

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

**FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED 31 MARCH 2024**

**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 2024**

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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 Acts 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

Lara Gun..... Trustee  
Newal Rusen .....Trustee  
Semra Cekin.....Trustee  
Gulten Guro.....Trustee /Signatorie  
Gulsen Yesiltas.....Trustee /Signatorie

### EMPLOYEES

Cansu Tibet  
Zeynep Alasrawi  
Fatos Usta  
Cigdem Karaalioglu  
Zerrin Tasar  
Ayse Nur Polat  
Duygu Cantekin (Sessional Worker)  
Ayse Tekagac (Sessional Worker)

### VOLUNTEERS

Rezhna Naser  
Senanur Demirtas

### 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 2024**

The Management Committee presented their report and financial statements for the year ended 31 March 2024.

### **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:**

London Community Foundation, Rosa, City Bridge Trust, Home Office, Salway Fund, Imkaan, Comic Relief, Sport England, Haringey Council and Public Voice.

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

- Kurdish Community Centre
- Hackney CVS
- Selby Trust
- Solace Women's Aid
- Tottenham Hotspur
- London Alevi Federation
- Cemevi
- Healthwatch Haringey
- Haringey GP Federation



- Haringey, The Bridge Renewal Trust
- Edmonton Community Hub
- Enfield Community Hub

## OUR PROJECTS AND SERVICES

We provide a range of services, including advice, advocacy, domestic violence support, wellbeing support, and counselling. Through partnerships with other organisations, RWA assists women from disadvantaged backgrounds in accessing vital resources such as support services, training, English language classes, and employment opportunities.

Our organisation is dedicated to supporting women and girls of all ages through a gender-diverse approach. We offer services in Kurdish, Turkish, and English, ensuring accessibility to a wide community. Our free, women-only services adopt a holistic approach to addressing the needs of women and girls who have experienced gender discrimination, domestic violence, or are at risk of gender-based violence. We strive to create a safe, confidential, and non-judgmental environment where women and girls can receive the care and support they require.

RWA is led by two service managers and supported by five part-time staff members and two dedicated volunteers. Our Management Committee plays a vital role in overseeing the organisation's activities, managing staff, and shaping strategic decisions. We extend our heartfelt gratitude to the members of the Management Committee and our volunteers for their tireless contributions to RWA over the past year. Their dedication is essential to the continued success of our mission to support and empower women.

We are running the following projects and services:

### Domestic Violence Support Service

This project has been funded by Comic Relief and the London Community Foundation – Home Office VAWG Specialist Support Services Fund to support Grassroots BAME Women's Support Organisations. It aims to support and empower women survivors of domestic violence across London. The project adopts a holistic approach, providing casework support for women and girls at all risk levels. Services include advocacy, referrals, and case presentations at the Multi-Agency Risk Assessment Conference (MARAC) within the targeted boroughs. Additional practical support is provided to enhance home security, alongside onward referrals where needed.

The project has established strong relationships with other organisations and local authorities to create effective referral pathways and partnerships, ensuring that more women in need can access our services.

We provide support to victims and survivors of domestic violence and abuse, sexual violence, forced marriage, and other harmful practices. Our services ensure that survivors have access to safe housing and are equipped to rebuild their lives. Each



survivor works closely with our specialist staff, and their involvement is encouraged in the development of personalised support plans.

RWA has become the primary referral point for many local Kurdish and Turkish community centres, which now refer young girls, women, and victims of domestic violence to us. We have developed strong ties with community centres, establishing ourselves as a trusted organisation for supporting vulnerable women and girls. Additionally, other agencies and organisations, including Haringey GP Federation, Victim Support, Solace Women's Aid, and numerous women-focused organisations, have partnered with RWA to establish referral processes and collaborate on providing essential support services.

### **Welfare Advice & Information**

We provide a face-to-face, women-only advice and information service specifically tailored for Kurdish and Turkish speakers. Our services address a wide range of issues, including domestic violence, welfare, housing, financial challenges, and health concerns.

This service has proven to be particularly vital since the pandemic. During and after this challenging period, we not only established our services but also adapted to new working methods necessitated by the pandemic. By incorporating outreach services, we have enhanced our ability to meet the needs of our community effectively.

### **Health & Wellbeing**

We support women in participating in outdoor physical activities and fostering social connections to help them overcome everyday anxiety and stress. Our services aim to assist women in adopting a healthy lifestyle while addressing mild mental health challenges such as depression and anxiety.

This project has had a significant impact. Participants have reported improved social lives, healthier habits, and a reduction in isolation. The high turnout for this service highlights its importance, and many participants continue to socialise beyond the organised exercise sessions. In fact, most, if not all, have formed lasting friendships and frequently spend time together outside the scheduled activities.

Feedback from service users indicates a strong preference for our exercise sessions over traditional leisure centres. This demonstrates the success of our approach in creating a welcoming, inclusive, and effective environment that meets their needs. Our Health & Wellbeing service is funded by Sports England.

### **Psychotherapy & Counselling**

Funded by Comic Relief and the London Community Foundation – Home Office VAWG Specialist Support Services Fund, we offer psychotherapy and counselling services to Kurdish and Turkish women residing in North London. Sessions are conducted weekly, either face-to-face or online, to provide flexibility and accessibility. This service is designed to support women experiencing mental health challenges, difficult or traumatic life events, and overwhelming emotions. The therapeutic



approach utilised is Cognitive Behavioural Therapy (CBT).

Feedback from service users highlights the positive impact of these sessions. Women have reported an increased ability to socialise, express themselves, and seek help when needed. Mothers have noted significant improvements in their relationships with their children, while many clients reported feeling better equipped to manage challenges in their lives.

The majority of service users have expressed a preference for our services over therapy accessed through GP channels. They have emphasised the benefits of speaking directly with a therapist rather than through a translator, citing cultural understanding and sensitivity as key factors. Many women reported feeling intimidated or misunderstood when accessing therapy via their GPs or translators, which underscores the importance of providing culturally sensitive, direct therapeutic support.

We are also receiving an increasing number of referrals from the NHS, reflecting the growing recognition of our service's effectiveness and its importance in meeting the needs of our community.

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

Funded by City Bridge Trust, we provide dedicated advice and support for women aged 50 and above who are socially isolated. Our aim is to improve the health and wellbeing of these isolated and vulnerable women, empowering them to lead healthier and more fulfilling lives within the community.

Through this initiative, service users over the age of 50 who lack a support network have reported feeling more secure and confident in seeking assistance from RWA. Our services include support with a variety of issues, including referrals to GPs and hospitals. Feedback from service users highlights that they now feel they have someone to turn to for help, that they are listened to, and that their concerns are met with genuine care. Many have expressed that their previously overwhelming challenges have been effectively addressed through the support they received from our services.

Additionally, we organise breakfast clubs, day trips and informative workshops as part of this project to further reduce social isolation and encourage community engagement among the participants.

### **Strategic Development and Organisational Growth**

We are committed to ensuring the continued effectiveness and relevance of our organisation by regularly updating and reviewing our policies and procedures. This process reflects our dedication to maintaining best practices, complying with legal requirements, and meeting the evolving needs of our service users. To further enhance our operations, we are in the process of adopting a new monitoring system that will streamline data collection, improve service delivery, and provide better insights into our impact. Additionally, we are developing a comprehensive five-year business plan to guide our strategic direction, ensuring sustainability and growth. This

plan will focus on expanding our reach, enhancing our services, and building strong partnerships to support our mission of empowering and supporting women in our community.

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

The Directors, also serving as the Management Committee of the Charity, are required to prepare financial statements for each financial year. These statements must present a true and fair view of the Charity's state of affairs at the end of the year and of its financial activities throughout the year. In preparing these 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 2024**

**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 £20,655. The retained reserves at 31 March 2024 amounted to £123,510.

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..........Lara Gun

Date 20/12/24

Management Committee



**ROJ WOMEN'S ASSOCIATION - KURDISH & TURKISH WOMEN'S CENTRE**  
**INDEPENDENT EXAMINER'S REPORT**  
**FOR THE YEAR ENDED 31 MARCH 2023**

I report on the accounts of the company for the year ended 31st March 2024, which are set out on pages 11 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, MBA, ACG, CGMA, ACMA  
For London Accountancy Practice  
161 Sumner Road  
London SE15 6JL

Date: 23/12/2024



**ROJ WOMEN'S ASSOCIATION**  
**STATEMENT OF FINANCIAL ACTIVITIES**  
**FOR THE YEAR ENDED 31 MARCH 2024**

	Unrestricted	Restricted	2024	2023
	Fund	Fund	Total	Total
	£	£	£	£
<b>INCOMING RESOURCES</b>				
Donations, Grants & Legacies	7,615	169,726	177,341	154,377
<b>Total Incoming Resources</b>	<b>7,615</b>	<b>169,726</b>	<b>177,341</b>	<b>154,377</b>
<b>RESOURCES EXPENDED</b>				
Charitable Activities	8,635	148,051	156,686	142,411
<b>Total Resources Expended</b>	<b>8,635</b>	<b>148,051</b>	<b>156,686</b>	<b>142,411</b>
Net Incoming Resources	-1,020	21,675	20,655	11,966
Prior Year Adjustment Deferred Income	0	0	0	31,704
Fund Balance Brought Forward	41,664	61,191	102,855	59,185
<b>Fund Balance Carried Forward</b>	<b>40,644</b>	<b>82,866</b>	<b>123,510</b>	<b>102,855</b>

**ROJ WOMEN'S ASSOCIATION  
BALANCE SHEET  
AS AT 31 MARCH 2024**

	2024	2023
	£	£
<b>CURRENT ASSETS</b>		
Cash at Bank	124,760	107,538
<b>CURRENT LIABILITIES</b>		
Creditors falling due within one year		
Deferred Income		-
PAYE/HMRC /NIC	-	3,733
Trade creditors	1,250	950
	1,250	4,683
	<b>123,510</b>	<b>102,855</b>
<b>Funds:</b>		
Unrestricted funds	40,644	41,664
Restricted funds	82,866	61,191
<b>TOTAL FUNDS</b>	<b>123,510</b>	<b>102,855</b>

The financial statements were approved by the Management Committee on

Lara Gun and signed on its behalf by

Sign.....Lara Gun

Date 20/12/24

Management Committee



**ROJ WOMEN'S ASSOCIATION - KURDISH & TURKISH WOMEN'S CENTRE**  
**NOTES TO THE ACCOUNTS**  
**FOR THE YEAR ENDED 31 MARCH 2024**

**1. Accounting policies**

**( a ) Basis of preparation**

- (i) These accounts are the Accounts of ROJ Women's Association - Kurdish & Turkish Women's Centre.
- (ii) 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.
- (iii) 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.

**(f) CREDITORS**

	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>
Accountancy Fees	1,250	950
PAYE/HMRC/NIC	0	3,733
Deferred Income	0	0
	<b><u>1,250</u></b>	<b><u>4,683</u></b>

- (g) All the deferred income in the previous accounts have now been recognised as income in this financial statements.

**ROJ WOMEN'S ASSOCIATION  
INCOME AND EXPENDITURE ACCOUNT  
FOR THE YEAR ENDED 31 MARCH 2024**

	Unrestricted	Restricted	Total	Total
	Fund	Fund	2024	2023
<b>Incoming Resources:</b>				
<b>Donations, Grants and Legacies:</b>	£	£	£	£
Main Grant Big Lottery	0	11,680	11,680	14,118
London Community Foundation	0	54,000	54,000	34,881
Inkaan Reg Charity	0	0	0	34,213
Rosa Fund	0	38,400	38,400	20,787
Haringey Council	0	7,920	7,920	4,644
City of London	0	43,100	43,100	21,550
Hackney Council	650	0	650	0
The Bridge	0	5,348	5,348	0
ASDA Fund	0	0	0	1,500
Leather Sellers	0	0	0	1,000
Groundwork UK	0	9,000	9,000	0
Sport England Fund	0	0	0	9896
Lonkurfilfes: Earthquake event	0	278	278	0
Day-Mer Turk	4,865	0	4,865	0
Refund Virtus UK	0	0	0	227
Prism Gift Fund	0	0	0	5000
Public Voice	2,100	0	2,100	1,500
Donations	0	0	0	5061
<b>Total incoming resources</b>	<b>7,615</b>	<b>169,726</b>	<b>177,341</b>	<b>154,377</b>
<b>RESOURCES EXPENDED:</b>				
<b>Charitable activities:</b>				
Salaries	0	122,480	122,480	82,744
Tax / National insurance	0	3,419	3,419	12,046
Sessional workers	0	0	0	4,090
HR Process Training	1,487	0	1,487	6,308
Rent and rates	0	3,944	3,944	2,785
Queen Jubilee Expenses	0	2,520	2,520	0
Therapist	0	1,000	1,000	0
Textile Project Expenses	0	0	0	6,054
Outreach	0	0	0	19021
Workshop	0	6,632	6,632	830
Textile Project- Hall Hire	0	1,468	1,468	859
Insurance	0	0	0	1,302
Laptop	0	451	451	350
Telephone	845	0	845	587
Donations-Earthquake event	0	4,752	4,752	0
E-mail space	0	1,385	1,385	1056
IT / Admin expenses	780	0	780	658
Website	3,457	0	3,457	150
Advertisement	0	0	0	156
Printing	0	0	0	912
Membership	288	0	288	405
Accountancy	1,250	0	1,250	950
Payroll services	491	0	491	586
Bank Charges	37	0	37	0
Sundry Expenses	0	0	0	562
<b>Total Resources Expended</b>	<b>8,635</b>	<b>148,051</b>	<b>156,686</b>	<b>142,411</b>