

**ROJ WOMEN'S ASSOCIATION – KURDISH & TURKISH WOMEN'S CENTRE**

**FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED 31 MARCH 2022**

**CHARITY REGISTRATION NUMBER 1125572**

**LONDON ACCOUNTANCY PRACTICE  
SOJOURNER TRUTH CENTRE  
161 SUMNER ROAD  
LONDON SE15 6JL**

**ROJ WOMEN'S ASSOCIATION (RWA) - KURDISH & TURKISH WOMEN'S  
CENTRE  
FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 MARCH 2021**

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## ADMINISTRATIVE/LEGAL INFORMATION

### REGISTRATION DETAILS:

ROJ Women's Association - Kurdish & Turkish

Women's Centre is an unincorporated

organisation registered as a charity with registration

number 1125572.

### GOVERNING DOCUMENT

ROJ Women's Association - Kurdish & Turkish

Women's Centre is an unincorporated organisation

governed by the Charity Act 2011 and its constitution

### REGISTERED OFFICE

ROJ Women's Association - Kurdish & Turkish  
Women's Centre  
Selby Centre  
Selby Road  
London N17 8JL

### BANKERS

Barclays Bank  
193 Camden High Street  
London NW1 7PJ

### MANAGEMENT COMMITTEE

Sefaret Yaman.....Trustee  
Salime Tasdemir.....Trustee  
Rojda Sipan.....Trustee  
Sultan Cakir .....Signatorie  
Lara Gun.....Signatorie

### EMPLOYEES

Makbule Gunes  
Eylem Polat  
Saadet Mengi  
Fatos Usta  
Cigdem Karaalioglu  
Avesta Kadir  
Ilkay Kucuk  
Galina Dimitrova  
Duygu Cantekin (Sessional Worker)  
Ada Ayse Imamoglu (Sessional Worker)

## VOLUNTEERS

Rezhna Naser  
Ayse Tekagac  
Halima Abdi

## INDEPENDENT EXAMINERS

London Accountancy Practice  
Sojourner Truth Centre  
161 Sumner Road  
London SE15 6JL

## ROJ WOMEN'S ASSOCIATION - KURDISH & TURKISH WOMEN'S CENTRE REPORT OF THE MANAGEMENT COMMITTEE FOR THE YEAR ENDED 31 MARCH 2022

The Management Committee presented their report and financial statements for the year ended 31 March 2022.

### AIMS AND OBJECTIVES

RWA is a non-profit women's organisation that aims to support and empower Kurdish, Turkish, Cypriot, migrant, and refugee women living in the UK. Our beneficiaries are women and young girls who live in the poorest, marginalised, and disadvantaged areas of London, who come from various social, cultural, political, religious, and economic backgrounds.

RWA recognises the multiple forms of challenges that Kurdish and Turkish women face, including low income, economical dependency, language barriers, domestic violence, mental health challenges and isolation. These forms of complex issues require deeper understanding and culturally sensitive approaches. RWA services and activities are shaped and led through consultations conducted with its service users, they are encouraged to share their views and opinions during the scoping of all projects. By engaging and involving the beneficiaries with first-hand experience of the challenges they face we create projects with holistic approaches and meaningful interventions.

Roj Women's Association is very **grateful for the financial support from:**

Big Lottery Reaching the Communities Fund, London Community Foundation, Rosa, Mopac VAWG Grassroots Fund, City Bridge Trust, Salway Fund, Sport England and Public Voice.

**We are equally grateful to our partners:**

- HALKEVI: Kurdish & Turkish Community Centre
- Kurdish Community Centre
- Hackney CVS
- Collage Art
- Selby Trust
- Solace Women's Aid
- Tottenham Hotspur
- Migrant Support Network (Hackney CVS)



- London Alevi Federation
- Cemevi
- Kirkisrak Community Centre
- Healthwatch Haringey
- Haringey, The Bridge Renewal Trust

## OUR PROJECTS AND SERVICES

We offer; advice, advocacy, wellbeing, and counselling services. Through building partnerships with other organisations, RWA assists women from disadvantaged groups with accessing support, education, training, English language classes, and employment opportunities.

We work with women and girls of all ages with a gender-diverse approach. We offer services in Kurdish, Turkish and English. Our free, women-only services offer a holistic response to women and girls who have experienced gender discrimination or are at risk of gender-based violence. Our work aims to create a safe, confidential, and non-judgmental space in which women and girls can get the support they need.

RWA has two coordinators and four part-time staff members, assisted by three volunteers. Members of the Management Committee contribute to carry out the organisation's activities while managing the staff and making decisions related to strategy. We would like to express our most sincere gratitude to members of the Management Committee and volunteers who have worked tirelessly for RWA this year.

We are running the following projects and services:

### Big Lottery Reaching the Communities Fund

RWA was successful in getting a three-year fund from Big Lottery Reaching the Communities, starting from the 1<sup>st</sup> of April 2019. With this funding the charity was able to develop two new services alongside appointing a coordinator & business development officer with an increased capacity to oversee the projects and fundraise for much needed new services. This is a development role, and the focus is to develop projects and build the capacity of the organisation to attract funding for new services as well as oversee the delivery of the current projects and line-management duties.

With the increased capacity, we developed strong partnerships with local organisations and increased the opportunity to represent the charity within the existing voluntary sector, especially in Haringey, Enfield and Hackney. The networking opportunities helped RWA to build partnerships in Hackney and Enfield and also create platforms for the charity to better advocate for the communities we support. As a grassroots women's support charity, we continue to work on building trust and strengthening partnerships with the local Kurdish and Turkish Community Centres. They have been very keen to accommodate our Advice and Domestic



Violence Link Work Service in their community centres and are very happy with the free service provided by RWA.

Along with the continued capacity building, the following two services were also developed and are being delivered under this grant:

### **Welfare Advice & Information**

We offer face to face women-only advice and information service to Kurdish and Turkish speakers. Our services include advice to women facing many issues, such as domestic violence, welfare, housing, financial and health issues.

This has become a crucial service, especially with the pandemic, during which we re-established the services and reshaped the service to adapt to the new way of working (due to COVID-19) and started to provide outreach services.

### **Health & Wellbeing**

We support women to take part in outdoor physical activities, socialise with other women to overcome everyday anxiety and stress. Help service users to develop a healthy lifestyle and combat mild mental health issues such as depression and anxiety.



(Link to the video <https://youtu.be/KStgIPe4UAU>)

This project has achieved great impact. Participants reported back that they are more social, living healthier, they were able to break isolation. The turnout is great for this



service; the service users often continue socialising after the exercise sessions. Most if not all, have become friends and spend time together outside of the sessions. Feedbacks show that service users are reluctant to go to leisure centres and that they prefer to come to the RWA exercise sessions.

### **Domestic Violence Support Service**

This project was jointly funded by Rosa & Imkaan under the Covid-19 Support Fund for Grassroots BAME Women Support Organisations starting from 2020. This service has a therapeutic support component additional to the specialist support offer. The service used to be part time and for one year and continued as a full time support service during the report period. In 2021-2022, specialist domestic violence service is funded by Rosa and MOPAC funds. This project supports and empowers women survivors of domestic violence in Hackney, Haringey and Enfield. The service is holistic, offering casework support to women and girls from all risk levels. Support includes; advocacy, referral and case presentation at the MARAC' in target boroughs, practical support to add security in homes and referral for therapeutic support as part of the DV specialist support package. We built relationships with other organisations and local authorities within the targeted boroughs for referral pathways and partnership works to reach out to more women who need our services.

We support victims/survivor of DV and abuse, sexual violence, forced marriage and other types of harmful practices. We ensure survivors have access to safe housing and are supported to rebuild their lives. Our specialist staff work closely with each service user, every survivor is encouraged to be involved when building their support plan.

RWA became the main point of referral for most (if not all) local Kurdish and Turkish community centres, they referred young girls and women and victims of domestic violence during COVID. We have a strong community link with mostly Kurdish centres and have become a trusted organisation to support vulnerable women and girls. And, other agencies/ organisations, contacted RWA and established a referral process for women such as IRIS (particularly via GPs), Solace Women's Aid and many other women organisations.

### **Psychotherapy & Counselling**

Funded by MOPAC VAWG. We provide psychotherapy and counselling service for Kurdish and Turkish women living in North London. The sessions are conducted face to face on a weekly basis. This service aims to help women facing mental health problems, difficult or traumatic life events and difficult emotions. The therapy approach presented is Cognitive Behavioural Therapy.

Feedback shows that the sessions have had a positive impact on service users' lives, they are able to socialise, speak out and seek help when they need it. Mothers have reported that their relationships with their children have improved, single mothers reported they were better able to manage the challenges during COVID-19 restrictions whilst homeschooling.



Majority of women feedback that they are more comfortable coming to us instead of therapy via GP services, as they can speak to someone directly and not to a therapist via a translator. They reported they were made to feel intimidated, either by their GPs or the translator mostly due the lack of understanding and cultural sensitivity.

### **Support for Over 50's**

Funded by City Bridge Trust, we provide advice and support for women over 50's who are socially isolated due to Covid-19 restrictions. We aim to support the health and wellbeing of isolated and vulnerable women and help service users to have a healthier and happier life within the community. We provide this service mainly through home visits. Through this project service users over the age of 50 with no support network now feel more secure and confident to approach RWA for support and assistance with various issues, including referral to GP's and hospitals. And service users felt that they now have someone to turn to for support, they felt listened to and cared for, and feedback that many of their issues have been dealt with that they did not know what to do with.

### **Partnership with Healthwatch Haringey (HH) NCL CCG**

RWA took part in the joint work with Haringey voluntary sector organisations. The Proposal for joint work was led by the North Central London clinical commissioning group and the Haringey Public Voice. The proposal aims to support communities and deliver action research design and highlight barriers to accessing health, social care and other services, identify gaps in service and potential solutions to increase.

The aim was to engage with RWA service users on issues of health and social care, exploring their experiences and capturing feedback, to improve services for the underserved client group.

Healthwatch Haringey (HH) chose two themes for our joint work – GP services (Healthwatch Haringey choice) and mental health (a theme chosen by both RWA). Together, we ran four focus groups, two on GP services, and two on mental health.

The RWA focus groups were in person and held at the Selby Centre and the Kurdish Community Centre. We used interpreters in all the focus groups to ensure they were accessible to all our service users. Also, HH carried out two one-to-one interviews with our Peer Coordinator for Older Persons, who supported women over 50 Turkish or Kurdish speaking. The Peer Coordinator supported 18 women from Kurdistan, Cyprus, Turkey, Lebanon. The focus of those interviews was to document the experiences of people over 50's who were extremely vulnerable and scared to participate in any group work because of Covid-19 effects.



### **RWA is a member of The Migrant Support Network, a service provided by Hackney CVS**

RWA joined the Migrant Support Network to develop organisational support in order to increase the capacity of the charity. The network was set up by Hackney CVS to help build the capacity of small migrant organisations in Hackney. The membership was through a competitive application and an interview. We are pleased to report that RWA has been accepted into the network and has made significant progress in terms of capacity and partnership building. The main aim of the network is to help member organisations develop better capacity, access to free training, and work on joint consortium bids with the other members of the network. There are currently 12 member organisations and the principal aim is to work together in partnership to develop better services around health and community development work.

### **COVID-19 lockdown implications to our service provisions**

The implications of the pandemic were social isolation, anxiety, poverty, domestic violence, being confined to overcrowded accommodations and home-schooling issues, causing many levels of challenges. This increased a need for interventions to support women, families, children, and the elderly to narrow the gap and minimise these implications. We resumed our activities after lockdown again and RWA adopted a flexible working approach, where the majority of work was done from home.

We also identified the impact and increase of domestic violence as a result of Covid-19 through the demand from our service users. We ensured that we continue to be accessible through phone help lines, by advertising, following up clients regularly and reaching out to the community through increased outreach activities.

The needs of the community were unprecedented and RWA decided to divert the resources where they were needed the most. However, we prioritised the safety and wellbeing of our staff and adopted our working ways, staff started working from home. The existing services were reconfigured to provide direct Covid-19 crisis support, especially information and advice in the community languages and share and broadcast information via various means, including WhatsApp's groups, emails, social and local media. The implications of the pandemic were social isolation, anxiety, poverty, domestic violence, being confined to overcrowded accommodations and home-schooling issues, causing many levels of challenges. This increased a need for interventions to support women, families, children, and the elderly to narrow the gap and minimise these implications.

In conclusion, RWA developed a five-year business plan, and devised a strategy to address the needs and tackle the implications of the pandemic to the targeted communities. We will provide a copy of the strategy upon request. Please contact RWA should you wish to have a copy.



### **Textile Project: Employment focused project in partnership with Collage Art**

Developed in association with Collage Arts (formerly Haringey Arts Council), this project offered workspaces for women to use the skills they already have so they can make (and potentially sell) things while also coming together.

RWA was also successful in getting three external funds for the textile project from several funding streams encouraging training and employment-focused training with; The Big Lottery Awards for All, London Community Foundation, Tampon Tax Community Fund, EQIPT Paddington Development Trust. The textile project provided training, up-skilling opportunities, and helped participants find work in the textile sector. This project ended on 31st August 2021.

### **STATEMENT OF DIRECTORS AND MANAGEMENT COMMITTEE RESPONSIBILITIES**

The Directors, who are also the Management Committee of the Charity, are required to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the Charity at the end of the year and of its financial activities during the year then ended. In preparing those financial statements, the Management Committee are required to:

- select suitable accounting policies and apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable standards and statement of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the project will continue in operation.

The directors/Management Committee are responsible for keeping proper accounting records which disclose at any time the financial position of the Charity. 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.



**ROJ WOMEN'S ASSOCIATION - KURDISH & TURKISH WOMEN'S CENTRE  
REPORT OF THE MANAGEMENT COMMITTEE  
FOR THE YEAR ENDED 31 MARCH 2022**

## **FINANCIAL REVIEW**

The results of the year's operation are set out in the attached financial statements. The net movement in funds for the year amounted to a surplus of £14,445. The retained reserves at 31 March 2022 amounted to £59,135

The Management Committee has been aware of the need to comply with good practice guidelines on free reserves and ROJ WOMEN'S ASSOCIATION - KURDISH & TURKISH WOMEN'S CENTRE policy is included in the notes to the accounts.

## **RISK MANAGEMENT**

The Management Committee has examined the major risk which RWA - Kurdish & Turkish Women's Centre faces and believe that maintaining our free reserves at a reasonable level, combined with our annual review of the controls over key financial systems will provide sufficient resources in the event of adverse conditions. The Management Committee have also examined other operational and business risks which we face and confirm that they have established systems to mitigate the significant risks.

## **TANGIBLE FIXED ASSETS**

The Charity does not have fixed assets.

## **FUNDS AVAILABLE**

The present level of funding is adequate to support the continuation of the Charity's activities for the medium term, and the Management Committee considers the financial position of the Charity to be satisfactory.

## **VOLUNTEERS**

ROJ WOMEN'S ASSOCIATION - KURDISH & TURKISH WOMEN'S CENTRE recognises the significant contributions made by volunteers.

Sign.......... Management Committee  
Sefaret Yaman



**ROJ WOMEN'S ASSOCIATION - KURDISH & TURKISH WOMEN'S CENTRE**  
**INDEPENDENT EXAMINER'S REPORT**  
**FOR THE YEAR ENDED 31 MARCH 2022**

I report on the accounts of the company for the year ended 31st March 2022, which are set out on pages 12 to 15

**Respective responsibilities of Management Committee and examiner**

The Management Committee (who are also the directors of the company for the purposes of company law) are responsible for the preparation of the accounts. The Management Committee considers that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.

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

- examine the accounts under section 145 of the 2011 Act;
- to follow the procedures laid down in the general Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act; and
- to state whether particular matters have come to my attention.

**Basis of independent examiner's report**

My examination was carried out in accordance with the general directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts and seeking explanations from you as a Management Committee concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and consequently, no opinion is given as to whether the accounts present a 'true and fair view' and the report is limited to those matters set out in the statement below.

**Independent examiner's statement**

In connection with my examination, no matter has come to my attention:

(1) which gives me reasonable cause to believe that in any material respect the requirements:

- to keep accounting records in accordance with section 386 of the Companies Act 2006; and
- to prepare accounts which accord with the accounting records, comply with the accounting requirements of section 396 of the Companies Act 2006 and with the methods and principles of the Statement of Recommended Practice Accounting and Reporting by Charities

have not been met; or

(2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

...*Ade Adebambo*.....  
 Ade Adebambo, MBA, ACG, CGMA, ACMA  
 For London Accountancy Practice  
 161 Sumner Road, London SE15 6JL

Date 25/1/2023

**ROJ WOMEN'S ASSOCIATION**  
**STATEMENT OF FINANCIAL ACTIVITIES**  
**FOR THE YEAR ENDED 31 MARCH 2022**

	Unrestricted	Restricted	2022	2021
	Fund	Fund	Total	Total
	£	£	£	£
<b>INCOMING RESOURCES</b>				
Donations, Grants & Legacies	14,350	143,299	157,648	143,894
<b>Total Incoming Resources</b>	<b>14,350</b>	<b>143,299</b>	<b>157,648</b>	<b>143,894</b>
<b>RESOURCES EXPENDED</b>				
Charitable Activities	11,673	131,480	143,153	122,700
<b>Total Resources Expended</b>	<b>11,673</b>	<b>131,480</b>	<b>143,153</b>	<b>122,700</b>
Net Incoming Resources	2,677	11,818	14,495	21,193
Fund Balance Brought Forward	30,698	13,992	44,690	23,497
<b>Fund Balance Carried Forward</b>	<b>33,375</b>	<b>25,810</b>	<b>59,185</b>	<b>44,690</b>



**ROJ WOMEN'S ASSOCIATION  
BALANCE SHEET  
AS AT 31 MARCH 2022**

		<b>2022</b>	<b>2021</b>
		<b>£</b>	<b>£</b>
<b>CURRENT ASSETS</b>			
Cash at Bank		97,581	71,043
<b>CURRENT LIABILITIES</b>			
Creditors falling due within one year			
Deferred Income	31,704	12,885	
PAYE/HMRC /NIC	5,942	12,718	
Trade creditors	800	750	
		<u>38,445</u>	<u>26,353</u>
10653.34		<u><b>59,135</b></u>	<u><b>44,690</b></u>
<b>Funds:</b>			
Unrestricted funds		33,325	30,698
Restricted funds		25,810	13,992
<b>TOTAL FUNDS</b>		<u><b>59,135</b></u>	<u><b>44,690</b></u>

The financial statements were approved by the Management Committee on  
24.01.2023  
.....and signed on its behalf by

Sign..........Management Committee.....

ROJ WOMEN'S ASSOCIATION BALANCE SHEET AS AT 31 MARCH 2022			
		2022 £	2021 £
<b>CURRENT ASSETS</b>			
Cash at Bank		97,581	71,043
<b>CURRENT LIABILITIES</b>			
Creditors falling due within one year			
Deferred Income	31,704		12,885
PAYE/HMRC /NIC	5,942		12,718
Trade creditors	800		750
		38,445	26,353
10653.34		<b>59,135</b>	<b>44,690</b>
<b>Funds:</b>			
Unrestricted funds		33,325	30,698
Restricted funds		25,810	13,992
<b>TOTAL FUNDS</b>		<b>59,135</b>	<b>44,690</b>

The financial statements were approved by the Management Committee on  
 24.01.2023  
 .....and signed on its behalf by

Sign..........Management Committee.....

**ROJ WOMEN'S ASSOCIATION - KURDISH & TURKISH WOMEN'S CENTRE**  
**NOTES TO THE ACCOUNTS**  
**FOR THE YEAR ENDED 31 MARCH 2022**

**1. Accounting policies**

**( a ) Basis of preparation**

These accounts are the Accounts of ROJ Women's Association - Kurdish & Turkish Women's Centre.

- (i) These accounts have been prepared on an accruals basis and include income and expenditure as they are earned or incurred, rather than as cash is received or paid.
- (ii) The recommendations of the Statement of Recommended Practice have been followed in the preparation of these accounts

**( b ) Fund Accounting**

- (i) The Charity's general fund consists of funds, which the Charity may use for its purposes at its discretion.
- (i) The Charity's restricted funds are those where the donor has imposed restrictions on the use of the funds, which are legally binding.

**( c ) Voluntary Income**

- (i) All voluntary income is included upon receipt.
- (ii) Grants receivable are credited to income immediately

**( d ) Investment Income**

Credit is taken for interest when the interest falls due for payment.

**( e ) Administration Expenditure**

Administration expenditure comprises costs incurred in running the Charity. Where applicable, some of these costs have been treated as direct charitable expenditure.

<b>(f) CREDITORS</b>	<b>2022</b>	<b>2021</b>
	<b>£</b>	<b>£</b>
Accountancy Fees	800	750
PAYE/HMRC/NIC	5,942	12,718
Deferred Income	31,704	12,885
	<u><b>38,445</b></u>	<u><b>26,353</b></u>

The funding from Big Lottery-Reaching Communities, amounting to £9,200 was received in the previous year for this current period, to be used in the next accounting year, which qualifies it as a deferred income. Other deferred income was £3,685 from Covid 19 Response and £18,819 from other funders for the next accounting year.



(g)

**ROJ WOMEN'S ASSOCIATION**  
**INCOME AND EXPENDITURE ACCOUNT**  
**FOR THE YEAR ENDED 31 MARCH 2022**

	Unrestricted	Restricted	Total	Total
	Fund	Fund	2022	2021
	£	£	£	£
<b>Incoming Resources:</b>				
<b>Donations, Grants and Legacies:</b>				
LB Hackney	-	-	0	3,200
Collage Arts	-	-	0	3,429
Covid 19 Response	0	0	0	38,451
Rosa Fund	0	18,750	18,750	19,880
Haringey Council	0	0	0	13,000
City of London	0	52,340	52,340	7,560
Paddington Developments	11,988	0	11,988	1,998
Groundwork UK	500	0	500	-
Main Grant	0	47,060	47,060	41,435
Refund Virtus UK	362	-	362	-
Public Voice	1500	-	1,500	-
London Community Councils	-	25,149	25,149	14,941
<b>Total incoming resources</b>	<b>14,350</b>	<b>143,299</b>	<b>157,648</b>	<b>143,894</b>
<b>RESOURCES EXPENDED:</b>				
<b>Charitable activities:</b>				
Salaries	-	82,414	82,414	69,634
Tax / National insurance	0	16,595	16,595	12,666
Sessional workers	0	10,842	10,842	7,883
Rent and rates	3,132	0	3,132	9,465
Volunteers Expenses	-	830	830	0
Healthy Living Project Expenses	0	2,580	2,580	2,691
Textile Project Expenses	0	10,369	10,369	13,512
Project Expenses	0	0	0	0
Textile Project- Hall Hire	0	6,000	6,000	0
Insurance	1,065	0	1,065	1,208
Telephone	597	0	597	474
IT / Admin expenses	5,380	0	5,380	3,232
Website	0	1,850	1,850	0
Accountancy	800	0	800	750
Payroll services	747	0	747	1,184
<b>Total Resources Expended</b>	<b>11,723</b>	<b>131,480</b>	<b>143,203</b>	<b>122,700</b>