacies
WIZO.uk is deeply grateful to our supporters who left a legacy towards WIZO's work through gifts in their Wills. Their generous legacies, which totalled £957K in 2020/21, helped support hundreds of vulnerable families in Israel. We extend our sympathy and heartfelt thanks to their loved ones. We are also grateful to our supporters who have informed WIZO.uk of their plans to leave a gift in their Will. We applaud their foresight and leadership in making future generations of Israeli families a priority.

Individual supporters, patrons, trusts and government
In 2020/21, WIZO.uk received £353K from individual supporters, major donors, charitable trusts and family foundations. We are sincerely grateful for the loyal support and generosity of these individuals and organisations towards WIZO's work in Israel.

WIZO.uk also received £5K of support from the government relating to government schemes to help organisations that have suffered financially as a result of government restrictions that were put in place as a result of the Coronavirus pandemic.

Group fundraising
Through volunteering their time and organising a wide range of successful events, our loyal, dedicated and generous supporter groups across the UK raised £611K during 2020/21. Further analysis of group income appears on page 23. The Trustees are grateful to all the Group Chairmen and their committees for their tireless work at raising much needed and valuable funds. Group fundraising includes amounts raised in respect of the Jewish Women's Week campaign which is detailed further below.

Events, appeals and campaigns
A variety of successful fundraising events which raised a total of £149K took place during the year and forms a part of events, appeals and campaigns income in the accounts. Events included the Rosh Hashanah Appeal (£69K), Literary Lunch (£15K), Victims of Abuse Appeal (£4K), Barzilai Hospital Day Care Centre Appeal (£58K) and Quiz@Home (£3K).

Jewish Women's Week, which takes place every May, continues to be our most consistently successful fundraising campaign. Carried out by WIZO.uk's volunteers through door-to-door collections, Jewish Women's Week in 2020/21 raised £91K.

Looking ahead
The beginning of this financial year 2021/2022 commenced with the continued impact of the coronavirus pandemic which presented challenges to the charity's ability to raise funds, however since the government restrictions were lifted and less concern from the pandemic given the extent of the UK's vaccination programme, we were able to host a number of fundraising events, namely our Sponsor A Child Lunch, the Literary Lunch, Quiz at Home and more recently the Golf Day. In addition, the lifting of the restrictions allowed the staff to work in the office.

Despite the fundraising constraints we have remained committed to raising significant funds for WIZO and to try to achieve the year 2 target of £2.3 million in our strategic plan. In anticipation of all restrictions being lifted we intend to revitalise our work schedule we will be reinstating visits to Israel educating and informing about WIZO.uk's work, connecting with donors, promoting legacy giving, and offering opportunities to support specific areas of WIZO.uk's activities

In December 2021, WIZO received an interim legacy in the sum of £200,000 from the Estate of Jonas Wilson.

In March 2022 we launched an appeal supporting those who have suffered as a result of the war in Ukraine.

In September 2022, we plan to commence our *Women Leading the Way Campaign* which will include a 3-day immersive exhibition concept allowing people to experience and engage with some of the work WIZO does first hand.

COVD-19
The coronavirus (COVID-19) pandemic has caused extensive disruptions to organisations globally with major implications for operations as well as finances. The trustees acknowledge and recognise the potential impact of the COVID-19 pandemic on the future operations of its donors, funded projects, volunteers, stakeholders and on the wider society. Key areas of the charity's operations that have been impacted include:

- Following the advice issued by the UK Government in March 2020 regarding employees working from home and other social distancing measures, we have enacted procedures to facilitate this and have taken detailed action that enables effective operation to continue whilst employees are not physically present in the charity's office. In 2020/21 the staff were able to work effectively from home, however since the concern for COVID-19 has subsided staff are now regularly working in the office
- WIZO.uk's meetings and events – Since COVID-19 WIZO.uk has lost income from being unable to host fundraising events through central events and through its group network. We have mitigated this impact through a combination of new income activities such as hosting virtual events, an online appeal in April 2020 and through cost savings. In 2020/21 we commenced our physical fundraising events and where it is safe to do so have encouraged our groups to follow suit, however as far possible we are still striving to keep costs down despite the relaxation of the government restrictions and the potential to spend more as a result.

Financial review

Income

WIZO.uk's total income from fundraising activities including investment income in 2020/21 was £2.294M (2019/20 £1.242M) before fundraising costs and other expenses. The coronavirus pandemic has had a significant impact on the charity's ability to raise funds in the previous year, however in 2020/2021 our income significantly increased as a result of receiving some significant legacies and also because of our successful crowdfunding campaign – Spring into Action.

Charitable expenditure

During 2020/21, £2.297M (2019/20 £1.130M) was made available for projects, programmes and capital renovations in Israel. This included £650K of previously committed grant funding, £1.475K from general funds and £172K from restricted funds and accumulated designated reserves. In addition, in this year the trustees exceptionally awarded an additional year of quota funding amounting to £650K and payable in the financial year 2023-2024.

Governance costs

Governance costs provide the governance infrastructure for the charity to operate and generate the information for public accountability and include the costs of strategic planning for the future development of the charity. Governance costs amounted to £34,389 which is 1.5% of total income in 2020/21.

Investments

The charity holds most of its reserves as investments. At the year-end investments held amounted to £7.811M (2019/20 - £7.686M). During the year the charity made gains on its investment portfolio of £949K (2019/20 - £550K). The gains made in the year being the net of £68K of realised gain and £881 of unrealised gains (2019/20 £66K loss realised, £616K gain unrealised).

The charity also received investment income from its investment portfolio and amounts held on fixed term deposits. During the year investment income amounted to £135K (2019/20 £143K). Overall, the charity's investment performance is in line with the investment objective of obtaining real returns focused on capital growth with income.

Reserves

Total reserves at year end amounted to £6.705M (2019/20 - £6.036M). WIZO.uk's policy on reserves is as follows:

The Charity's income is derived primarily from voluntary sources such as donations, legacies and fundraising activities by its supporters, as well as investment income. These sources are subject to a level of unpredictability. The Trustees consider it necessary to consolidate and secure funding for the Charity's existing operating and charitable commitments and to build in sufficient reserves to enable it to respond to the charitable needs of the future, including the long-term sustainability of projects being supported. The Trustees do not feel they will be able to plan effectively without securing several years of reserves for these commitments and future cost increases, as well as enabling the Charity to respond to emergencies.

Following the completion of the strategic review carried out by the Trustees in 2013, it was agreed that reserves should cover two years fixed annual operating costs, excluding those directly relating to fundraising events, plus a provision of £1M held to protect the Charity if the investments matching the long-term grant liability diminish in value. In total our reserves requirement currently equates to approximately £3M. Although WIZO.uk has seen its expenditure exceed its income in recent years, the Charity has benefited from continued increases in the value of its investment portfolio, which is reflected in this financial year's results and which has led to a net increase in reserves. The Trustees constantly monitor the situation to ensure that the reserves are maintained at more than the policy requires. At the date of producing these accounts the Trustees have no concerns about meeting all expected costs.

Investment policy

In accordance with the investment policies approved by the Trustees and the Investment Committee, the investment objectives of WIZO.uk are to:

(a) Create sufficient financial return to enable the Charity to carry out its purposes effectively and without interruption

(b) Maintain and enhance the investment fund over any five-year period

(c) Obtain a reasonable balance between capital growth and income so that the fund can meet future demands as well as current needs

(d) Over the medium term achieve growth in the portfolio equal to or better than UK inflation (RPI) plus 2%. For this purpose, medium term is assumed as a business cycle of 7 to 10 years

The Investment Committee meets twice a year to set investment policy and review performance. The Charity's investment portfolio is managed by two Investment Managers, with whom investment mandates have been agreed. The Investment Managers report on performance and compliance with their mandates at Investment Committee meetings and between meetings when considered necessary.

Volunteers

Our volunteers are the backbone of WIZO.uk's success and achievements. Volunteers, including our Trustees, Lay Advisors and supporter groups, donated many hours of their time during 2020/21. Fundraising activities were carried out by 105 supporter groups across the UK and through centrally organised events and campaigns. These groups work on a purely voluntary basis, whilst Head Office and regional offices use both salaried and voluntary workers.

Risk Management

The Trustees regularly review the risk register in order to assess the major risks to which the Charity is exposed. They are satisfied that good systems are in place to manage exposure to risks.

Major risks considered include those associated with fundraising in an increasingly competitive market, a difficulty in attracting younger members and a general reluctance to donate towards an Israel based charity. The concept of Zionism has changed over the past hundred years and Israel is perceived as having a thriving modern economy with little need of outside financial assistance. Changing demographics within the UK community mean that our traditional membership supporter base has aged, and its fundraising potential has diminished. Measures have been taken to minimise strategic risks and initiatives are being constantly developed to ensure that the Charity retains its share of the fundraising market and increases its support from younger generations. With the advent of new data protection regulations in May 2019, the Trustees and senior management undertook a review and sought external specialist advice on the Charity's preparedness and compliance with its legal obligations.

Governance

WIZO.uk is governed by a Board of Trustees that consists of no less than five and not more than fifteen individuals. The Charity is governed by its Memorandum and Articles of Association dated 1 May 2013 (as amended by a Special Resolution by the Members of the Charity on that date and on 22 June 2018), with key matters of governance set out in the governance handbook of the Charity. The Board of Trustees comprises: A Chairman, a President, up to four Elected Trustees, and up to nine Appointed Trustees. The maximum term of service for an Elected or Appointed Trustee is two consecutive terms of office, with each term lasting three years. Elected Trustees shall be elected by Members in accordance with such procedures as shall be prescribed by the Trustees in the Standing Orders. An individual (who complies with any criteria which may be set out in the Standing Orders) may be appointed by the Board of Trustees as an Appointed Trustee. Trustees that have recently joined the Board are provided with a comprehensive Trustee Induction Pack, in order to learn about the charity. They are also offered to attend trustee training courses, if required.

The Board of Trustees meets at least four times a year to ensure that WIZO.uk has a clear vision, mission and strategic direction and is focused on achieving them. This involves monitoring and acting to ensure that performance and impact is achieved. For example, the Board reviews and approves the plans of the charity, receives and examines reports on the charity's financial affairs, monitors fundraising activities, and considers policies and procedures in areas such as risk management and legal and regulatory compliance.

A Finance Committee meets on a two monthly basis to consider strategic planning, financial controls, compliance, audit, grant procedures/projects and management reporting. An Investment Committee meets twice a year to set investment policy and review performance and an Audit and Control Committee meets twice a year to monitor the charity's audit, risk and internal control arrangements.

WIZO.uk is currently led by the Chief Executive. The Senior Management Team consists of the Chief Executive, and the Director of Finance. The Senior Management Team deals with the operational aspects of the charity and carries out the strategic objectives that are set by the Board. Staff pay is the responsibility of the Remuneration Committee who meet to agree the annual pay award to staff for recommendation by the Board. All pay levels for the WIZO.uk key senior managers are benchmarked according to market practice and equivalent positions in other charitable organisations.

Supporter groups are managed locally by volunteers who have each signed a formal branch agreement with WIZO.uk. Financial activities of the groups have been consolidated within these accounts.

Commitment to Fundraising Guidance
We are committed to achieving the highest standards of professional fundraising. We registered with the Fundraising Regulator, to whom we pay the Fundraising Levy. Through the systems and processes we have put in place, we aim to achieve the standards set out in the Fundraising Code of Practice. We are signed up to the Fundraising Preference Service, and we screen against the Telephone Preference Service where appropriate.

During 2020/21 we worked closely with an external consultant to ensure our fundraising data protection practices were compliant with the new General Data Protection Regulation (GDPR). This included a review of our policies, our contracts with event organisers and data sharing agreements. From March 2020, to reflect the increasingly complex regulatory landscape and our commitment to fundraising compliance, we have put in place a GDPR Compliance Lead with a specific remit for compliance issues. This will help to ensure we continue to evolve our approach and to achieve best practice standards in all our fundraising activities.

WIZO.uk raises most of its voluntary income from individual supporters; Patrons, Charitable Trusts and Foundations; group fundraising; events; postal appeals; campaigns; Jewish Women's Week; and legacies. We do not employ third party professional fundraisers or commercial organisations to fundraise on our behalf, but we do engage third parties to manage the logistics of some events. The majority of our fundraising activities are delivered in partnership with committees consisting of staff, Trustees and volunteers.

We do not take part in any intrusive or high-pressure fundraising activities such as street fundraising or cold calling by telephone. Our postal appeals are sent to existing donors only, and we establish new relationships with individual donors on the basis of personal contacts known to potential donors. We respect all requests to stop sending fundraising communications as set out in our Privacy Policy.

We are involved in door-to-door fundraising as part of Jewish Women's Week, which is the only door-to-door collection in the UK Jewish Community that is authorised by the Home Office; we are exemption order holders. The majority of Jewish Women's Week collectors are known to the individuals being approached. They are either their neighbours, members of the local community or previous supporters.

We monitor complaints arising from our fundraising activities and during 2020/21 we received no complaints.

Trustees
The Trustees are also Directors for the purposes of company law. The Trustees who served during the year and up to the date of this report were as follows:

Elected Trustees

Ilana Metzger	Co-Vice Chair (resigned 17 May 2022)
Ronit Ribak-Madari	President
Annabel Stelzer	Chair
elected 7 July 2021)	
Michele Vogel	(resigned 7 July 2021)

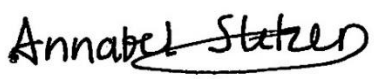
Appointed Trustees

David Ashton	
Stephen Brower	
Russell Cohen	(resigned 18 November 2020)
Amanda Collins	(resigned 19 September 2021)
Robert Gershon	(appointed 17 May 2022)
Natasha Hausdorff	(appointed 24 November 2020)
Rupert Levy	(appointed 9 November 2021)
Sarah Levy	Co-Vice Chair (resigned 17 May 2022)
Claude Littner	(appointed 23 November 2020)
Mandy Namdar	(appointed 14 September 2021)
Michèle Pollock	President (resigned 7 July 2021)
Danielle Shane	(appointed 14 September 2021)
Jill Shaw	
Annabel Stelzer	(resigned 18 November 2020)
John Ware	(appointed 24 November 2020)

Disclosure of information to auditor
Each of the trustees (directors) has confirmed that there is no information of which they are aware which is relevant to the audit, but of which the auditor is unaware. They have further confirmed that they have taken appropriate steps to identify such relevant information and to establish that the auditor is aware of such information.

Auditor
The company appointed HW Fisher LLP as auditor to the company and a resolution proposing their re-appointment will be put to the members.

On behalf of the Board of Trustees



Annabel Stelzer
Chairperson of Trustees

Dated: 29 July 2022

WIZO.uk
Registered Office: Charles House, 108 - 110 Finchley Road, London, NW3 5JJ
A company registered by guarantee registered in England No: 06634748
Registered Charity in England and Wales No: 1125012

WIZO.UK

STATEMENT OF TRUSTEES' RESPONSIBILITIES

FOR THE YEAR ENDED 30 SEPTEMBER 2021

The Trustees, who are also the directors of WIZO.uk for the purpose of company law, are responsible for preparing the Trustees' Report and the accounts in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company Law requires the Trustees to prepare accounts for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that year.

In preparing these accounts, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;

- observe the methods and principles in the Charities SORP;

- make judgements and estimates that are reasonable and prudent; and

- prepare the accounts on a going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The Trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the accounts comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

WIZO.UK

INDEPENDENT AUDITOR'S REPORT

TO THE MEMBERS OF WIZO.UK

Opinion
We have audited the accounts of WIZO.uk *(*the 'charity') for the year ended 30 September 2021 which comprise the Statement of Financial Activities including Income & Expenditure, the Balance Sheet, the Statement of Cash Flows and notes to the accounts, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102, The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the accounts:

- give a true and fair view of the state of the charitable company's affairs as at 30 September 2021 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion
We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the accounts section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the accounts in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern
In auditing the accounts, we have concluded that the Trustees' use of the going concern basis of accounting in the preparation of the accounts is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the accounts are authorised for issue.

Our responsibilities and the responsibilities of the Trustees with respect to going concern are described in the relevant sections of this report.

Other information
The other information comprises the information included in the annual report, other than the accounts and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the accounts does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the accounts or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the accounts themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information; we are required to report that fact.

We have nothing to report in this regard.

Opinion on other matter prescribed by the Companies Act 2006
In our opinion, based on the work undertaken in the course of our audit:

- the information given in the Trustees' Report, which includes the Directors' Report prepared for the purposes of company law, for the financial year for which the accounts are prepared is consistent with the accounts; and
- the Directors' Report included within the Trustees' Report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception
In the light of the knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the Directors' Report included within the Trustees Report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the accounts are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to claim exemption, in accordance with the small companies regime, from preparing a strategic report.

Responsibilities of trustees
As explained more fully in the Statement of Trustees' Responsibilities, the trustees, who are also directors of the charitable company for the purpose of company law, are responsible for the preparation of the accounts and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of accounts that are free from material misstatement, whether due to fraud or error. In preparing the accounts, the trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the directors either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the accounts
Our objectives are to obtain reasonable assurance about whether the accounts as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these accounts.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

As part of our planning process:

- We enquired of management the systems and controls the charity has in place, the areas of the accounts that are most susceptible to the risk of irregularities and fraud, and whether there was any known, suspected or alleged fraud. The charity did not inform us of any known, suspected or alleged fraud.
- We obtained an understanding of the legal and regulatory frameworks applicable to the charity. We determined that the following were most relevant: the Charity SORP, FRS 102, Charities Act 2011, Companies Act 2006.
- We considered the incentives and opportunities that exist in the charity, including the extent of management bias, which present a potential for irregularities and fraud to be perpetuated, and tailored our risk assessment accordingly.
- Using our knowledge of the charity, together with the discussions held with the charity at the planning stage, we formed a conclusion on the risk of misstatement due to irregularities including fraud and tailored our procedures according to this risk assessment.

The key procedures we undertook to detect irregularities including fraud during the course of the audit included:

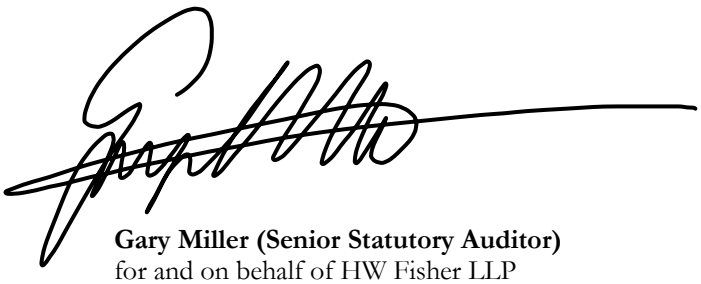
- Identifying and testing journal entries and the overall accounting records, in particular those that were significant and unusual.
- Reviewing the accounts disclosures and determining whether accounting policies have been appropriately applied.
- Testing key income lines, in particular cut-off, for evidence of management bias.
- Assessing the validity of the classification of income, expenditure, assets and liabilities between unrestricted, designated and restricted funds.
- Reviewing documentation such as the charity board minutes for discussions of irregularities including fraud.

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the accounts even though we have properly planned and performed our audit in accordance with auditing standards. The primary responsibility for the prevention and detection of irregularities and fraud rests with the trustees of the charity.

A further description of our responsibilities is available on the Financial Reporting Council's website at: http://www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.



Gary Miller (Senior Statutory Auditor)
for and on behalf of HW Fisher LLP
Chartered Accountants
Statutory Auditor
Acre House
11-15 William Road
London, NW1 3ER
29 July 2022

WIZO.UK

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 30 SEPTEMBER 2021

	Notes	Unrestricted funds general £	Designated funds £	Restricted funds £	Total 2021 £
Income from:					
Donations and legacies	**3**	1,281,202	-	34,400	1,315,602
Events, appeals and campaigns	**4**	779,252	-	64,363	843,615
Investments	**5**	134,789	-	-	134,789
Total income		2,195,243	-	98,763	2,294,006
Expenditure on:					
Raising funds	**6**	331,635	-	-	331,635
Charitable activities:					
WIZO.uk projects in Israel (*)	**7**	1,645,484	450,397	146,209	2,242,090
Total expenditure		1,977,119	450,397	146,209	2,573,725
Net gains on investments	**11**	948,898	-	-	948,898
Net income/(expenditure)		1,167,022	(450,397)	(47,446)	669,179
Transfers between funds	**12**	(850,000)	850,900	(900)	-
Net movement in funds		317,022	400,503	(48,346)	669,179
Fund balances at 1 October 2020		5,246,792	693,553	95,546	6,035,891
Fund balances at 30 September 2021		5,563,814	1,094,056	47,200	6,705,070

(*)The figure of £2,242,090 includes remittances to our projects in Israel of £1,646,606.

The statement of financial activities includes all gains and losses recognised in the year

All income and expenditure derive from continuing activities.

WIZO.UK

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 30 SEPTEMBER 2020

	Notes	Unrestricted funds general £	Designated funds £	Restricted funds £	Total 2020 £
Income from:					
Donations and legacies	**3**	445,853	-	98,980	544,833
Events, appeals and campaigns	**4**	506,733	-	48,403	555,136
Investments	**5**	142,505	-	-	142,505
Total income		1,095,091	-	147,383	1,242,474
Expenditure on:					
Raising funds	**6**	348,845	-	-	348,845
Charitable activities:					
WIZO.uk projects in Israel (*)	**7**	1,040,575	14,093	65,522	1,120,190
Total expenditure		1,389,420	14,093	65,522	1,469,035
Net gains on investments	**11**	550,011	-	-	550,011
Net income/(expenditure)		255,682	(14,093)	81,861	323,450
Transfers between funds	**12**	48,113	-	(48,113)	-
Net movement in funds		303,795	(14,093)	33,748	323,450
Fund balances at 1 October 2019		4,942,997	707,646	61,798	5,712,441
Fund balances at 30 September 2020		5,246,792	693,553	95,546	6,035,891

(*)The figure of £1,120,190 includes remittances to our projects in Israel of £479,615. In addition, a sum of £650,000 was remitted as part of the grant commitment accrued in a prior year.

The statement of financial activities includes all gains and losses recognised in the year

All income and expenditure derive from continuing activities.

WIZO.UK

BALANCE SHEET

AS AT 30 SEPTEMBER 2021

	Notes	2021 £	2021 £	2020 £	2020 £
Fixed assets					
Intangible assets	**13**		-		-
Tangible assets	**14**		7,401		7,389
Investments	**15**		7,811,210		7,685,618
			7,818,611		7,693,007
Current assets					
Debtors	**17**	345,170		173,046	
Cash at bank and in hand		1,003,621		271,436	
		1,348,791		444,482	
Creditors: amounts falling due within one year	**18**	(1,257,204)		(877,074)	
Net current assets/(liabilities)			91,587		(432,592)
Total assets less current liabilities			7,910,198		7,260,415
Creditors: amounts falling due after more than one year	**19**		(1,205,128)		(1,224,524)
Net assets			6,705,070		6,035,891
Income funds					
Restricted funds	**21**		47,200		95,546
Unrestricted funds					
Designated funds	**22**	1,094,056		693,553	
General funds		5,563,814		5,246,792	
			6,657,870		5,940,345
			6,705,070		6,035,891

The accounts were approved by the Trustees on 29 July 2022

Annabel Stelzer

Annabel Stelzer
Chairperson of Trustees

Company Registration No. 06634748

WIZO.UK

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 30 SEPTEMBER 2021

	Notes	2021		2020	
		£	£	£	£
Cash flows from operating activities					
Net cash used in operating activities	**26**		(215,855)		(1,870,493)
Cash flows from investing activities					
Dividends and interest from investments		134,789		142,505	
Purchase of plant and equipment		(10,055)		(2,095)	
Purchase of investments		(1,683,398)		(1,336,484)	
Movements on funds held on deposit		81,158		299,147	
Proceeds from sale of investments		2,425,546		1,983,289	
Net cash provided by investing activities			948,040		1,086,362
Net increase/(decrease) in cash and cash equivalents			732,185		(784,131)
Cash and cash equivalents at beginning of year			271,436		1,055,567
Cash and cash equivalents at end of year			1,003,621		271,436

1 Accounting policies

Charity information

WIZO.uk is a private company limited by guarantee incorporated in England and Wales. The registered office is Charles House, 108-110 Finchley Road, London, NW3 5JJ.

1.1 Accounting convention

The accounts have been prepared in accordance with the charity's Articles of Association, Companies Act 2006 and "Accounting and Reporting by Charities" the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102"), (effective 1 January 2019). The charity is a Public Benefit Entity as defined by FRS 102).

The accounts are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these accounts are rounded to the nearest £.

The accounts have been prepared under the historical cost convention, modified to include fixed asset investments at fair value. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the accounts, the Trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. The rationale for this conclusion is based on possessing a comfortable level of reserves at 30 September 2021 and as at the date of signing these accounts, the ability to liquidate its funds held on investment at any time and the charity's successful results to date in the financial year 2021-22. Consequently, the trustees continue to adopt the going concern basis of accounting in preparing the accounts.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the Trustees in furtherance of their charitable objectives.

Designated funds comprise funds which have been set aside at the discretion of the Trustees for specific purposes. The purposes and uses of the designated funds are set out in the notes to the accounts.

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the accounts.

1.4 Income

Income is recognised when the charity is legally entitled to it, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid is recognised at the time of the donation.

Legacies are recognised on receipt or otherwise if the charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

Events, appeals, campaigns and government grant income is accounted for on a receivable basis.

Investment income and interest is accounted for on a receivable basis.

Income from support groups (note 3) is included gross to the relevant category on the Statement of Financial Activities.

1 Accounting policies (continued)

Government grants are recognised at the fair value of the amount received or receivable when there is reasonable assurance that the grant conditions will be met and the grants will be received. Government grants relate to the Coronavirus Job Retention Scheme and the COVID-19 Local Authority Relief Grant. As these schemes involve a transfer of resources from government to the charity, they meet the definition of a government grant. The CJRS is designed to compensate for staff costs, so amounts received or receivable are recognised in the income over the same period as the costs to which they relate. Government grants are accounted for under the performance model.

1.5 Expenditure

Resources expended are recognised in the period to which they relate. Resources expended include attributable VAT which cannot be recovered.

Costs of raising funds comprise the direct costs of functions and events and the general costs of promoting fundraising.

Direct charitable expenditure comprises all the expenditure relating to the activities carried out to achieve the charitable objectives.

Support costs comprise the costs incurred by the UK office in directly providing support for the Charity's activities. These have been allocated in full to the single charitable activity, remittances to Israel.

Governance costs represent the costs incurred in relation to the management of the Charity, organisational administration and compliance with constitutional and statutory requirements. These costs have also been allocated in full to the single charitable activity.

Staff costs are allocated between fundraising and charitable activities on the basis of time spent.

1.6 Intangible fixed assets

Intangible fixed assets are initially measured at cost and subsequently measured at cost, net of amortisation and any impairment losses.
Amortisation is recognised so as to write off the cost of assets less their residual values over their useful lives on the following basis:

Computer website	33% straight line

1.7 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost of assets less their residual values over their useful lives on the following bases:

Leasehold property	20% straight line
Computer hardware & software	20% - 33% straight line
Fixtures, fittings & equipment	33% straight line

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset and is recognised in net income/(expenditure) for the year.

1.8 Fixed asset investments

Fixed asset investments are initially measured at transaction price excluding transaction costs and are subsequently measured at fair value at each reporting date. Changes in fair value are recognised in the Statement of Financial Activities each year. Transaction costs are expensed as incurred.

1 Accounting policies (continued)

1.9 Impairment of fixed assets

At each reporting end date, the charity reviews the carrying amounts of its tangible and intangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1.10 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, and other short-term liquid investments with original maturities of three months or less.

1.11 Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all its financial instruments.

The charity only has assets and liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of fixed asset investments that are initially recognised at transaction value and subsequently recognised at their fair value.

1.12 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employees' services are received. Termination payments are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.13 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

1.14 Operating leases

Operating lease rentals are charged to the SOFA on a straight-line basis over the life of the lease. The charity does not hold any assets under a finance lease.

2 Critical accounting estimates and judgements

In the application of the charity's accounting policies, the Trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and judgements are based on the policies and the amount reported in the accounts. The estimates and judgements are based on the historical experiences and other factors including expectations of future events that are believed to be reasonable at the time such estimates and judgements are made.

In the view of the Trustees there are no significant judgements.

3 Donations and legacies

	Unrestricted funds General	Restricted funds	Total
	£	£	£
Donations and gifts	318,961	34,400	353,361
Legacies receivable	957,188	-	957,188
Government grants	5,053	-	5,053
For the year ended 30 September 2021	**1,281,202**	**34,400**	**1,315,602**

	Unrestricted funds general	Restricted funds	Total
	£	£	£
Donations and gifts	264,928	98,980	363,908
Legacies receivable	124,632	-	124,632
Government grants	56,293	-	56,293
For the year ended 30 September 2020	**445,853**	**98,980**	**544,833**

Included within government grants is £5,053 (2020: 31,293) in respect of the Coronavirus Job Retention Scheme, and £Nil (2020: £25,000) in respect of the COVID19 Local Authority Relief Grant as a government grant.

Contributions from supporting groups

The following amounts are included in the accounts in respect of contributions from societies:

	Total 2021	Total 2020
	£	£
Donations and Gifts	107,391	90,728
Events, Appeals and Campaigns	502,189	394,957
	609,580	485,685
Less:		
Fundraising Costs	(14,579)	(44,520)
Support Costs	(651)	(1,985)
	(15,230)	(46,505)
Net income attributable to societies	594,350	439,180

4 Events, appeals and campaigns

	Unrestricted funds general	Restricted funds	Total
	£	£	£
Events, appeals and campaigns	779,252	64,363	843,615
Fundraising costs	(231,886)	-	(231,886)
Net events, appeals and campaigns year ended 30 September 2021	**547,366**	**64,363**	**611,729**

	Unrestricted funds General	Restricted funds	Total
	£	£	£
Events, appeals and campaigns	506,733	48,403	555,136
Fundraising costs	(249,904)	-	(249,904)
Net events, appeals and campaigns year ended 30 September 2020	**256,829**	**48,403**	**305,232**

5 Investments

	2021	2020
	£	£
Income from listed investments	134,738	141,241
Interest receivable	51	1,264
	134,789	142,505

All investment income is attributable to unrestricted funds.

6 Raising funds

	Unrestricted funds general	Designated funds	Restricted funds	Total 2021
	£	£	£	£
For the year ended 30 September 2021				
Promotion and publicity				
Seeking donations, grants and legacies	4,931	-	-	4,931
Staff costs	36,821	-	-	36,821
Promotion and publicity	41,752	-	-	41,752
Fundraising costs				
Fundraising activity costs	101,304	-	-	101,304
Staff costs	130,582	-	-	130,582
Fundraising costs	231,886	-	-	231,886
Investment management	57,997	-	-	57,997
For the year ended 30 September 2021	**331,635**	**-**	**-**	**331,635**

	Unrestricted funds general	Designated funds	Restricted funds	Total 2020
	£	£	£	£
For the year ended 30 September 2020				
Promotion and publicity				
Seeking donations, grants and legacies	8,128	-	-	8,128
Staff costs	35,903	-	-	35,903
Promotion and publicity	44,031	-	-	44,031
Fundraising costs				
Fundraising activity costs	93,546	-	-	93,546
Staff costs	156,358	-	-	156,358
Fundraising costs	249,904	-	-	249,904
Investment management	54,910	-	-	54,910
For the year ended 30 September 2020	**348,845**	**-**	**-**	**348,845**

7 Charitable activities:
WIZO.uk projects in Israel

	2021	2020
	£	£
Remittances to Israel	1,646,606	1,129,615
New grant commitment made in the year	650,000	-
Less already provided for	(650,000)	(650,000)
Net Remittances to Israel	1,646,606	479,615
Finance cost – new commitment	(56,887)	-
Finance cost – existing commitment commitments	37,491	49,500
	1,627,210	529,115
Share of support costs (see note 8)	580,491	561,321
Share of governance costs (see note 8)	34,389	29,754
	2,242,090	1,120,190
Analysis by fund		
Unrestricted funds – general	1,645,484	1,040,575
Unrestricted funds – designated	450,397	14,093
Restricted funds	146,209	65,522
	2,242,090	1,120,190

8 Support costs

	Support costs	Governance costs	2021	Basis of allocation
	£	£	£	
Staff costs	221,117	11,057	232,174	Time spent
Depreciation	10,043	-	10,043	Support cost
Premises costs	151,944	-	151,944	Support cost
Consultancy	112,619	-	112,619	Support cost
Other costs	84,768	-	84,768	Support cost
Audit fees	-	22,539	22,539	Governance
Legal and professional	-	793	793	Governance
	580,491	34,389	614,880	
Analysed between				
Charitable activities	580,491	34,389	614,880	

8 Support costs (continued)

	Support costs	Governance costs	2020	Basis of allocation
	£	£	£	
Staff costs	220,112	10,926	231,038	Time spent
Depreciation	11,335	-	11,335	Support cost
Premises costs	159,954	-	159,954	Support cost
Consultancy	89,059	-	89,059	Support cost
Other costs	80,861	-	80,861	Support cost
Audit fees	-	18,737	18,737	Governance
Legal and professional	-	91	91	Governance
	561,321	29,754	591,075	
Analysed between				
Charitable activities	561,321	29,754	591,075	

Included within support costs are amounts payable under operating lease arrangements which amounted to £118,417 (2020 - £125,746)

9 Trustees

Expenditure of £Nil (2020: £426) was incurred in expenses relating to trustees (2020 – 1 trustee). The majority of trustees travel costs was for transportation costs associated with visits to Israel to monitor projects, as well as to WIZO group locations in the UK. Costs were also incurred for workshops and training for trustees. Donation income received from Trustees during the year amounted to £34,857 (2020: £37,363) of which £Nil (2020: £6,000) related to restricted fund donations.

None of the trustees (or any persons connected with them) received any remuneration or benefits from the charity during the year. The charity has also purchased trustee indemnity insurance on behalf of the trustees. The cost of the insurance was £1,539 during the year (2020: £1,539).

10 Employees

Number of employees

The average monthly number of employees during the year was:

	2021 Number	2020 Number
Promotion and publicity department	2	2
Fundraising department	6	7
General and project support, administration and governance	6	6
	14	15

10 Employees (continued)

Employment costs	2021	2020
	£	£
Wages and salaries	353,838	354,321
Social security costs	29,442	28,839
Other pension costs	16,297	17,028
Redundancy costs	-	23,111
	399,577	423,299

The number of employees whose annual remuneration was £60,000 or more

	2021	2020
	Number	Number
Between £60,001 and £70,000	1	1

The charity's key management personnel comprise the Board of Trustees and the Chief Executive.

The total benefit received by key management personnel in the year amounted to £77,861 (2020: £76,826).

11 Net gains on investments

	2021	2020
	£	£
Revaluation of investments	880,622	615,657
Gain/(loss) on sale of investments	68,276	(65,646)
	948,898	550,011

All gains on investments are attributable to unrestricted funds.

12 Transfers

Included within transfer between funds are the release of restricted fund balances of £900 (2020: - release of restricted funds £48,113) and an £850,000 transfer from general funds to designated funds as agreed by the board of trustees during the year. Release of restricted funds to general funds arise when in previous years general funds have underwritten a project that was not fully funded by restricted funds in that particular year. Therefore funds released from restricted to general funds cannot exceed the value of general funds that have funded the relevant project previously.

13 Intangible fixed assets

	Total - Website
	£
Cost	
At 1 October 2020	51,168
Additions	-
At 30 September 2021	51,168
Amortisation	
At 1 October 2020	51,168
Charge for the year	-
At 30 September 2021	51,168
Net Book Value	
At 30 September 2021	-
At 30 September 2020	-

All intangible fixed assets are used for charitable purposes.

14 Tangible fixed assets

	Leasehold property	Computer hardware & software	Fixtures, fittings & equipment	Total
	£	£	£	£
Cost				
At 1 October 2020	166,314	137,833	38,792	342,939
Additions	-	10,055	-	10,055
At 30 September 2021	166,314	147,888	38,792	352,994
Depreciation				
At 1 October 2020	166,314	130,444	38,792	335,550
Charge for the year	-	10,043	-	10,043
At 30 September 2021	166,314	140,487	38,792	345,593
Net Book Value				
At 30 September 2021	-	7,401	-	7,401
At 30 September 2020	-	7,389	-	7,389

All tangible fixed assets are used for charitable purposes.

15 Fixed asset investments

	Cash	Managed funds	Deposits	Total
	£	£	£	£
Cost or valuation				
At 1 October 2020	181,047	7,483,520	21,051	7,685,618
Additions	(1,683,398)	1,683,398	-	-
Valuation changes	-	948,898	-	948,898
Net capital withdrawals	(900,098)	-	-	(900,098)
Disposals	2,425,546	(2,425,546)	-	-
Investment income received	134,779	-	10	134,789
Investment management fees paid	(57,997)	-	-	(57,997)
At 30 September 2021	99,879	7,690,270	21,061	7,811,210

	Cash	Managed funds	Deposits	Total
	£	£	£	£
Cost or valuation				
At 1 October 2019	350,495	7,580,314	150,751	8,081,560
Additions	(1,336,484)	1,336,484	-	-
Valuation changes	-	550,011	-	550,011
Net capital withdrawals	(902,583)	-	(130,965)	(1,033,548)
Disposals	1,983,289	(1,983,289)	-	-
Investment income received	141,240	-	1,265	142,505
Investment management fees paid	(54,910)	-	-	(54,910)
At 30 September 2020	181,047	7,483,520	21,051	7,685,618

16 Subsidiary undertaking

The charity owns the whole of the issued share capital of Wizadvert Limited, a company incorporated in the United Kingdom, and which has 100 ordinary shares of £1 each. The registered addressed of the subsidiary undertaking is Charles House, 108-110 Finchley Road, London, NW3 5JJ. The company is dormant.

Consolidated accounts have not been prepared as the inclusion of the charity's only subsidiary in a set of consolidated accounts would not be material for the purposes of giving a true and fair view.

17 Debtors

	2021	2020
Amounts falling due within one year:	£	£
Other debtors	35,298	17,833
Prepayments and accrued income	284,204	129,545
	319,502	147,378
Amounts falling due after more than one year:		
Other debtors	25,668	25,668
	345,170	173,046

18 Creditors: amounts falling due within one year

	2021	2020
	£	£
Other taxation and social security	8,233	10,361
Other creditors	687,039	707,465
Accruals and deferred income	561,932	159,248
	1,257,204	877,074

Included within other creditors is an amount due to World WIZO of £650,000.
Included within deferred income is £6,000 (2020: £139) of income received in advance for events taking place after the year end.

19 Creditors: amounts falling due after more than one year

	2021	2020
	£	£
Outstanding grant commitment	650,000	1,300,000
New Commitment made in the year	650,000	-
Discount applied	(94,872)	(75,476)
	1,205,128	1,224,524

In accordance with FRS102, a discount rate has been applied to the long-term grant commitment to reflect the net present value. The rate applied on the outstanding grant commitment was 2% based on current inflation rate and current yields on high quality corporate bonds of 2.29%. The rate on the new commitment was based on inflation at 30 September 2021 which was 3.1%.
The grant commitment is payable in annual instalments of £650,000 per annum ending in 2023/24.

20 Retirement benefit schemes

Defined contribution schemes
The charity operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the charity in an independently administered fund.

The charge to profit or loss in respect of defined contribution schemes was £16,297 (2020-£17,028).

21 Restricted funds

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

		Movement in funds			
	Balance at 1 October 2020	**Income**	**Expenditure**	**Transfers**	**Balance at 30 September 2021**
	£	**£**	**£**	**£**	**£**
Tiberias Scholarships	1,800	-	-	-	1,800
Barzilai Hospital Day Care Centre	55,546	64,363	(119,909)	-	-
Diversity Project – Fundraising Initiative (Art Project)	4,173		-	-	4,173
Music Therapy Room – Rebecca Sieff Vocational School	5,000	-	(300)	-	4,700
Afula Community Centre	-	900	-	(900)	-
Otzma Tze'irah Programme	180		-	-	180
Beit Hakarem Garden	6,332	-	-	-	6,332
Haifa Neve Sha'anan, Migdal Haemek & Rehovot Centre- Wizo Community Centres	-	25,000	(25,000)	-	-
Jerusalem, Rebecca Sieff Centre	4,707	-	-	-	4,707
Netanya Day Care Centre – Food Vouchers*	-	-	(1,000)	-	(1,000)
Maoz Zion Day Care Centre	-				-
Elaine and Neville Young DCC	800		-	-	800
Nahalal Youth Village	1,000	-	-	-	1,000
Student Operated Kiosk – Rebecca Sieff Vocational School	-	8,500	-	-	8,500
Digitisation Project	16,008	-	-	-	16,008
	95,546	98,763	(146,209)	(900)	47,200

* The Food Vouchers for the Netanya Day Care Centre has a negative restricted fund balance because the income in respect of this project was received shortly after the year end (in October 2021).

21 Restricted funds

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

		Movement in funds			
	Balance at 1 October 2019	Income	Expenditure	Transfers	Balance at 30 September 2020
	£	£	£	£	£
Emergency Pesach Appeal	-	5,057	(4,999)	(58)	-
Tiberias Scholarships	1,800	-	-	-	1,800
Barzilai Hospital Day Care Centre	-	55,546	-	-	55,546
Diversity Project – Fundraising Initiative (Art Project)	5,029	17,000	(17,856)	-	4,173
Music Therapy Room – Rebecca Sieff Vocational School	-	10,000	(5,000)	-	5,000
Afula Community Centre	-	1,300	(1,300)	-	-
Otzma Tze'irah Programme	-	180	-	-	180
Beit Hakarem Garden	6,332	-	-	-	6,332
Haifa Neve Sha'anan, Migdal Haemek & Rehovot Centre- Wizo Community Centres	-	25,000	(25,000)	-	-
Jerusalem, Rebecca Sieff Centre	4,707	-	-	-	4,707
Musical Gardens Rebecca Sieff Centre , Jerusalem	330	-	-	(330)	-
Maoz Zion Day Care Centre	23,567		(31,839)	8,272	-
Elaine and Neville Young DCC	-	800	-	-	800
Nahalal Youth Village	1,000	-	-	-	1,000
Jerusalem, WIZO Vocational High School	500	-	-	(500)	-
Haifa, Rainbow House – Youth Beauty School	1,541	-	-	(1,541)	-
Digitisation Project	16,008	-	-	-	16,008
Centenary Project – Rebecca Sieff Vocational School (School of Dreams)	984	32,500	20,472	(53,956)	-
	61,798	147,383	(65,522)	(48,113)	95,546

22 Designated funds

The income funds of the charity include the following designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes:

		Movement in funds		
	Balance at 1 October 2020	Expenditure	Transfer	Balance at 30 September 2021
	£	£	£	£
Renovation reserve	614,692	(450,397)	850,900	1,015,195
Travel fund for membership dues	9,961	-	-	9,961
Promotional reserve	68,900	-	-	68,900
	693,553	(450,397)	850,900	1,094,056

Renovation Reserve is to provide funds for renovations requested by World WIZO, as and when agreed by WIZO.uk. The Promotional Reserve is to provide funds for increasing awareness of WIZO.uk and its activities. The Travel fund relates to monies set aside from membership dues to fund the travel costs in order for participants to visit WIZO.uk's funded projects in Israel.

22 Designated funds *(continued)*

The income funds of the charity include the following designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes:

		Movement in funds		
	Balance at 1 October 2019	Income	Expenditure	Balance at 30 September 2020
	£	£	£	£
Renovation reserve	628,785	-	(14,093)	614,692
Travel fund for membership dues	9,961	-	-	9,961
Promotional reserve	68,900	-	-	68,900
	707,646	-	(14,093)	693,553

23 Analysis of net assets between funds

	General funds	Designated funds	Restricted funds	Total
	£	£	£	£
Fund balances at 30 September 2021 are represented by:				
Intangible and Tangible fixed assets	7,401	-	-	7,401
Investments	6,669,954	1,094,056	47,200	7,811,210
Current assets/(liabilities)	91,587	-	-	91,587
Long term liabilities	(1,205,128)	-	-	(1,205,128)
	5,563,814	1,094,056	47,200	6705,070

	General funds	Designated funds	Restricted funds	Total
	£	£	£	£
Fund balances at 30 September 2020 are represented by:				
Intangible and Tangible fixed assets	7,389	-	-	7,389
Investments	6,896,519	693,553	95,546	7,685,618
Current assets/(liabilities)	(432,592)	-	-	(432,592)
Long term liabilities	(1,224,524)	-	-	(1,224,524)
	5,246,792	693,553	95,546	6,035,891

24 Operating lease commitments

At the 30 September 2021, the charity had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2021	2020
	£	£
Land and buildings		
Within one year	33,998	152,225
Between two and five years	-	38,056
	33,998	190,281
Other		
Within one year	7,920	8,560
Between two and five years	15,840	13,220
	23,760	21,780

25 Related party transactions

During the year there were no related party transactions (2020: nil).

26 Cash generated from operations	2021	2020
	£	£
Net income for the year	669,179	323,450
Adjustments for:		
Investment income recognised in profit or loss	(134,789)	(142,505)
(Gain)/loss on disposal of investments	(68,276)	65,646
Fair value gains and losses on investments	(880,622)	(615,657)
Depreciation of intangible and tangible fixed assets	10,043	11,335
Movements in working capital:		
Increase in debtors	(172,124)	(37,461)
Increase/(decrease) in creditors	360,734	(1,475,301)
Cash absorbed by operations	(215,855)	(1,870,493)

27 Analysis of changes of net debt

The charity had no net debt during the year.

WIZO.UK

England & Wales - Charity number 1125012

Accounts

Charity Registration No. 1125012

Company Registration No. 06634748 (England and Wales)

WIZO.UK

ANNUAL REPORT AND ACCOUNTS

FOR THE YEAR ENDED 30 SEPTEMBER 2020

WIZO.UK

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	David Ashton Stephen Brower Amanda Collins Natasha Hausdorff Sarah Levy Claude Littner Ronit Ribak-Madari Ilana Metzger Michèle Pollock Jill Shaw Michele Vogel John Ware
Secretary	Michael Kyriakides
Charity Number	1125012
Company number	06634748
Registered address	Charles House 108 - 110 Finchley Road London NW3 5JJ
Auditor	HW Fisher LLP Acre House 11-15 William Road London NW1 3ER United Kingdom
Bankers	Bank Leumi (UK) Plc 20 Stratford Place London W1C 1BG

Investment advisors	Veritas Asset Management (UK) Ltd 1st Floor 90 Long Acre London WC2E 9RA	Investec Wealth and Investec Limited 2 Gresham Street London EC2 7QP

WIZO.UK

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WIZO.UK

TRUSTEES' REPORT

FOR THE YEAR ENDED 30 SEPTEMBER 2020

The Trustees (who are also the directors of the charity for the purposes of the Companies Act) present their annual report together with the accounts of WIZO.UK for the year ended 30 September 2020. This report is also the directors' report as required by Company Law.

Status
WIZO.uk is a registered charity and company limited by guarantee and its governing document is the Memorandum and Articles of Association. WIZO.uk is part of a worldwide organisation comprising 50 national Federations affiliated to World WIZO whose offices are based in Israel. WIZO.uk's Head Office is based in London, however there are 106 regional groups located across the UK which fundraise on behalf of the charity.

Public Benefit
The Trustees present their report and accounts for the year ended 30 September 2020. The Trustees have complied with their duty in Section 17 of the Charities Act 2011 to have due regard to the guidance published by the Charity Commission. The benefit to the public is manifestly demonstrated by the activities and achievements contained in this report.

The accounts have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with WIZO.uk's Articles of Association, the Companies Act 2006, and the 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 (FRS102) (effective 1 January 2019).

Our approach and aims
As the largest social welfare organisation working with the Israeli Government, World WIZO provides essential services for disadvantaged and vulnerable citizens at every stage of life, from babies to the elderly. With over 250,000 members worldwide, WIZO is the main agent for change for the people of Israel.

WIZO.uk raises funds for programmes and centres in Israel. With over 800 projects and programmes, World WIZO operates a vast range of services. These include:

- Day care centres, keeping thousands of children safe and secure;
- Youth villages and schools, educating socially disadvantaged and vulnerable teenagers;
- Youth clubs and community centres, providing after school facilities and social and educational programmes for all age groups;
- Facilities and helplines, supporting victims of domestic violence and their young families;
- Centres assisting immigrants with integration into Israeli society.

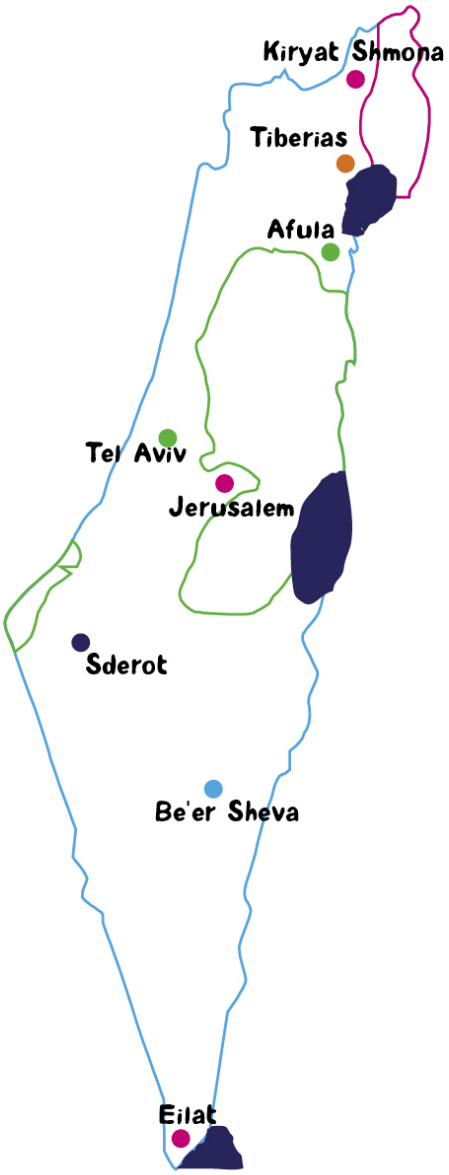
WIZO.uk's vision and mission
- Our vision is for an Israeli society that cares for all citizens regardless of gender, race, ethnicity or religion, and which focuses on the education and welfare of women, children and youth.
- Our mission is to help support and strengthen vulnerable families in Israel.

The objectives of the Charity are to:
- Benefit the people of Israel by supporting the charitable work of WIZO in the State of Israel through the support of young people, women affected by violence, families in need, immigrants and the elderly
- Advance, for the benefit of the public, education (including vocational schools) amongst all sections of the population in Israel
- Relieve poverty amongst all sections of the population in Israel
- Advance, for the benefit of the public, education about the work of WIZO amongst all sections of the Jewish communities of the United Kingdom.

WIZOUK PROJECTS ACROSS ISRAEL

Community Centres
Afula
Ashdod
Ashkelon
Bat Yam
Beersheva
Dimona
Eilat
Givatayim
Hadera
Haifa
Herzliya
Hod Hasharon
Holon
Jaffa
Jerusalem
Kadima
Kiryat Gat
Kiryat Malachi
Kiryat Yam
Mechola
Migdal Haemek
Nahariya
Nazareth Illit
Nes Ziona
Netanya
Ofakim
Pardes Katz
Petach Tikvah
Ra'anana
Ramat Gan
Ramat Hasharon
Rehovot
Rishon Le'Zion
Safed
Tel Aviv
Zarit
Zichron Yaakov

Day Care Centres
Afula Illit
Air Base
Ashdod
Ashkelon
Bat Yam
Bet Shemesh
Eilat
Givatayim
Hadera
Jerusalem
Kadima
Kfar Saba
Kiryat Motzkin
Kiryat Shmona
Maoz Zion
Mevasseret
Nes Harim
Netanya
Or Yehuda
Ramat Gan
Rishon Le'Zion
Sderot
Tel Aviv
Yavne
Zur Shalom



Prevention of Violence Centres
Ashkelon
Jerusalem
Ramat Gan

Schools
Jerusalem
Nahalal

Shelter for victims of domestic violence

Shops
Holon
Jerusalem
Petach Tikva
Tel Aviv
Yad Eliahu

Youth Clubs
Afula
Bat Yam
Jerusalem
Tiberias

Working under COVID-19 restrictions
As with many other organisations, both the activities and the financial performance of WIZO.uk in the year to 30 September 2020 have been dominated by the impact of the Coronavirus Pandemic (COVID-19), and how the government restrictions have limited what the charity has done. However, despite these challenges WIZO.uk have persisted in raising funds for its projects, and at the same time reduced expenditure at every opportunity.

The sections below show how our projects have continued to operate during the pandemic. Page 7 to these accounts goes into further detail about how COVID has impacted on the operations of WIZO.uk and page 8 provides details on the resultant financials.

Projects supported
During the year 2019/20, WIZO.uk sent £1.130M (2018/19 £1.983M) to World WIZO towards about 100 projects, programmes and capital renovations.

Day Care Centres
WIZO opened its first Day Care Centre in 1926 with the aim of supporting working mothers. Today, an acknowledged leader in the field of Early Age Education, WIZO operates over 180 Day Care Centres for approximately 15,000 children from the age of 3 months up to 4 years.

WIZO's trained and experienced caregivers engage children in early childhood development programmes aimed at developing cognitive and physical aptitude from infancy. These programmes encourage curiosity, experimental learning and self-expression, whilst increasing communication, speech and reading abilities. Educational games, music activities, movement, art and story time are geared to enhance muscle tone, coordination and increase children's attention spans. At WIZO's **Rebecca Sieff Day Care Centre** in Jerusalem, this includes a sensory motor centre, a sound listening centre and a Lego room. The Pedagogical Unit based at World WIZO headquarters in Tel Aviv trains many of the national Day Care Centre staff, ensuring they receive regular continual professional development.

Multi-Purpose Day Care Centres, which are mainly located in very low socio-economic areas, cater for children referred by social services from 7am to 7pm, six days a week. These children come from poor or underprivileged backgrounds where many experience neglect or violence at home. The centres provide additional services such as social workers, psychologists and therapists, as well as parenting programmes to encourage positive family bonding. All children receive three freshly prepared healthy and nutritious meals (breakfast, lunch and dinner).

WIZO.uk's responsibility is to contribute towards the operational costs of 19 Day Care Centres which are located throughout Israel. These are situated in a variety of neighbourhoods with different socio-economic profiles and accommodate about 2,800 children. Two of the centres are in close proximity to hospitals, which enables medical staff to take advantage of the best possible childcare whilst at work.

In 2019/20, the worldwide impact of the pandemic has meant that almost all educational institutions had to close during lockdown, WIZO Day Care Centres at six hospitals across Israel remained open to care for the children of medical teams and key hospital workers, while they performed their life-saving work. Here the children receive high level early year's education and developmental support in a loving and professional environment that allows them to enjoy their childhood and flourish. 19 WIZO Comprehensive Day Care Centres remained open during the pandemic to provide the essential care and attention which at-risk children need for their wellbeing and safety even more so during the stressful times of the Covid-19 pandemic. For many of these children, their WIZO Day Care Centre is more like home than their own home.

WIZO Centres
WIZO's Centres operate in more than 70 towns and cities across Israel. They provide a supportive environment for the entire family and often form the hub of a community. They offer a wide range of cultural, educational and social activities to accommodate all generations, including vocational and youth leadership training, art and music programmes, empowerment workshops for women, day trips, single parent support groups, legal advice bureau, dance and drama classes, night school, parenting workshops, conversation groups for new immigrants, second hand clothing shops, lectures and IT courses. Our 'Golden Age' clubs provide services and activities appropriate to the changing lifestyle of senior citizens.

WIZO Centres (continued)
The "Warm Home" programmes for young women suffering from emotional neglect and living in vulnerable situations operate at the centres five days a week. Here they receive hot meals, counselling and social assistance, enabling them to build their self-confidence and increase self-esteem. Teenage girls at-risk also take part in a variety of programmes to improve their sense of self-esteem and perception of body image.

WIZO.uk contributes towards the running costs of 38 Centres. Sometimes the services being offered are free of charge, but often small fees are paid giving the recipients a degree of self-respect. The Centres are also used by the local municipalities for courses benefitting particular groups within the community. Where space is available, local branches will endeavour to ensure rooms are rented out at a commercial rate to help subsidise the activities provided.

Youth Centres and Youth Clubs
WIZO's 50 youth centres and youth clubs across Israel provide disadvantaged and vulnerable teenagers with tutoring, guidance, pre-vocational training, communication, leadership, sport and science enrichment programmes plus training in music and the arts. Many of the centres also have a library, study centre and computer room. Young people are helped to develop their self-respect and self-esteem, and those at-risk are provided with specialist therapeutic facilities. WIZO.uk provides funds towards four Youth Centres and Youth Clubs.

The **Margaret Gold Music Centre** in Tiberias was established in 1983. Today it is a hub for young people interested in studying music, regardless of their socio-economic background. The centre focuses on making music and using this medium to encourage integration across different social groups with music lessons offered to children as young as six. As learning to play an instrument is expensive, this programme enables children from low income and immigrant families to study music, learn to play a variety of instruments at the centre's outdoor auditorium, and perform at tours around the country and even outside Israel.

WIZO's Bar/Bat Mitzvah programme. The course, which is for immigrant and disadvantaged children, encompasses an education and cultural programme, focusing on leadership and empowerment and includes creative activities such as drama, art and movement. Each boy is given a set of tefillin (traditional religious item) and participates in a formal synagogue service. All girls, along with their mothers, take part in a Challah baking ceremony, and at the end of the programme the children are provided with a joint celebration party.

Schools and Youth Villages
WIZO's five youth villages are home to 5,500 young people from disadvantaged backgrounds with 20% living in the school's residential dormitories.

The WIZO **Vocational High School** in Jerusalem provides life-changing support for vulnerable teenagers. The school is very often the last hope of a future for students, with severe emotional and behavioural problems. Failed by mainstream education this "School of Dreams" is committed to enabling every student to discover their strengths, learn to develop self-belief and to move forward into a fulfilling life.

WIZO's **Nahalal Youth Village**, which is operated through the Ministry of Education and supported by WIZO.uk and Canadian Hadassah, caters for 1,500 students aged 11 to 16. Over 150 of these children are 'at-risk' and live in the school's dormitories. Many come from disadvantaged or immigrant families and have experienced problems at home. Each child has been referred by Social Services. These children have the ability to attend mainstream education but their grades when they arrive are often low due to their home environment. Many have missed a great deal of school and have learning disabilities.

A further 125 students live in the dormitories, with 90 of them benefitting from the Na'aleh and Aniere youth education programmes. These are students who have come to Israel from countries within the former Soviet Union, Europe, Canada, USA and Brazil, in order to complete their schooling. In addition to their studies at Nahalal, some of them study at the Haifa Technion to receive further scientific and engineering tuition. The eventual aim is for these students to make Aliyah and join the IDF following completion of their studies.

Schools and Youth Villages (continued)
WIZO.uk supports 'at-risk' children with individualised assessments, psychological counselling, education and treatment to help them rebuild their lives. These children go on to develop vital social skills and learn responsibility by delving into subjects with inherent therapeutic value, such as art, music and drama. To ensure these students do not fall behind in class, WIZO provides vital one-to-one tutoring as well as necessities such as clothes, shoes and toiletries.

All children are integrated and given the same learning opportunities. Areas of study at the school include agricultural science (such as dog breeding and horse training), biology, biotechnology, chemistry, computer science, design, communications and electrical engineering. The school is highly regarded as one of the best for agriculture in Israel. It is a leader in biotechnology and the first to be declared a 'green school' by the Ministry of Environment. Nahalal students are ranked among the top students in the country and the induction rate of graduates into the IDF is one of the highest in the State of Israel.

The Mahut Programme, which takes place within WIZO's schools and youth villages, is aimed at students with learning difficulties and ADHD. Teachers are professionally trained to work with very small groups, providing students with specialist care and equipping them with essential skills to help them overcome difficulties. The ultimate aim is to enable students to have a better quality of life and to achieve academic success.

Women's Shelters
WIZO's three residential shelters are safe havens for women and children who have suffered violence and are in immediate danger. The shelters provide therapeutic, social, legal and educational services free of charge to support and prepare women for an independent life free from violence and abuse.

WIZO.uk supports the running costs of one residential shelter in Jerusalem which accommodates up to 12 women and their children for a minimum stay of six months and in special cases up to one year. Many children at the shelter have suffered trauma from either witnessing violence or having been abused themselves and so social workers are on hand to work with the families in order to resolve any emotional issues. Pre-school age children are looked after within the shelter by professionally trained carers during the day, whilst older children attend nearby kindergartens and schools.

The shelter provides food, clothes and toys, as well as therapy, legal assistance, vocational training, tutoring, job assistance and support in locating a new home. In addition, WIZO provides women with the ability to gain financial independence as part of a holistic plan that empowers mothers to provide a better future for themselves and their children.

In Beit Heuss, in Herzliya Pituach, a series of workshops are provided for reformed addicts, (together with their spouses), for parents of children with special needs, for men/fathers to acquire parenting, communication and anger management skills, and for families to acquire tools to develop and strengthen parenting skills.

The Matrid Programme aims to raise youth awareness of sexual assault. The sessions include lectures and workshops combining theoretical knowledge and practical tools such as self-defence techniques.

The Mine and Only Mine Programme teaches young men and women how to identify and cope with negative influences and aggressive behaviour in the early stages of relationships. Knowing the warning signs is crucial in the fight against domestic violence in Israel.

In 2019/20 the global impact of the Coronavirus pandemic has meant that largely due to lockdown, domestic violence in Israel has increased by a staggering 300%. WIZO responded in May 2020 by opening Israel's first emergency shelter for women and children to escape violence in the home whilst quarantining safely. Due to increased demand, this has now become WIZO's third permanent shelter. When the women are ready to leave the shelter, the WIZO Safety Net programme provides vital assistance to enable a new, independent life in which to raise children and thrive.

Working with minorities
WIZO provides vital services for all Israeli citizens, regardless of gender, race or religion. Projects and programmes across the country support Jewish, Arab, Druze, Bedouin, Christian and Circassian citizens, thus helping to promote a democratic society based upon respect, understanding, responsibility and equal opportunity.

WIZO.uk supports **Rainbow House** in Haifa, which provides hairdressing and beautician courses for approximately 600 multicultural men and women from all over the North of Israel

WIZO's Day Care Centres and Schools employ teachers and caregivers from minority communities, which care for children from all sectors of society. Many successful graduates from the Vocational School in Jerusalem, Rainbow House in Haifa and the Youth Village in Nahalal are Arabs, where they learn harmoniously alongside Jewish students.

Art and Cultural Diversity projects were set up to facilitate dialogue between the diverse cultures of Israel with social gatherings in homes and participation in lectures on co-existence. Moving forward, WIZO is using its vast experience gained over more than 100 years to continue to develop new opportunities in this evolving society to support those in its care

Your support
WIZO.uk's gross income for 2019/20 was £1.242M (2018/19 £2.042M).The coronavirus pandemic has had a significant impact on the charity's ability to raise funds. This impacted on WIZO in the second half of the financial year because the charity was unable to convene both centralised and regional fundraising events, which therefore limited the charity's income for this financial year.

Legacies
WIZO.uk is deeply grateful to our supporters who left a legacy towards WIZO's work through gifts in their Wills. Their generous legacies, which totalled £125K in 2019/20, helped support hundreds of vulnerable families in Israel. We extend our sympathy and heartfelt thanks to their loved ones. We are also grateful to our supporters who have informed WIZO.uk of their plans to leave a gift in their Will. We applaud their foresight and leadership in making future generations of Israeli families a priority.

Individual supporters, patrons, trusts and government
In 2019/20, WIZO.uk received £364K from individual supporters, major donors, charitable trusts and family foundations. We are sincerely grateful for the loyal support and generosity of these individuals and organisations towards WIZO's work in Israel.

WIZO.uk also received £56K in terms of support from the government relating to government schemes to help organisations that have suffered financially as a result of government restrictions that were put in place as a result of the Coronavirus pandemic.

Group fundraising
Through volunteering their time and organising a wide range of successful events, our loyal, dedicated and generous supporter groups across the UK raised £486K during 2019/20. The Trustees are grateful to all the Group Chairmen and their committees for their tireless work at raising much needed and valuable funds. Group fundraising includes amounts raised in respect of the Jewish Women's Week campaign which is detailed further below.

Events, appeals and campaigns
A variety of successful fundraising events which raised a total of £227K took place during the year. This included the Rosh Hashanah Appeal (£58K), Coronavirus Day Care Centre Appeal (£21K), Diversity Project (£17K), Barzilai Hospital Day Care Centre Appeal (£25K) and Quiz@Home (£27K).

Jewish Women's Week, which takes place every May, continues to be our most consistently successful fundraising campaign. Carried out by WIZO.uk's volunteers through door-to-door collections, Jewish Women's Week in 2019/20 raised £154K.

Looking ahead

The continued impact of the coronavirus pandemic has presented challenges to the charity's ability to raise funds. As a result WIZO has tried to maximise its income opportunities despite the financial impact of the pandemic and more significantly has reduced expenditure to counteract the shortfalls.

Despite the fundraising constraints we have remained committed raising significant funds for WIZO and to try and achieve our year 1 target of £2.1 million in our strategic plan. In anticipation of all restrictions being lifted we intend to revitalise our work schedule we will be reinstating visits to Israel educating and informing about WIZO.uk's work, connecting with donors, promoting legacy giving, and offering opportunities to support specific areas WIZO.uk's activities

In the spring of 2021, WIZO approved a commitment of over £300K in order to partly fund the refurbishment of the Day Care Centre and the Barzilai Hospital. To date we have raised over £100,000 for this project and a further £60,000 is pledged.

In March 2021, WIZO received on account legacies in the sum of £620,000 from the Estates for Jonas Wilson and Hannah Judith Hersh.

In April 2021, WIZO launched its first digital appeal "Spring into Action" which raised over £400,000 from major donors, trusts and foundations and patrons.

We hosted a number of successful online events such as *The Lonely Century, Chocolate Tasting Experience* and *Victims of Abuse.*

Despite the anxiety regarding the viability of Jewish Women's Week 2021 due to COVID-19, the determination of collectors nationwide and an innovative 'virtual campaign, means that we are optimistic in raising over £150K despite the government restrictions.

COVD-19

The worldwide outbreak of the coronavirus pandemic (COVID-19) has caused extensive disruptions to organisations globally with major implications for operations as well finances. The trustees acknowledge and recognise the potential impact of the COVID-19 pandemic on the future operations of its donors, funded projects, volunteers, stakeholders and on the wider society. Key areas of the charity's operations that have been impacted include:

- Following the advice issued by the UK Government in March 2020 regarding employees working from home and other social distancing measures, we have enacted procedures to facilitate this and have taken detailed action that enables effective operation to continue whilst employees are not physically present in the charity's office.
- WIZO.uk's meetings and events – Since COVID-19 WIZO.uk has lost income from being unable to host fundraising events through central events and through its group network. We have mitigated this impact through a combination of new income activities such as hosting virtual events, an online appeal in April 2021 and through cost savings.

Financial review

Income

WIZO.uk's total income from fundraising activities including investment income in 2019/20 was £1.242M (2018/19 £2.042M) before fundraising costs and other expenses. The Coronavirus pandemic has had a significant impact on the charity's ability to raise funds. This impacted on WIZO.uk in the second half of the financial year because the charity was unable to convene both centralised and regional fundraising events, which therefore limited the charity's income for the financial year.

Charitable expenditure

During 2019/20, £1.130M (2018/19 £1.983M) was made available for projects, programmes and capital renovations in Israel. This included £650K of previously committed grant funding, £400K from general funds and £80K from restricted funds and accumulated designated reserves. The reason for the decrease was that last year included the final commitment for our Centenary Project, the WIZO vocational high school in Jerusalem.

Governance costs

Governance costs provide the governance infrastructure for the charity to operate and generate the information for public accountability and include the costs of strategic planning for the future development of the charity. Governance costs amounted to £29,754 which is 2.4% of total income in 2019/20.

Investments

The charity holds most of its reserves as investments. At the year-end investments held amounted to £7.686M (2018/19 - £8.082M). During the year the charity attained gains on its investment portfolio of £550K (2018/19 - £278K). The gains made in the year being the net of £66K of realised loss and £616K of unrealised gains (2018/19 £49K gain realised, £229K gain unrealised).

The charity also received investment income from its investment portfolio and amounts held on fixed term deposits. During the year investment income amounted to £143K (2018/19 £184K). Overall, the charity's investment performance is in line with the investment objective of obtaining real returns focused on capital growth with income.

Reserves

Total reserves at year end amounted to £6.036M (2018/19 - £5.712M). WIZO.uk's policy on reserves is as follows:

The Charity's income is derived primarily from voluntary sources such as donations, legacies and fundraising activities by its supporters, as well as investment income. These sources are subject to a level of unpredictability. The Trustees consider it necessary to consolidate and secure the funding for the Charity's existing operating and charitable commitments and to build in a provision to enable it to respond to the charitable and investment needs of the future, including the long-term sustainability of projects being supported. The Trustees do not feel they will be able to plan effectively without securing several years of reserves for these commitments and future cost increases, as well as enabling the Charity to respond to emergencies.

Following the completion of the strategic review carried out by the Trustees in 2013, it was agreed that reserves should cover two years fixed annual operating costs, excluding those directly relating to fundraising events, plus a provision of £1M held to protect the Charity if the investments matching the long-term grant liability diminish in value. In total our reserves requirement currently equates to approximately £3M. Although WIZO.uk has seen its reserves declining in recent years, the Charity has benefited from continued increases in the value of its investment portfolio, which is reflected in this financial year's results. The Trustees constantly monitor the situation to ensure that the reserves are maintained at more than the policy requires. At the date of producing these accounts the Trustees have no concerns about meeting all expected costs.

Investment policy

In accordance with the investment policies approved by the Trustees and the Investment Committee, the investment objectives of WIZO.uk are to:

(a) Create sufficient financial return to enable the Charity to carry out its purposes effectively and without interruption

(b) Maintain and enhance the investment fund over any five-year period

(c) Obtain a reasonable balance between capital growth and income so that the fund can meet future demands as well as current needs

(d) Over the medium term achieve growth in the portfolio equal to or better than UK inflation (RPI) plus 2%. For this purpose, medium term is assumed as a business cycle of 7 to 10 years

The Investment Committee meets twice a year to set investment policy and review performance. The Charity's investment portfolio is managed by two Investment Managers, with whom investment mandates have been agreed. The Investment Managers report on performance and compliance with their mandates at Investment Committee meetings and between meetings when considered necessary.

Volunteers

Our volunteers are the backbone of WIZO.uk's success and achievements. Volunteers including our Trustees, Lay Advisors and supporter groups who donated many hours of their time during 2019/20. Fundraising activities were carried out by 106 supporter groups across the UK and through centrally organised events and campaigns. These groups work on a purely voluntary basis, whilst Head Office and regional offices use both salaried and voluntary workers.

Risk Management

The Trustees regularly review the risk register in order to assess the major risks to which the Charity is exposed. They are satisfied that good systems are in place to manage exposure to risks.

Major risks considered include those associated with fundraising in an increasingly competitive market, a difficulty in attracting younger members and a general reluctance to donate towards an Israel based charity. The concept of Zionism has changed over the past hundred years and Israel is perceived as having a thriving modern economy with little need of outside financial assistance. Changing demographics within the UK community mean that our traditional membership supporter base has aged, and its fundraising potential has diminished. Measures have been taken to minimise strategic risks and initiatives are being constantly developed to ensure that the Charity retains its share of the fundraising market and increases its supporter base from younger generations. With the advent of new data protection regulations in May 2020, the Trustees and senior management undertook a review and sought external specialist advice on the Charity's preparedness and compliance with its legal obligations.

Governance

WIZO.uk is governed by a Board of Trustees that consists of no less than five and not more than fifteen individuals. The Charity is governed by its Memorandum and Articles of Association dated 1 May 2013 (as amended by a Special Resolution by the Members of the Charity on that date and on 22 June 2018), with key matters of governance set out in the governance handbook of the Charity. The Board of Trustees comprises: A Chairman, a President, up to four Elected Trustees, and up to nine Appointed Trustees. The maximum term of service for an Elected or Appointed Trustee is two consecutive terms of office, with each term lasting three years. Elected Trustees shall be elected by Members in accordance with such procedures as shall be prescribed by the Trustees in the Standing Orders. An individual (who complies with any criteria which may be set out in the Standing Orders) may be appointed by the Board of Trustees as an Appointed Trustee. Trustees that have recently joined the Board are provided with a comprehensive Trustee Induction Pack, in order to learn about the charity. They are also offered to attend trustee training courses, if required.

The Board of Trustees meets at least four times a year to ensure that WIZO.uk has a clear vision, mission and strategic direction and is focused on achieving them. This involves monitoring and acting to ensure that performance and impact is achieved. For example, the Board reviews and approves the plans of the charity, receives and examines reports on the charity's financial affairs, monitors fundraising activities, and considers policies and procedures in areas such as risk management and legal and regulatory compliance.

A Finance Committee meets on a two monthly basis to consider strategic planning, financial controls, compliance, audit, grant procedures/projects and management reporting. An Investment Committee meets twice a year to set investment policy and review performance. A new Audit and Control Committee has been recently introduced to monitor the charity's audit, risk and internal control arrangements.

WIZO.uk is currently led by the Chief Executive. The Senior Management Team consists of the Chief Executive, and the Director of Finance and Operations. The Senior Management Team deals with the operational aspects of the charity and carries out the strategic objectives that are set by the Board. Staff pay is the responsibility of the Remuneration Committee who meet to agree the annual pay award to staff for recommendation by the Board. All pay levels for the WIZO.uk key senior managers are benchmarked according to market practice and equivalent positions in other charitable organisations.

Supporter groups are managed locally by volunteers who have each signed a formal branch agreement with WIZO.uk. Financial activities of the groups have been consolidated within these accounts.

Commitment to Fundraising Guidance
We are committed to achieving the highest standards of professional fundraising. We registered with the Fundraising Regulator, to whom we pay the Fundraising Levy. Through the systems and processes we have put in place, we aim to achieve the standards set out in the Fundraising Code of Practice. We are signed up to the Fundraising Preference Service, and we screen against the Telephone Preference Service where appropriate.

During 2019/20 we worked closely with an external consultant to ensure our fundraising data protection practices were compliant with the new General Data Protection Regulation (GDPR). This included a review of our policies, our contracts with event organisers and data sharing agreements. From March 2019, to reflect the increasingly complex regulatory landscape and our commitment to fundraising compliance, we have put in place a GDPR Compliance Lead with a specific remit for compliance issues. This will help to ensure we continue to evolve our approach and to achieve best practice standards in all our fundraising activities.

WIZO.uk raises most of its voluntary income from individual supporters; Patrons, Charitable Trusts and Foundations; group fundraising; events; postal appeals; campaigns; Jewish Women's Week; and legacies. We do not employ third party professional fundraisers or commercial organisations to fundraise on our behalf, but we do engage third parties to manage the logistics of some events. The majority of our fundraising activities are delivered in partnership with committees consisting of staff, Trustees and volunteers.

We do not take part in any intrusive or high-pressure fundraising activities such as street fundraising or cold calling by telephone. Our postal appeals are sent to existing donors only, and we establish new relationships with individual donors on the basis of personal contacts known to potential donors. We respect all requests to stop sending fundraising communications as set out in our Privacy Policy.

We are involved in door-to-door fundraising as part of Jewish Women's Week, which is the only door-to-door collection in the UK Jewish Community that is authorised by the Home Office; we are exemption order holders. The majority of Jewish Women's Week collectors are known to the individuals being approached. They are either their neighbours, members of the local community or previous supporters.

We monitor complaints arising from our fundraising activities and during 2019/20 we received no complaints.

Trustees
The Trustees are also Directors for the purposes of company law. The Trustees who served during the year and up to the date of this report were as follows:

Elected Trustees

Ilana Metzger	Co-Vice Chair
Ronit Ribak-Madari	Chair
Michele Vogel	

Appointed Trustees

David Ashton	
Russell Cohen	(resigned 18 November 2020)
Amanda Collins	
Natasha Hausdorff	(appointed 24 November 2020)
Sarah Levy	Co-Vice Chair
Claude Littner	(appointed 23 November 2020)
Michèle Pollock	President
Stephen Brower	
Jill Shaw	
Annabel Stelzer	(resigned 18 November 2020)
John Ware	(appointed 24 November 2020)

Disclosure of information to auditors
Each of the trustees (directors) has confirmed that there is no information of which they are aware which is relevant to the audit, but of which the auditor is unaware. They have further confirmed that they have taken appropriate steps to identify such relevant information and to establish that the auditors are aware of such information.

Auditors
The company appointed HW Fisher LLP as auditors to the company and a resolution proposing their re-appointment will be put to the members.

On behalf of the Board of Trustees



Ronit Ribak-Madari
Chairperson of Trustees

Dated: 28 June 2021

WIZO.uk
Registered Office: Charles House, 108 - 110 Finchley Road, London, NW3 5JJ
A company registered by guarantee registered in England No: 06634748
Registered Charity in England and Wales No: 1125012

WIZO.UK

STATEMENT OF TRUSTEES' RESPONSIBILITIES

FOR THE YEAR ENDED 30 SEPTEMBER 2020

The Trustees, who are also the directors of WIZO.uk for the purpose of company law, are responsible for preparing the Trustees' Report and the accounts in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company Law requires the Trustees to prepare accounts for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that year.

In preparing these accounts, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;

- observe the methods and principles in the Charities SORP;

- make judgements and estimates that are reasonable and prudent; and

- prepare the accounts on a going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The Trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the accounts comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

WIZO.UK

INDEPENDENT AUDITOR'S REPORT

TO THE MEMBERS OF WIZO.UK

Opinion
We have audited the accounts of WIZO.uk (the 'charity') for the year ended 30 September 2020 which comprise the Statement of Financial Activities including Income & Expenditure, the Balance Sheet, the Statement of Cash Flows and notes to the accounts, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102, The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the accounts:

- give a true and fair view of the state of the charitable company's affairs as at 30 September 2020 and of its incoming resources and application of resources for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion
We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the accounts section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the accounts in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern
We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the trustees' use of the going concern basis of accounting in the preparation of the accounts is not appropriate; or
- the trustees have not disclosed in the accounts any identified material uncertainties that may cast significant doubt about the charity's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the accounts are authorised for issue.

Other information
The trustees are responsible for the other information. The other information comprises the information included in the annual report, other than the accounts and our auditor's report thereon. Our opinion on the accounts does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the accounts, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the accounts or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the accounts or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement in this other information; we are required to report that fact.

We have nothing to report in this regard.

Opinion on other matter prescribed by the Companies Act 2006
In our opinion, based on the work undertaken in the course of our audit:

- the information given in the Trustees' Report, which includes the Directors' Report prepared for the purposes of company law, for the financial year for which the accounts are prepared is consistent with the accounts; and
- the Directors' Report included within the Trustees' Report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception
In the light of the knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the Directors' Report included within the Trustees Report.

We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the accounts are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the company is not entitled to claim exemption from preparing a strategic report due to it being a member of an ineligible group.

Responsibilities of trustees
As explained more fully in the Statement of Trustees' Responsibilities, the trustees, who are also directors of the charitable company for the purposes of company law, are responsible for the preparation of the accounts and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of accounts that are free from material misstatement, whether due to fraud or error.

In preparing the accounts, the trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the directors either intend to liquidate the company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the accounts
Our objectives are to obtain reasonable assurance about whether the accounts as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these accounts.

A further description of our responsibilities for the audit of the accounts is located on the Financial Reporting Council's website at: http://www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report
This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Gary Miller

Gary Miller (Senior Statutory Auditor)
for and on behalf of H W Fisher LLP
Chartered Accountants
Statutory Auditor
Acre House
11-15 William Road
London, NW1 3ER
29 June 2021

WIZO.UK

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 30 SEPTEMBER 2020

	Notes	Unrestricted funds general £	Designated funds £	Restricted funds £	Total 2020 £
Income from:					
Donations and legacies	**3**	445,853	-	98,980	544,833
Events, appeals and campaigns	**4**	506,733	-	48,403	555,136
Investments	**5**	142,505	-	-	142,505
Total income		1,095,091	-	147,383	1,242,474
Expenditure on:					
Raising funds	**6**	348,845	-	-	348,845
Charitable activities:					
WIZO.uk projects in Israel (*)	**7 & 22**	1,040,575	14,093	65,522	1,120,190
Total expenditure		1,389,420	14,093	65,522	1,469,035
Net gains on investments	**11**	550,011	-	-	550,011
Net income/(expenditure)		255,682	(14,093)	81,861	323,450
Transfers between funds	**12**	48,113	-	(48,113)	-
Net movement in funds		303,795	(14,093)	33,748	323,450
Fund balances at 1 October 2019		4,942,997	707,646	61,798	5,712,441
Fund balances at 30 September 2020		5,246,792	693,553	95,546	6,035,891

(*)The figure of £1,120,190 includes remittances to our projects in Israel of £479,615. In addition, a sum of £650,000 was remitted as part of the grant commitment accrued in a prior year.

The statement of financial activities includes all gains and losses recognised in the year

All income and expenditure derive from continuing activities.

WIZO.UK

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 30 SEPTEMBER 2019

	Notes	Unrestricted funds general £	Designated funds £	Restricted funds £	Total 2019 £
Income from:					
Donations and legacies	**3**	266,704	-	199,497	466,201
Events, appeals and campaigns	**4**	787,852	-	604,178	1,392,030
Investments	**5**	184,197	-	-	184,197
Total income		1,238,753	-	803,675	2,042,428
Expenditure on:					
Raising funds	**6**	674,545	-	(35)	674,510
Charitable activities:					
WIZO.uk projects in Israel (*)	**7 & 22**	1,136,469	73,342	854,627	2,064,438
Total expenditure		1,811,014	73,342	854,592	2,738,948
Net gains on investments	**11**	278,172	-	-	278,172
Net expenditure		(294,089)	(73,342)	(50,917)	(418,348)
Transfers between funds	**12**	(61,737)	-	61,737	-
Net movement in funds		(355,826)	(73,342)	10,820	(418,348)
Fund balances at 1 October 2018		5,298,823	780,988	50,978	6,130,789
Fund balances at 30 September 2019		4,942,997	707,646	61,798	5,712,441

(*)The figure of £2,064,438 includes remittances to our projects in Israel of £1,332,717. In addition, a sum of £650,000 was remitted as part of the grant commitment accrued in a prior year.

WIZO.UK

BALANCE SHEET

AS AT 30 SEPTEMBER 2020

	Notes	2020 £	2020 £	2019 £	2019 £
Fixed assets					
Intangible assets	**13**		-		3,546
Tangible assets	**14**		7,389		13,083
Investments	**15**		7,685,618		8,081,560
			7,693,007		8,098,189
Current assets					
Debtors	**17**	173,046		135,585	
Cash at bank and in hand		271,436		1,055,567	
		444,482		1,191,152	
Creditors: amounts falling due within one year	**18**	(877,074)		(1,751,876)	
Net current liabilities			(432,592)		(560,724)
Total assets less current liabilities			7,260,415		7,537,465
Creditors: amounts falling due after more than one year	**19**		(1,224,524)		(1,825,024)
Net assets			6,035,891		5,712,441
Income funds					
Restricted funds	**21**		95,546		61,798
Unrestricted funds					
Designated funds	**22**	693,553		707,646	
General funds		5,246,792		4,942,997	
			5,940,345		5,650,643
			6,035,891		5,712,441

The accounts were approved by the Trustees on 28 June 2021

Ronit Ribak-Madari
Chairperson of Trustees

Company Registration No. 06634748

WIZO.UK

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 30 SEPTEMBER 2020

	Notes	2020 £	2020 £	2019 £	2019 £
Cash flows from operating activities					
Net cash used in operating activities	**26**		(1,870,493)		(1,561,546)
Cash flows from investing activities					
Dividends and interest from investments		142,505		184,197	
Purchase of plant and equipment		(2,095)		(17,979)	
Purchase of investments		(1,336,484)		(667,474)	
Movements on funds held on deposit		299,147		750,497	
Proceeds from sale of investments		1,983,289		1,455,560	
Net cash provided by investing activities			1,086,362		1,704,801
Net increase in cash and cash equivalents			(784,131)		143,285
Cash and cash equivalents at beginning of year			1,055,567		912,312
Cash and cash equivalents at end of year			271,436		1,055,567

WIZO.UK

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 30 SEPTEMBER 2020

1 Accounting policies

Charity information

WIZO.uk is a private company limited by guarantee incorporated in England and Wales. The registered office is Charles House, 108-110 Finchley Road, London, NW3 5JJ.

1.1 Accounting convention

The accounts have been prepared in accordance with Companies Act 2006 and "Accounting and Reporting by Charities" the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102"), (effective 1 January 2019). The charity is a Public Benefit Entity as defined by FRS 102)..

The accounts are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these accounts are rounded to the nearest £.

The accounts have been prepared under the historical cost convention, modified to include fixed asset investments at fair value. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the accounts, the Trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. The rationale for this conclusion is based on a comfortable level of reserves at 30 September 2020, the ability to liquidate our funds held on investment at any time and the charity's successful results to date in the financial year 2020-21. Consequently, the Trustees' continue to adopt the going concern basis of accounting in preparing the accounts.

In making this decision, the trustees have taken into consideration the risks and uncertainties arising from COVID-19 as highlighted om page 7 of the Trustees' Report.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the Trustees in furtherance of their charitable objectives.

Designated funds comprise funds which have been set aside at the discretion of the Trustees for specific purposes. The purposes and uses of the designated funds are set out in the notes to the accounts.

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the accounts.

1.4 Income

Income is recognised when the charity is legally entitled to it, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid is recognised at the time of the donation.

Legacies are recognised on receipt or otherwise if the charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

Events, appeals and campaigns income is accounted for on a receivable basis.

Investment income and interest is accounted for on a receivable basis.

Income from support groups (note 3) is included gross under the relevant category on the Statement of Financial Activities.

1 Accounting policies (continued)

Government grants are recognised at the fair value of the amount received or receivable when there is reasonable assurance that the grant conditions will be met and the grants will be received. Government grants relate to the Coronavirus Job Retention Scheme and the COVID-19 Local Authority Relief Grant. As these schemes involve a transfer of resources from government to the charity, they meet the definition of a government grant. The CJRS is designed to compensate for staff costs, so amounts received or receivable are recognised in the income over the same period as the costs to which they relate. Government grants are accounted for under the accrual model.

1.5 Expenditure

Resources expended are recognised in the period to which they relate. Resources expended include attributable VAT which cannot be recovered.

Costs of raising funds comprise the direct costs of functions and events and the general costs of promoting fundraising.

Direct charitable expenditure comprises all the expenditure relating to the activities carried out to achieve the charitable objectives.

Support costs comprise the costs incurred by the UK office in directly providing support for the Charity's activities. These have been allocated in full to the single charitable activity, remittances to Israel.

Governance costs represent the costs incurred in relation to the management of the Charity, organisational administration and compliance with constitutional and statutory requirements. These costs have also been allocated in full to the single charitable activity.

Staff costs are allocated between fundraising and charitable activities on the basis of time spent.

1.6 Intangible fixed assets

Intangible fixed assets are initially measured at cost and subsequently measured at cost, net of amortisation and any impairment losses.
Amortisation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following basis:

Computer website	33% straight line

1.7 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Leasehold property	20% straight line
Computer hardware & software	20% - 33% straight line
Fixtures, fittings & equipment	33% straight line

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset and is recognised in net income/(expenditure) for the year.

1.8 Fixed asset investments

Fixed asset investments are initially measured at transaction price excluding transaction costs and are subsequently measured at fair value at each reporting date. Changes in fair value are recognised in the Statement of Financial Activities each year. Transaction costs are expensed as incurred.

1 Accounting policies (continued)

1.9 Impairment of fixed assets

At each reporting end date, the charity reviews the carrying amounts of its tangible and intangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1.10 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, and other short-term liquid investments with original maturities of three months or less..

1.11 Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all its financial instruments.

The charity only has assets and liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of fixed asset investments that are initially recognised at transaction value and subsequently recognised at their fair value.

1.12 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employees' services are received. Termination payments are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.13 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

1.14 Operating leases

Operating lease rentals are charged to the SOFA on a straight-line basis over the life of the lease. The charity does not hold any assets under a finance lease.

2 Critical accounting estimates and judgements

In the application of the charity's accounting policies, the Trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The trustees are required to make estimates in respect of legacy income. The basis of recognition is provided within the income accounting policy above (see policy 1.4).

3 Donations and legacies

	Unrestricted funds general	Restricted funds	Total
	£	£	£
Donations and gifts	264,928	98,980	363,908
Legacies receivable	124,632	-	124,632
Government grants	56,293	-	56,293
For the year ended 30 September 2020	**445,853**	**98,980**	**544,833**
Donations and gifts	230,558	199,497	430,055
Legacies receivable	36,146	-	36,146
For the year ended 30 September 2019	**266,704**	**199,497**	**466,201**

Included within government grants is £31,293 (2019: nil) in respect of the Coronavirus job Retention Scheme, and £25,000 (2019: nil) in respect of the COVID19 Local Authority Relief Grant as a government grant.

Contributions from supporting groups

The following amounts are included in the accounts in respect of contributions from societies:

	Total 2020	Total 2019
	£	£
Donations and Gifts	90,728	70,019
Events, Appeals and Campaigns	394,957	549,990
	485,685	620,009
Less:		
Fundraising Costs	(44,520)	(72,509)
Support Costs	(1,985)	(1,278)
	(46,505)	(73,787)
Net income attributable to societies	439,180	546,222

4 Events, appeals and campaigns

	Unrestricted funds general	Restricted funds	Total
	£	£	£
Events, appeals and campaigns	506,733	48,403	555,136
Fundraising costs	(249,904)	-	(249,904)
Net events, appeals and campaigns year ended 30 September 2020	**256,829**	**48,403**	**305,232**
Events, appeals and campaigns	787,852	604,178	1,392,030
Fundraising costs	(558,600)	-	(558,600)
Net events, appeals and campaigns year ended 30 September 2019	**229,252**	**604,178**	**833,430**

5 Investments

	2020	2019
	£	£
Income from listed investments	141,241	173,838
Interest receivable	1,264	10,359
	142,505	184,197

6 Raising funds

	Unrestricted funds general	Designated funds	Restricted funds	Total 2020
	£	£	£	£
For the year ended 30 September 2020				
Promotion and publicity				
Seeking donations, grants and legacies	8,128	-	-	8,128
Staff costs	35,903	-	-	35,903
Promotion and publicity	44,031	-	-	44,031
Fundraising costs				
Fundraising activity costs	93,546	-	-	93,546
Staff costs	156,358	-	-	156,358
Fundraising costs	249,904	-	-	249,904
Investment management	54,910	-	-	54,910
For the year ended 30 September 2020	**348,845**	**-**	**-**	**348,845**
For the year ended 30 September 2019				
Promotion and publicity				
Seeking donations, grants and legacies	26,282	-	-	26,282
Staff costs	30,293	-	-	30,293
Promotion and publicity	56,575	-	-	56,575
Fundraising costs				
Fundraising activity costs	390,110	-	(35)	390,075
Staff costs	168,525	-	-	168,525
Fundraising costs	558,635	-	(35)	558,600
Investment management	59,335	-	-	59,335
For the year ended 30 September 2019	**674,545**	**-**	**(35)**	**674,510**

7 Charitable activities:
WIZO.uk projects in Israel

	2020	2019
	£	£
Remittances to Israel	1,129,615	1,982,717
Less already provided for	(650,000)	(650,000)
Net Remittances to Israel	479,615	1,332,717
Finance cost	49,500	61,275
	529,115	1,393,992
Share of support costs (see note 8)	561,321	641,596
Share of governance costs (see note 8)	29,754	28,850
	1,120,190	2,064,438
Analysis by fund		
Unrestricted funds – general	1,040,575	1,136,469
Unrestricted funds – designated	14,093	73,342
Restricted funds	65,522	854,627
	1,120,190	2,064,438

8 Support costs

	Support costs	Governance costs	2020	Basis of allocation
	£	£	£	
Staff costs	220,112	10,926	231,038	Time spent
Depreciation	11,335	-	11,335	Support cost
Premises costs	159,954	-	159,954	Support cost
Consultancy	89,059	-	89,059	Support cost
Other costs	80,861	-	80,861	Support cost
Audit fees	-	18,737	18,737	Governance
Legal and professional	-	91	91	Governance
	561,321	29,754	591,075	
Analysed between				
Charitable activities	561,321	29,754	591,075	

8 Support costs (continued)

	Support costs	Governance costs	2019	Basis of allocation
	£	£	£	
Staff costs	209,636	13,600	223,236	Time spent
Depreciation	22,769	-	22,769	Support cost
Premises costs	182,699	-	182,699	Support cost
Consultancy	123,289	-	123,289	Support cost
Other costs	103,203	-	103,203	Support cost
Audit fees	-	13,340	13,340	Governance
Legal and professional	-	1,910	1,910	Governance
	641,596	28,850	670,446	
Analysed between				
Charitable activities	641,596	28,850	670,446	

Included within support costs are amounts payable under operating lease arrangements which amounted to £125,746 (2019 - £156,649)

9 Trustees

Expenditure of £426 (2019: £1,118) was incurred in expenses relating to one trustee (2019 – 1 trustee). The majority of this was for transportation costs associated with visits to Israel to monitor projects, as well as to WIZO group locations in the UK. Costs were also incurred for workshops and training for trustees. Donation income received from Trustees during the year amounted to £37,363 (2019: £60,376) of which £6,000 (2019: £51,000) related to restricted fund donations.

None of the trustees (or any persons connected with them) received any remuneration or benefits from the charity during the year. The charity has also purchased trustee indemnity insurance on behalf of the trustees. The cost of the insurance was £1,539 during the year (2019: £2,213).

10 Employees

Number of employees

The average monthly number employees during the year was:

	2020 Number	2019 Number
Promotion and publicity department	2	2
Fundraising department	7	9
General and project support, administration and governance	6	6
	15	17

10 Employees (continued)

Employment costs	2020	2019
	£	£
Wages and salaries	354,320	370,152
Social security costs	28,839	32,557
Other pension costs	17,028	15,070
Redundancy costs	23,111	4,275
	423,298	422,054

The number of employees whose annual remuneration was £60,000 or more

	2020	2019
	Number	Number
Between £60,001 and £70,000	1	-

The charity's key management personnel comprise the Board of Trustees and the Chief Executive.

The total benefit received by key management personnel in the year amounted to £76,826 (2019: £58,098).

11 Net gains on investments

	2020	2019
	£	£
Revaluation of investments	615,657	229,429
(Loss)/gains on sale of investments	(65,646)	48,743
	550,011	278,172

12 Transfers

Included within transfer between funds are the release of restricted fund balances of £48,113 (2019: - release to restricted funds £61,737) relating to the unfunded element of the Centenary project which is therefore being funded out of General Reserves. The release to restricted funds in this year relates to a foreign exchange gain which compensates for a foreign exchange loss that occurred in the previous year which was paid from unrestricted funds.

13 Intangible fixed assets

	Total - Website
	£
Cost	
At 1 October 2019	51,168
Additions	-
At 30 September 2020	51,168
Amortisation	
At 1 October 2019	47,622
Charge for the year	3,546
At 30 September 2020	51,168
Net Book Value	
At 30 September 2020	-
At 30 September 2019	3,546

All intangible fixed assets are used for charitable purposes.

14 Tangible fixed assets

	Leasehold property	Computer hardware & software	Fixtures, fittings & equipment	Total
	£	£	£	£
Cost				
At 1 October 2019	166,314	135,738	38,792	340,844
Additions	-	2,095	-	2,095
At 30 September 2020	166,314	137,833	38,792	342,939
Depreciation				
At 1 October 2019	166,314	122,655	38,792	327,761
Charge for the year	-	7,789	-	7,789
At 30 September 2020	166,314	130,444	38,792	335,550
Net Book Value				
At 30 September 2020	-	7,389	-	7,389
At 30 September 2019	-	13,083	-	13,083

All tangible fixed assets are used for charitable purposes.

15 Fixed asset investments

	Cash	Managed funds	Deposits	Total
	£	£	£	£
Cost or valuation				
At 1 October 2019	350,495	7,580,314	150,751	8,081,560
Additions	(1,336,484)	1,336,484	-	-
Valuation changes	-	550,011	-	550,011
Net capital withdrawals	(902,583)	-	(130,965)-	(1,033,548)
Disposals	1,983,289	(1,983,289)	-	-)
Investment income received	141,240	-	1,265	142,505
Investment management fees paid	(54,910)	-	-	(54,910)
At 30 September 2020	181,047	7,483,520	21,051	7,685,618

	Cash	Managed funds	Deposits	Total
	£	£	£	£
Cost or valuation				
At 1 October 2018	351,399	8,090,241	900,331	9,341,971
Additions	(667,474)	667,474	-	-
Valuation changes	-	278,172	-	278,172
Net capital withdrawals	(904,686)	-	(759,940)	(1,664,626)
Disposals	1,455,560	(1,455,560)	-	-
Investment income received	175,020	-	10,359	185,379
Investment management fees paid	(59,336)	-	-	(59,336)
At 30 September 2019	350,483	7,580,327	150,750	8,081,560

16 Subsidiaries

The charity owns the whole of the issued share capital of Wizadvert Limited, being 100 ordinary shares of £1 each. The company is dormant.

Consolidated accounts have not been prepared as the inclusion of the charity's only subsidiary in a set of consolidated accounts would not be material for the purposes of giving a true and fair view.

Details of the charity's subsidiaries at 30 September 2020 are as follows:

Name of undertaking and country of incorporation or residency	Nature of business	Class of shareholding	% Held Direct	Indirect
Wizadvert Limited United Kingdom	The company is dormant.	Ordinary	100	

17 Debtors

	2020	2019
Amounts falling due within one year:	**£**	**£**
Other debtors	17,833	24,766
Prepayments and accrued income	129,545	85,151
Amounts falling due after more than one year:		
Other debtors	25,668	25,668
	173,046	135,585

18 Creditors: amounts falling due within one year

	2020	2019
	£	**£**
Other taxation and social security	10,361	7,040
Other creditors	707,465	693,630
Accruals and deferred income	159,248	1,051,206
	877,074	1,751,876

Included within other creditors is an amount due to World WIZO of £650,000.
Included within deferred income is £561 (2019: £139) of income received in advance for events taking place after the year end.

19 Creditors: amounts falling due after more than one year

	2020	2019
	£	**£**
Outstanding grant commitment	1,300,000	1,950,000
Discount applied	(75,476)	(124,976)
	1,224,524	1,825,024

In accordance with FRS102, a discount rate has been applied to the long-term grant commitment to reflect the net present value. The rate applied was 2% based on current inflation rate and current yields on high quality corporate bonds of 2.29%.
The grant commitment is payable in annual instalments of £650,000 per annum ending in 2022/23.

20 Retirement benefit schemes

Defined contribution schemes
The charity operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the charity in an independently administered fund.

The charge to profit or loss in respect of defined contribution schemes was £17,028 (2019-£15,070).

21 Restricted funds

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

	Balance at 1 October 2019	Movement in funds		Transfers	Balance at 30 September 2020
		Income	Expenditure		
	£	£	£	£	£
Emergency Pesach Appeal	-	5,057	(4,999)	(58)	-
Tiberias Scholarships	1,800	-	-	-	1,800
Barzilai Hospital Day Care Centre	-	55,546	-	-	55,546
Diversity Project – Fundraising Initiative (Art Project)	5,029	17,000	(17,856)	-	4,173
Music Therapy Room – Rebecca Sieff Vocational School	-	10,000	(5,000)	-	5,000
Afula Community Centre	-	1,300	(1,300)	-	-
Otzma Tze'irah Programme	-	180	-	-	180
Beit Hakarem Garden	6,332	-	-	-	6,332
Haifa Neve Sha'anan, Migdal Haemek & Rehovot Centre- Wizo Community Centres	-	25,000	(25,000)	-	-
Jerusalem, Rebecca Sieff Centre	4,707	-	-	-	4,707
Musical Gardens Rebecca Sieff Centre , Jerusalem	330	-	-	(330)	-
Maoz Zion Day Care Centre	23,567		(31,839)	8,272	-
Elaine and Neville Young DCC	-	800	-	-	800
Nahalal Youth Village	1,000	-	-	-	1,000
Jerusalem, WIZO Vocational High School	500	-	-	(500)	-
Haifa, Rainbow House – Youth Beauty School	1,541	-	-	(1,541)	-
Digitisation Project	16,008	-	-	-	16,008
Centenary Project – Rebecca Sieff Vocational School (School of Dreams)	984	32,500	20,472	(53,956)	-
	61,798	147,383	(65,522)	(48,113)	95,546

21 Restricted funds (continued)

	Balance at 1 October 2018	Movement in funds		Transfers	Balance at 30 September 2019
		Income	Expenditure		
	£	£	£	£	£
Olive Tree Project – Fundraising Initiative (Art Project)	4,994	-	35	-	5,029
Tiberias Scholarships	-	1,800	-	-	1,800
Afula Community Centre	-	1,200	(1,200)	-	-
Susi Bradfield, Jerusalem	11,437	12,003	(23,440)	-	-
Otzma Tze'irah Programme	-	180	(180)	-	-
Beit Hakerem Garden	6,332	-	-	-	6,332
Haifa Neve Sha'anan, Migdal Haemek & Rehovot Centre- Wizo Community Centres	-	20,000	(20,000)	-	-
Jerusalem, Rebecca Sieff Centre	4,707	-	-	-	4,707
Musical Gardens Rebecca Sieff Centre, Jerusalem	6,000	-	(5,670) -	-	330
Maoz Zion Day Care Centre	-	22,500	1,067	-	23,567
Jerusalem, Women's Shelter	-	250	(250)	-	-
Nahalal Youth Village	1,000	-	-	-	1,000
Jerusalem, WIZO Vocational High School	500	-	-	-	500
Haifa, Rainbow House – Youth Beauty School	-	-	1,541	-	1,541
Digitisation Project	16,008	-	-	-	16,008
Centenary Project – Rebecca Sieff Vocational School of Dreams	-	745,742	(806,495)	61,737	984
	50,978	803,675	(854,592)	61,737	61,798

22 Designated funds

The income funds of the charity include the following designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes:

		Movement in funds		
	Balance at 1 October 2019	Income	Expenditure	Balance at 30 September 2020
	£	£	£	£
Renovation reserve	628,785	-	(14,093)	614,692
Travel fund for membership dues	9,961	-	-	9,961
Promotional reserve	68,900	-	-	68,900
	707,646	-	(14,093)	693,553

Renovation Reserve is to provide funds for renovations requested by World WIZO, as and when agreed by WIZO.uk. The Promotional Reserve is to provide funds for increasing awareness of WIZO.uk and its activities. The Travel fund relates to monies set aside from membership dues to fund the travel costs in order for participants to visit WIZO.uk's funded projects in Israel.

22 Designated funds *(continued)*

The income funds of the charity include the following designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes:

	Balance at 1 October 2018	Movement in funds: Income	Movement in funds: Expenditure	Balance at 30 September 2019
	£	£	£	£
Renovation reserve	702,127	-	(73,342)	628,785
Travel fund for membership dues	9,961	-	-	9,961
Promotional reserve	68,900	-	-	68,900
	780,988	-	(73,342)	707,646

23 Analysis of net assets between funds

	General funds	Designated funds	Restricted funds	Total
	£	£	£	£
Fund balances at 30 September 2020 are represented by:				
Intangible and Tangible fixed assets	7,389	-	-	7,389
Investments	6,896,519	693,553	95,546	7,685,618
Current assets/(liabilities)	(432,592)	-	-	(432,592)
Long term liabilities	(1,224,524)	-	-	(1,224,524)
	5,246,792	693,553	95,546	6,035,891

	General funds	Designated funds	Restricted funds	Total
	£	£	£	£
Fund balances at 30 September 2019 are represented by:				
Intangible and Tangible fixed assets	16,629	-	-	16,629
Investments	7,312,116	707,646	61,798	8,081,560
Current assets/(liabilities)	(560,724)	-	-	(560,724)
Long term liabilities	(1,825,024)	-	-	(1,825,024
	4,942,997	707,646	61,798	5,712,441

24 Operating lease commitments

At the 30 September 2020, the charity had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2020	2019
	£	£
Land and buildings		
Within one year	38,056	152,225
Between two and five years	190,281	190,281
	190,281	342,506
Other		
Within one year	8,560	8,560
Between two and five years	13,220	21,780
	21,780	30,340

25 Related party transactions

During the year there were no related party transactions (2019: nil).

26 Cash generated from operations	2020	2019
	£	£
Net income/(expenditure) for the year	323,450	(418,348)
Adjustments for:		
Investment income recognised in profit or loss	(142,505)	(184,197)
Loss/(gain) on disposal of investments	65,646	(48,743)
Fair value gains and losses on investments	(615,657)	(229,429)
Depreciation of intangible and tangible fixed assets	11,335	22,769
Movements in working capital:		
(Increase)/decrease in debtors	(37,461)	61,001
Decrease in creditors	(1,475,301)	(764,599)
Cash absorbed by operations	(1,870,493)	(1,561,546)

27 Analysis of changes of net debt

The charity had no net debt during the year.