

Charity Registration No. 1125012

Company Registration No. 06634748 (England and Wales)

WIZO.UK

ANNUAL REPORT AND ACCOUNTS

FOR THE YEAR ENDED 30 SEPTEMBER 2023

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

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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.

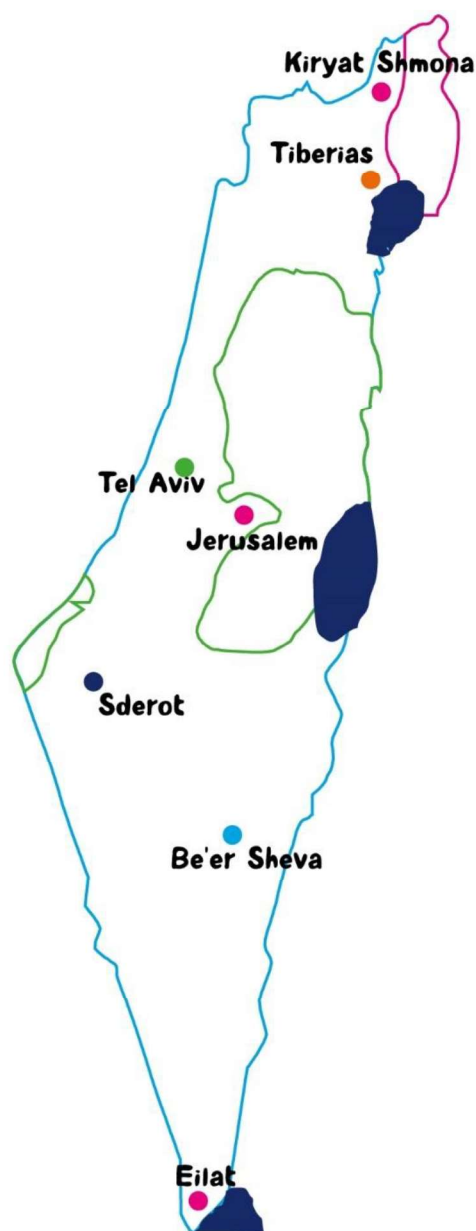
WIZOuk PROJECTS ACROSS ISRAEL

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 Aniela 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

TRUSTEES' REPORT

FOR THE YEAR ENDED 30 SEPTEMBER 2023

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

TRUSTEES' REPORT

FOR THE YEAR ENDED 30 SEPTEMBER 2023

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.

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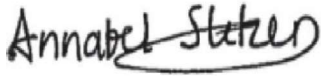
TRUSTEES' REPORT

FOR THE YEAR ENDED 30 SEPTEMBER 2023

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

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.

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.

INDEPENDENT AUDITOR'S REPORT (*CONTINUED*)

TO THE MEMBERS OF WIZO.UK

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.

INDEPENDENT AUDITOR'S REPORT (*CONTINUED*)

TO THE MEMBERS OF WIZO.UK

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

**STATEMENT OF FINANCIAL ACTIVITIES
INCLUDING INCOME AND EXPENDITURE ACCOUNT**
FOR THE YEAR ENDED 30 SEPTEMBER 2023

		Unrestricted funds general £	Designated funds £	Restricted funds £	Total 2023 £	Total 2022 £
	Notes					
<u>Income from:</u>						
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
<u>Expenditure on:</u>						
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.

**STATEMENT OF FINANCIAL ACTIVITIES
INCLUDING INCOME AND EXPENDITURE ACCOUNT**
FOR THE YEAR ENDED 30 SEPTEMBER 2022

Comparative Income and Expenditure Account		Unrestricted funds general £	Designated funds £	Restricted funds £	Total 2022 £
	Notes				
<u>Income from:</u>					
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
<u>Expenditure on:</u>					
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.

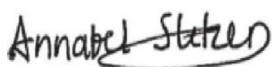
WIZO.UK

BALANCE SHEET

AS AT 30 SEPTEMBER 2023

	Notes	2023 £	£	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
			<u>6,676,911</u>		<u>6,867,635</u>
Current assets					
Debtors	17	431,385		373,299	
Cash at bank and in hand		821,356		655,432	
			<u>1,252,741</u>		<u>1,028,731</u>
Creditors: amounts falling due within one year	18	(1,514,574)		(1,153,245)	
Net current liabilities			<u>(261,833)</u>		<u>(124,514)</u>
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			<u>6,375,078</u>		<u>6,144,366</u>
Income funds					
Restricted funds	22		48,079		41,849
<u>Unrestricted funds</u>					
Designated funds	23	893,523		1,082,857	
General funds		5,433,476		5,019,660	
			<u>6,326,999</u>		<u>6,102,517</u>
			<u>6,375,078</u>		<u>6,144,366</u>

The accounts were approved by the Trustees on 27 June 2024



Annabel Stelzer

Company Registration No. 06634748

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

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.

NOTES TO THE ACCOUNTS (CONTINUED)***FOR THE YEAR ENDED 30 SEPTEMBER 2023***

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.

NOTES TO THE ACCOUNTS (CONTINUED)

FOR THE YEAR ENDED 30 SEPTEMBER 2023

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.

NOTES TO THE ACCOUNTS (CONTINUED)

FOR THE YEAR ENDED 30 SEPTEMBER 2023

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
	<u>1,176,158</u>	<u>148,082</u>	<u>1,324,240</u>
For the year ended 30 September 2023	<u>1,176,158</u>	<u>148,082</u>	<u>1,324,240</u>

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

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
	<u>327,425</u>	<u>478,704</u>
Less:		
Fundraising Costs	(22,004)	(19,932)
Support Costs	(175)	(2,706)
	<u>(22,179)</u>	<u>(22,638)</u>
	<u>305,246</u>	<u>456,066</u>
Net income attributable to societies	<u>305,246</u>	<u>456,066</u>

NOTES TO THE ACCOUNTS (CONTINUED)

FOR THE YEAR ENDED 30 SEPTEMBER 2023

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
	<u>157,181</u>	<u>119,970</u>

All investment income is attributable to unrestricted funds.

NOTES TO THE ACCOUNTS (CONTINUED)

FOR THE YEAR ENDED 30 SEPTEMBER 2023

6 Raising funds

	Unrestricted funds general £	Designated funds £	Restricted funds £	Total 2023 £
For the year ended 30 September 2023				
<u>Promotion and publicity</u>				
Seeking donations, grants and legacies	7,879	-	-	7,879
Staff costs	43,742	-	-	43,742
	<hr/>	<hr/>	<hr/>	<hr/>
Promotion and publicity	51,621	-	-	51,621
	<hr/>	<hr/>	<hr/>	<hr/>
<u>Fundraising costs</u>				
Fundraising activity costs	329,358	-	-	329,358
Staff costs	108,735	-	-	108,735
	<hr/>	<hr/>	<hr/>	<hr/>
Fundraising costs	438,093	-	-	438,093
	<hr/>	<hr/>	<hr/>	<hr/>
<u>Investment management</u>	56,941	-	-	56,941
	<hr/>	<hr/>	<hr/>	<hr/>
	546,655	-	-	546,655
	<hr/>	<hr/>	<hr/>	<hr/>
	Unrestricted funds general £	Designated funds £	Restricted funds £	Total 2022 £
For the year ended 30 September 2022				
<u>Promotion and publicity</u>				
Seeking donations, grants and legacies	10,209	-	-	10,209
Staff costs	39,355	-	-	39,355
	<hr/>	<hr/>	<hr/>	<hr/>
Promotion and publicity	49,564	-	-	49,564
	<hr/>	<hr/>	<hr/>	<hr/>
<u>Fundraising costs</u>				
Fundraising activity costs	80,359	-	50	80,409
Staff costs	125,253	-	-	125,253
	<hr/>	<hr/>	<hr/>	<hr/>
Fundraising costs	205,612	-	50	205,662
	<hr/>	<hr/>	<hr/>	<hr/>
<u>Investment management</u>	52,399	-	-	52,399
	<hr/>	<hr/>	<hr/>	<hr/>
	307,575	-	50	307,625
	<hr/>	<hr/>	<hr/>	<hr/>

NOTES TO THE ACCOUNTS (CONTINUED)

FOR THE YEAR ENDED 30 SEPTEMBER 2023

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	

NOTES TO THE ACCOUNTS (CONTINUED)

FOR THE YEAR ENDED 30 SEPTEMBER 2023

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
	<u>584,101</u>	<u>34,550</u>	<u>618,651</u>	
Analysed between				
Charitable activities	<u>584,101</u>	<u>34,550</u>	<u>618,651</u>	

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
	<u>14</u>	<u>14</u>

NOTES TO THE ACCOUNTS (CONTINUED)**FOR THE YEAR ENDED 30 SEPTEMBER 2023****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
	<u>420,657</u>	<u>409,356</u>

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
	<u>-</u>	<u>1</u>

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)
	<u>303,924</u>	<u>(458,884)</u>

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.

NOTES TO THE ACCOUNTS (CONTINUED)

FOR THE YEAR ENDED 30 SEPTEMBER 2023

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.

NOTES TO THE ACCOUNTS (CONTINUED)

FOR THE YEAR ENDED 30 SEPTEMBER 2023

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 address 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.

NOTES TO THE ACCOUNTS (CONTINUED)

FOR THE YEAR ENDED 30 SEPTEMBER 2023

17 Debtors

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

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
	<u>1,514,574</u>	<u>1,153,245</u>

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)
	<u>-</u>	<u>598,755</u>

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	-
	<u>40,000</u>	<u>-</u>

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

NOTES TO THE ACCOUNTS (CONTINUED)

FOR THE YEAR ENDED 30 SEPTEMBER 2023

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'anani, 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	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
	<u>41,849</u>	<u>163,654</u>	<u>(157,424)</u>	<u>-</u>	<u>48,079</u>

NOTES TO THE ACCOUNTS (CONTINUED)

FOR THE YEAR ENDED 30 SEPTEMBER 2023

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:

	Balance at 1 October 2021 £	Income £	Movement in funds 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'anani, 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
	<u>47,200</u>	<u>107,928</u>	<u>(114,320)</u>	<u>1,041</u>	<u>41,849</u>

NOTES TO THE ACCOUNTS (CONTINUED)

FOR THE YEAR ENDED 30 SEPTEMBER 2023

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	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
Promotional reserve	68,900	-	68,900
	<u>1,082,857</u>	<u>(264,334)</u>	<u>893,523</u>

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
	<u>1,094,056</u>	<u>(11,199)</u>	<u>1,082,857</u>

NOTES TO THE ACCOUNTS (CONTINUED)

FOR THE YEAR ENDED 30 SEPTEMBER 2023

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	-	-	-	-
	<u>5,433,476</u>	<u>893,523</u>	<u>48,079</u>	<u>6,375,078</u>
	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)
	<u>5,019,660</u>	<u>1,082,857</u>	<u>41,849</u>	<u>6,144,366</u>

NOTES TO THE ACCOUNTS (CONTINUED)

FOR THE YEAR ENDED 30 SEPTEMBER 2023

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

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)
<i>Adjustments for:</i>		
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
<i>Movements in working capital:</i>		
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	<u>(410,141)</u>	<u>(912,416)</u>

28 Analysis of changes of net debt

The charity had no net debt during the year.