

# NOA GIRLS

England & Wales · Charity number 1130834

## Details

---

**Other names** GIRLS ACTION PROJECTS, NOA

**Status** Registered

**Legal form** Charitable company

**Company number** [06880752](#)

**Registered** 2009-07-29

**Register** [View on the Charity Commission register](#)

## Contact

---

**Address** 20 Russell Gardens  
London  
NW11 9NL

**Phone** 02087317025

**Email** [contact@noagirls.com](mailto:contact@noagirls.com)

**Website** [www.noagirls.co.uk](http://www.noagirls.co.uk)

## Activities

---

**Objects:** THE OBJECTS OF THE CHARITY ARE, FOR THE PUBLIC BENEFIT: TO HELP ADOLESCENT GIRLS AND YOUNG WOMEN FROM THE JEWISH COMMUNITY AND IN PARTICULAR THE ORTHODOX JEWISH COMMUNITY THROUGH (A) PRACTICAL, THERAPEUTIC AND EMOTIONAL SUPPORT AND OTHER ACTIVITIES TO ENABLE THEM TO PARTICIPATE IN SOCIETY AS INDEPENDENT, RESILIENT AND RESPONSIBLE INDIVIDUALS AND (B) INCREASING KNOWLEDGE AND AWARENESS OF EMOTIONAL WELLBEING.

**Activities:** The charity supports and works one to one with young girls at risk creating a care plan for each of them which includes a key worker, mentor and, in many cases, therapy.

## Classification

---

- **How:** Provides Services, Provides Advocacy/advice/information
- **What:** Education/training, The Advancement Of Health Or Saving Of Lives
- **Who:** Children/young People

## Geography

- **Area of benefit:** UNDEFINED. IN PRACTICE, LOCAL.
- Barnet
- Hackney
- Haringey
- Harrow
- Hertfordshire

## Finances

| Period end | Income     | Expenditure | Assets   | Employees |
|------------|------------|-------------|----------|-----------|
| 2025-03-31 | £1,930,377 | £1,906,156  | £805,679 | 42        |
| 2024-03-31 | £1,953,966 | £1,973,003  | £781,458 | 45        |
| 2023-03-31 | £1,996,163 | £2,020,192  | £800,495 | 47        |
| 2022-03-31 | £1,603,087 | £1,518,554  | £824,524 | 34        |
| 2021-03-31 | £1,132,171 | £839,323    | £739,991 | 22        |

## Trustees

| Name                    | Role  | Appointed  |
|-------------------------|-------|------------|
| <b>Karen Harris</b>     | Chair | 2020-09-07 |
| Cecily Julia Engle      |       | 2026-01-08 |
| Dr Talia Alexandra Ezra |       | 2021-03-03 |
| Elaine Aarons           |       | 2026-03-19 |
| Emma Jane Weider        |       | 2018-11-20 |
| Feige Hager             |       | 2021-01-11 |
| Jacqueline Benjamin     |       | 2020-09-07 |
| Karen Esther Midgen     |       | 2024-12-17 |
| Nechama Rosenberg       |       | 2023-01-20 |
| SHARON LUCY GREEN       |       | 2010-06-04 |

**NOA GIRLS**

England & Wales - Charity number 1130834

---

# Accounts

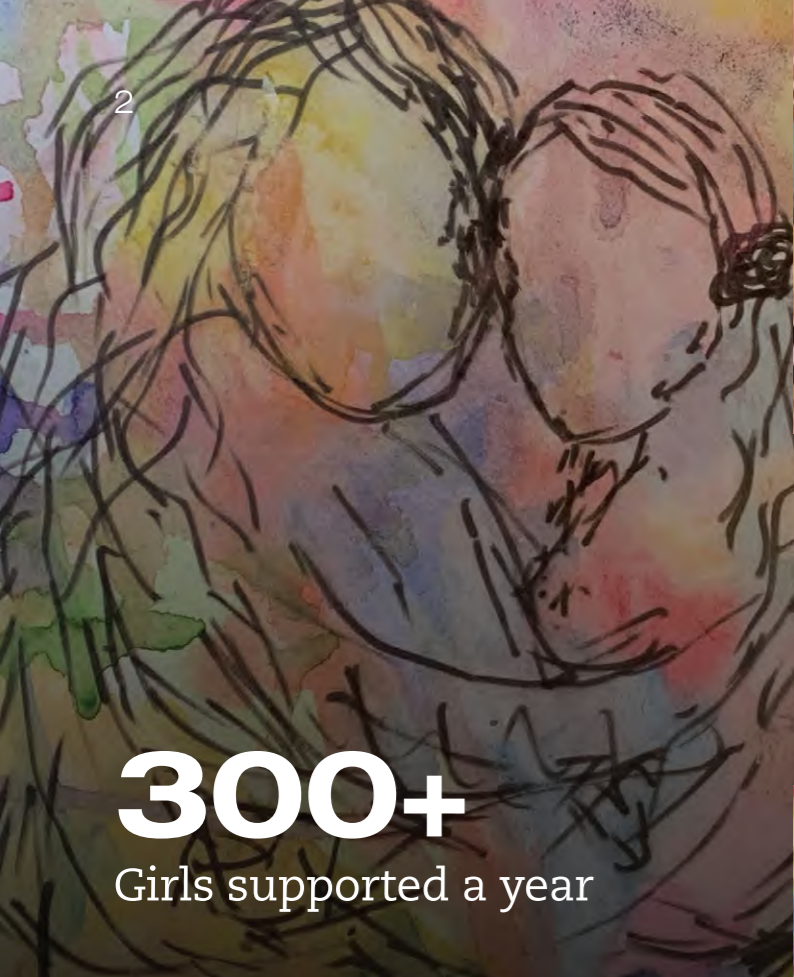
---



**STILL  
STANDING  
STRONG**

**noa**

**NOA GIRLS FINANCIAL  
STATEMENTS YEAR ENDED  
31 MARCH 2025**



**300+**

Girls supported a year

**68**

Volunteers



**96%**

Engagement rate



**100%**

Girls have taken 1+ steps towards recovery



**32,000+**

Hours of direct support from front-line staff



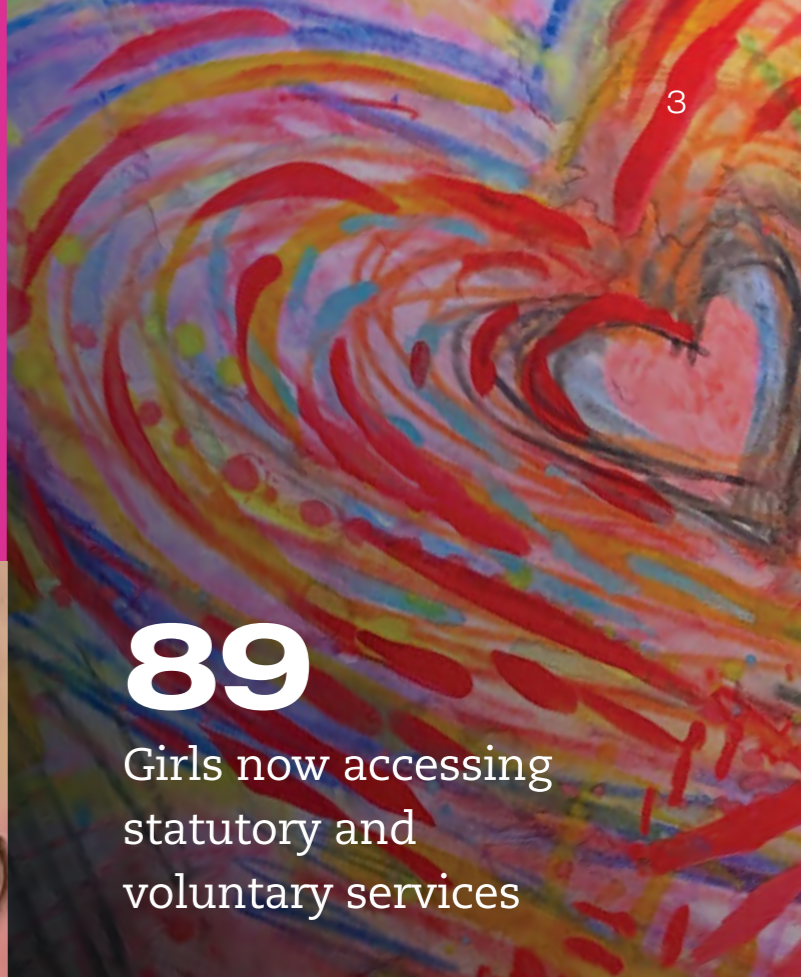
**38%**

Girls fall under 10+ risk categories



**16**

Schools we work with



**89**

Girls now accessing statutory and voluntary services

**3,600+**

Girls impacted through education programme



**98%**

Girls say Noa has made a positive difference to their lives

# CONTENTS

|   |              |
|---|--------------|
| TRUSTEE'S ANNUAL REPORT<br>(INCORPORATING THE DIRECTOR'S REPORT)                | <b>5-41</b>  |
| INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS                                     | <b>42-47</b> |
| STATEMENT OF FINANCIAL ACTIVITIES<br>(INCLUDING INCOME AND EXPENDITURE ACCOUNT) | <b>48</b>    |
| STATEMENT OF FINANCIAL POSITION   | <b>49</b>    |
| STATEMENT OF CASH FLOWS   | <b>50</b>    |
| NOTES TO THE FINANCIAL STATEMENTS   | <b>51-59</b> |

# TRUSTEES ANNUAL REPORT

The trustees, who are also the directors for the purposes of company law, present their report and the financial statements of the charity for the year ended 31 March 2025.

# DEAR FRIENDS...

The publication of our Impact Report is an opportunity to reflect both on what we have achieved and, perhaps more so, on all the people who have, through their generosity, their belief and their deep concern for our girls and the community, enabled us to engage in this transformative work.

Noa continues at the forefront of community-based mental health services for Jewish adolescent girls. This year, we are now in 16 schools, deepened our clinical expertise and maintained a 96% engagement rate - an achievement rarely seen in adolescent services.

This progress is only possible because of your commitment. Together, we are not just responding to a crisis, we are reshaping the landscape of adolescent mental health and building a model of care that is both innovative and enduring.

Frontline and early intervention remain key areas of growth. Our Education Programme has delivered more tailored mental health sessions to wider audiences, our Eating Disorder programme has expanded to include a disordered eating specialism and our new Emotional Regulation courses are successfully being rolled out. Earlier action results in quicker, smoother and more sustainable recovery, uprooting and pre-empting more harmful coping mechanisms and behaviours. Our staff's creativity and focus on adolescent friendly services has maintained our remarkably high engagement rate and this, together with our rigorous monitoring and

evaluation, high impact and unbreakable fidelity to safeguarding continues to attract both existing and new funding bodies and partners. We are also deeply grateful for the continued support from the community, evident in our annual fundraising campaign, which underscores our role as a vital community resource. The mental health crisis continues, and so does our work. Our experience shows that with the right resources, we can change the tide for individuals and the community. Our young people can build the resilience and mental strength they need to face today's challenges. Your crucial support is what is making that difference. Thank you for believing in us and every girl who is brave enough to ask for the support she needs. Thank you for building a stronger community. Thank you for changing the equation.

Warm regards,



**KAREN HARRIS**  
CHAIR OF TRUSTEES



**NAOMI LERER**  
FOUNDER AND CEO

“

*The impact that Noa has had on my life and on me as an individual is endless.”*

# OUR MISSION

## NO GIRL SHOULD STRUGGLE ALONE

Noa provides practical emotional and therapeutic support to adolescent girls in the Jewish community. We empower each girl to harness her innate strength, to move forward and overcome the obstacles in her life to live an independent positive and healthy future.

### OUR CORE BELIEFS

We believe in **EMPOWERMENT**. Our bespoke care plans equip girls with the emotional and practical tools they need to create a healthier, more independent future.

We believe our girls require **CREATIVE** and **FLEXIBLE** adolescent-centred support. Our holistic approach addresses every facet of girls' complex and interlinked challenges.

We believe that our **DYNAMIC** approach builds on girls' innate strength and develops their emotional resilience. Our continuously expanding range of programmes and therapies allows girls to engage with our service, at their own pace and on their own terms.

We believe in a **CLINICIAN-LED** service, upholding the highest levels of professionalism, confidentiality and safeguarding.

We believe in working **COLLABORATIVELY** with community leaders, schools and other organisations in our sector. We act as a bridge to statutory and external services and ensure girls' care is aligned and comprehensive.

We believe in an **EVIDENCE-LED** approach. Our monitoring and evaluation systems enable us to demonstrate impact to key stakeholders and funders.

We believe in **CO-PRODUCTION**. Our girls' authentic voices and experiences, gathered through our youth advisory boards, feedback and thinktanks, shape and improve our service.

### OUR STRATEGIC AIMS

#### SUPPORT

To provide each girl with the tailored practical emotional and therapeutic support she needs, empowering her to resiliently overcome her challenges.

#### ACCESS

To reach girls where no-one else can through providing a culturally sensitive environment where girls feel safe and understood.

#### EDUCATION

To raise awareness and reduce stigmas surrounding mental health and associated challenges, facilitating earlier detection of girls who are struggling and ensuring that they are guided to access effective support.

#### GROWTH

To grow sustainably to meet the surge in demand for our service, and develop specialist programming to meet specific needs.

#### OUTREACH

To create strong referral pathways with statutory and other external services, educating them about them cultural norms and needs of the community so that we can achieve better outcomes for the girls in the Orthodox Jewish community.



You carry so  
much love in  
your heart.  
Give some  
of yours to  
someone  
you love  
too.

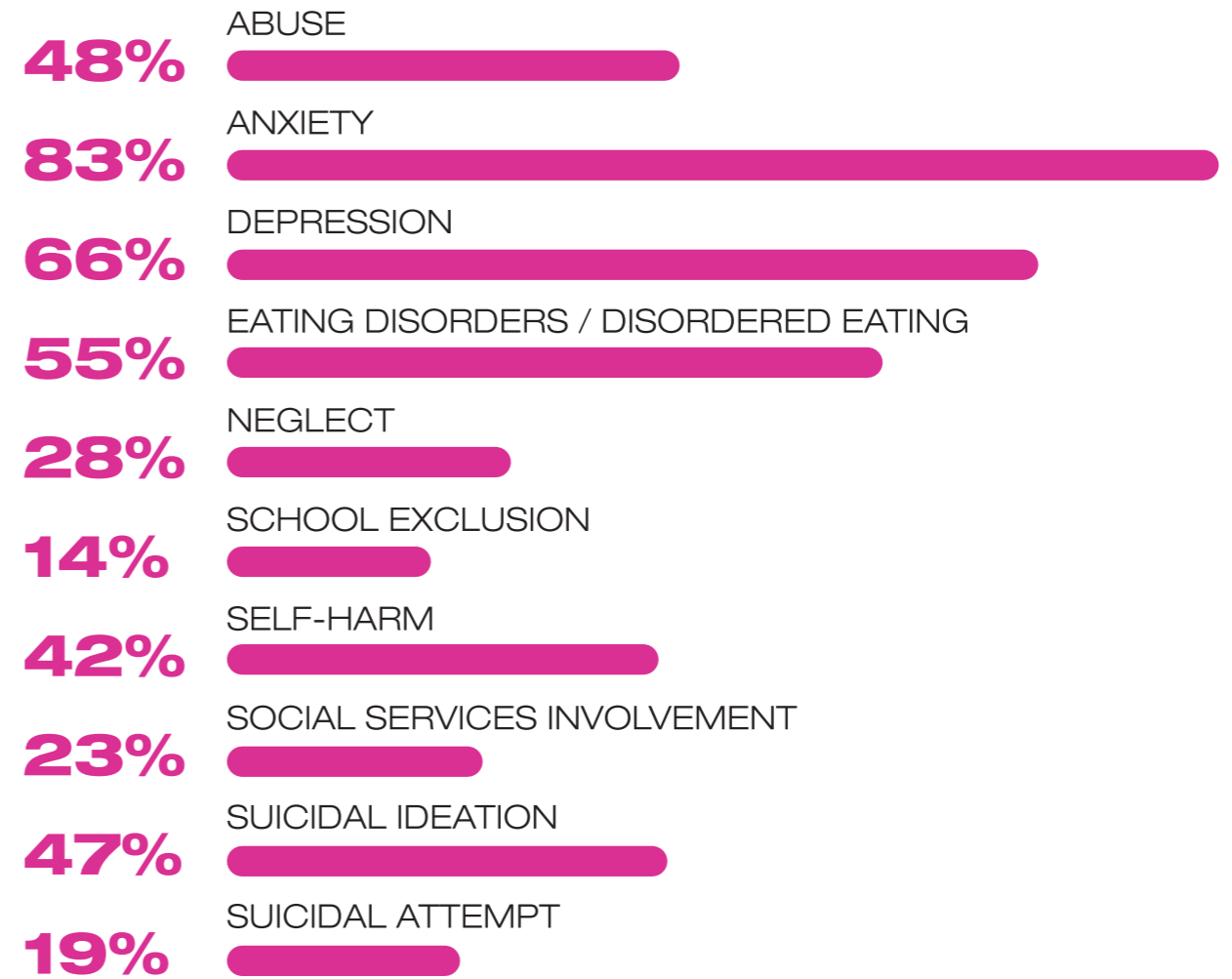


# OBJECTIVES AND ACTIVITIES

The trustees confirm their compliance with the duty to have due regard to the public benefit guidance published by the Charity Commission when reviewing the charity’s aims and objectives and in planning future activities.

## WHO WE HELP

The girls we support struggle with often complex and severe mental health challenges, many of which stem from or are exacerbated by trauma and/or difficult home situations.



“*They saved my life and continue to do so throughout my darkest days*”

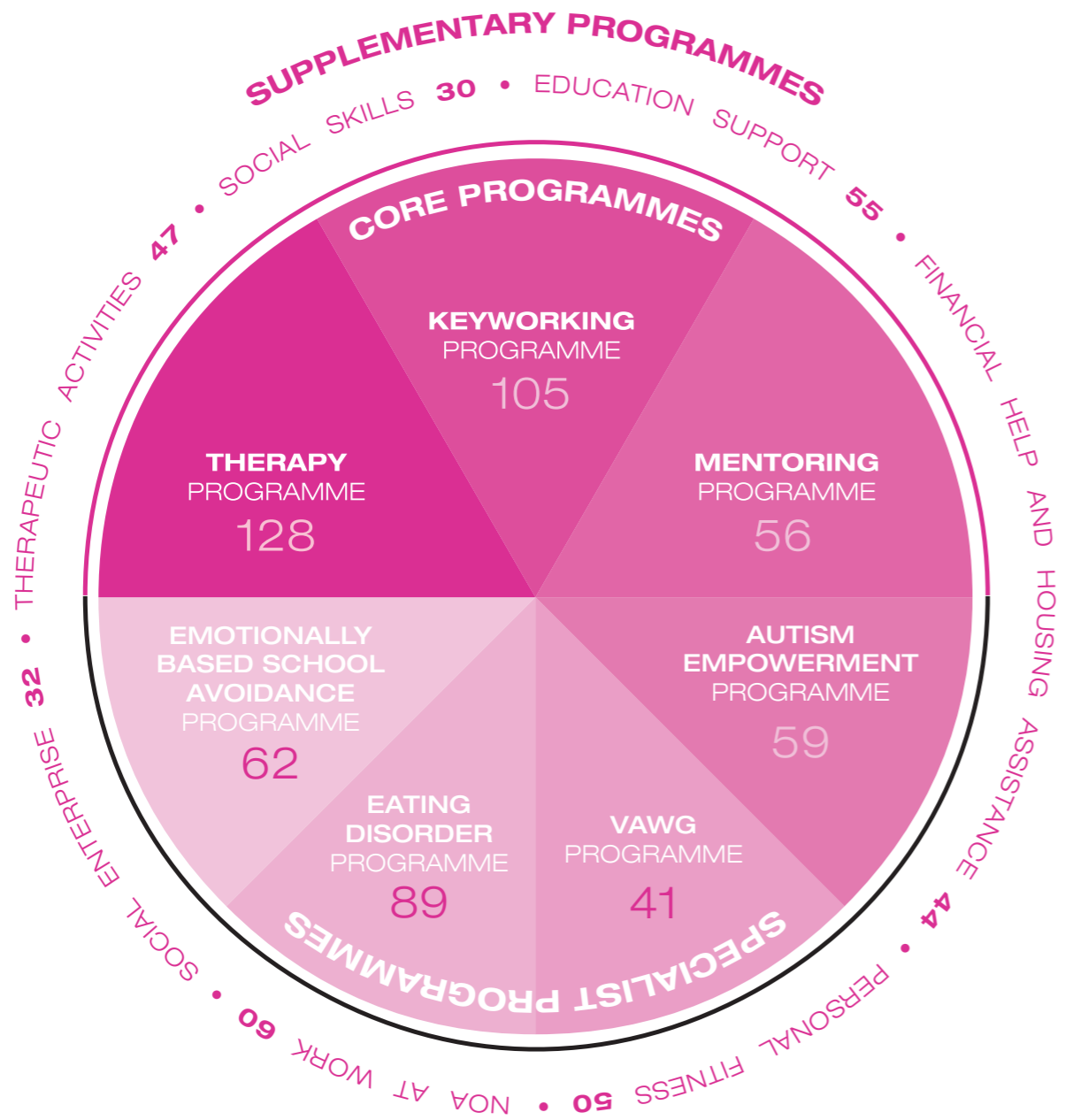
# WHAT WE DO

Noa offers girls wraparound and wide-ranging support, delivered through our clinical team of therapists, keyworkers, mentors and dedicated programme managers.

Each girl's support is tailored to her unique needs, strengths and goals.

Our specialist programmes include an eating disorder programme, autism empowerment programme, VAWG programme and emotionally based school avoidance programme .

All girls in our service can access our full range of supplementary programmes.



\* All numbers relate to girls supported by each programme.



## KEYWORKING:

Girls are paired with keyworkers who provide one-to-one emotional and practical support tailored to their unique challenges. Keyworkers provide creative adolescent-friendly support for girls who are not ready or willing to engage in therapy and/or ensure our high-risk girls can receive the wraparound supportive framework they need to move towards recovery.

# 97%

of girls say “Meetings with my keyworker have supported me to develop more confidence in myself.”

## MENTORING:

Mentors can bring a new perspective and the added benefit of their different life experiences. Girls are paired with volunteers from the community who share similar interests to them so they can explore and enjoy activities together outside of the pressures of daily life.

Our mentors are often offered to our lower risk girls or as a supplementary programme to girls who need an additional layer of support alongside keyworking and/or therapy.

# 96%

of girls say “I have a positive relationship with my mentor.”

“

Seeing my keyworker weekly has helped me in ways I can't put into words. Knowing that no matter what I am feeling, she will hold a safe space for me, has been a lifesaver.”

### Our keyworkers:

- ✓ build relationships of trust with girls and provide creative adolescent-friendly support
- ✓ share tools and skills to build emotional resilience
- ✓ provide practical support eg. housing assistance, helping girls navigate financial benefits, vocational support, accompanying girls to medical appointments, self-care, social work, personal safety
- ✓ help girls access our supplementary programmes and other appropriate services
- ✓ advocate for them in every area of need

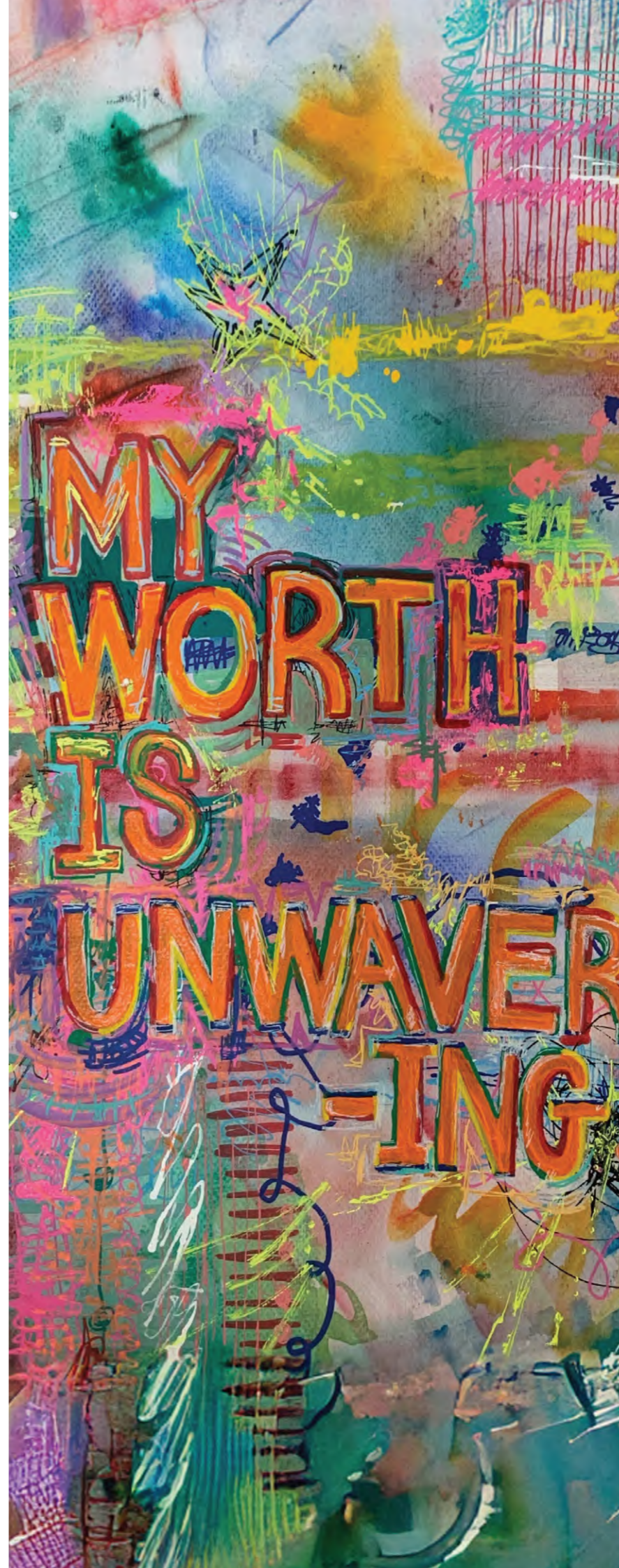
## THERAPY:

Therapy can be a crucial part of the recovery process. At Noa we seek and provide the most appropriate therapy for each girl including psychotherapy, CBT, art therapy, DBT and equine therapy. We also help girls at Noa to access therapy from other organisations and services such as CAMHS and the Tavistock.

We work hard to match girls with the most appropriate therapist and modalities to ensure the greatest levels of engagement and progress. We also harness the power of non-verbal therapies and therapeutic activities for girls who are unable or unwilling to voice their struggles or trauma. This is often a path towards traditional talking therapies.

# 90%

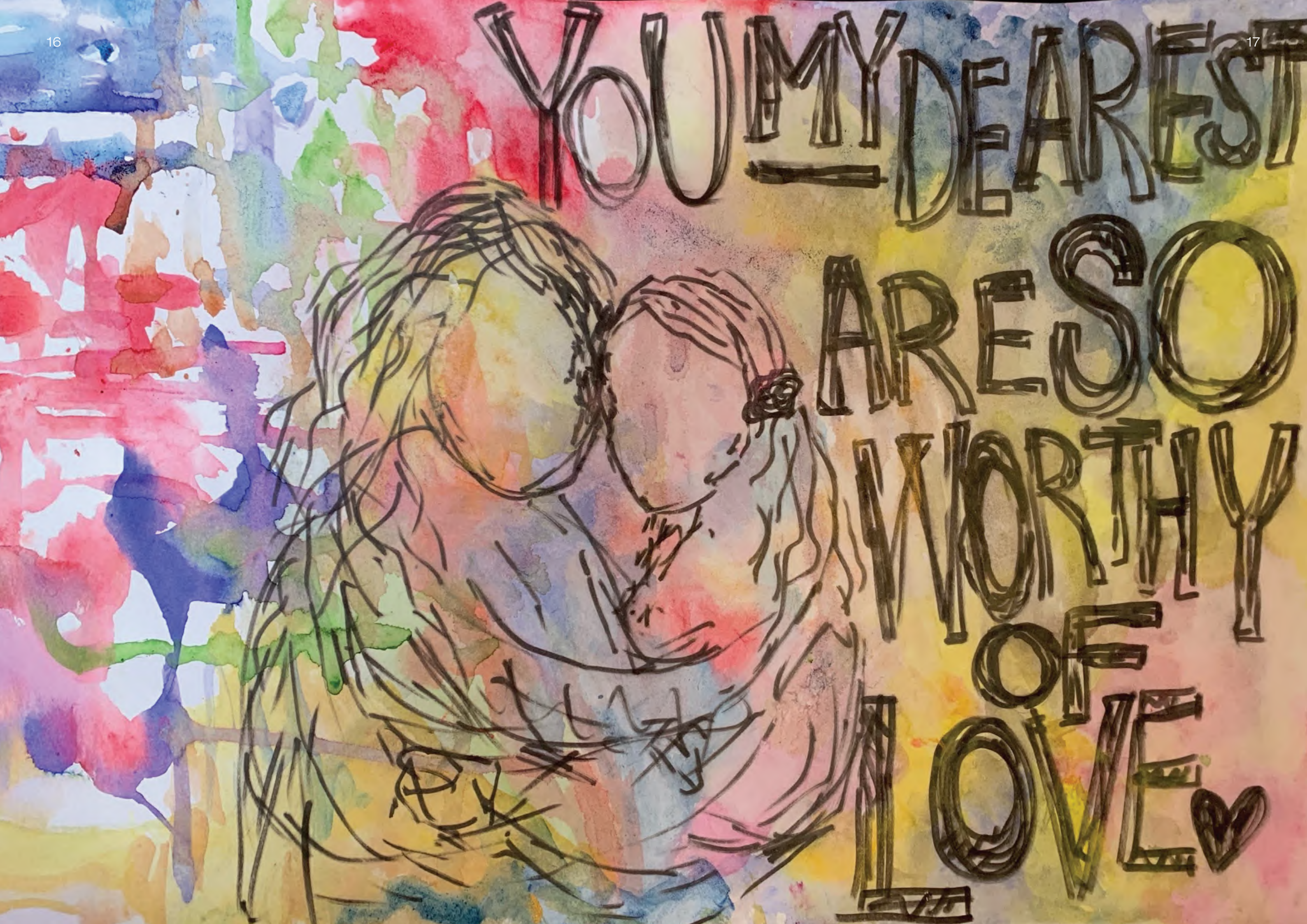
of girls say “My therapist has supported me to develop more of an understanding of myself.”



**‘RACHEL’** was referred to Noa suffering with self-harm and suicidal ideation. Her severe social anxiety was preventing her from regular attendance at school. Despite being a loving and attentive parent, Rachel’s dad, a single parent to a number of children, was resistant to approaching statutory service, fearing that they would judge him as unfit to parent. In therapy, Rachel worked through her feelings of abandonment and anxiety created from her mother leaving the family home that prevented her from making meaningful connections with others. We also provided academic tutoring to help Rachel catch up with work she had missed from school whilst working with her school to create a modified timetable which Rachel felt she could manage. We encouraged Rachel’s father to approach statutory services without fear, so he could better support Rachel and his other children. Rachel is now attending school at 75% capacity and working towards her GCSEs. Rachel has created a small friendship group in which she feels safe and hasn’t self-harmed for 8 months.

“

I felt incredibly supported and I knew there were people rooting for me.”



YOU MY DEAREST

ARE SO

WORTHY

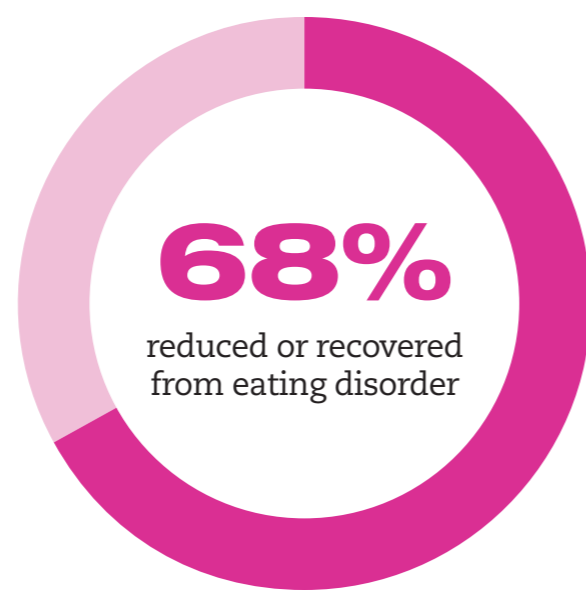
OF LOVE. ♡

# EATING DISORDER PROGRAMME

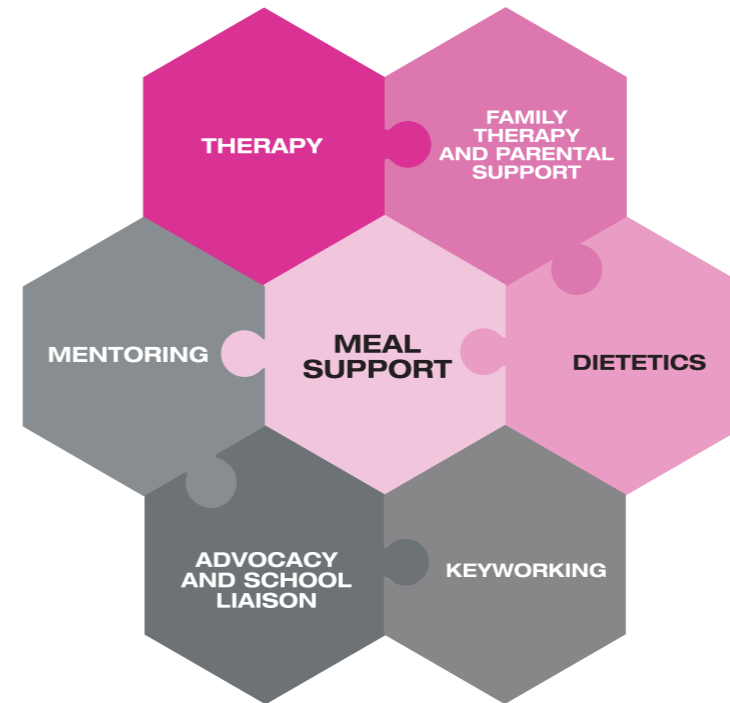
We provide a full holistic service within Noa, giving the 360 care model girls need to build and maintain recovery, whatever stage they are at. Our team is made up of psychologists, psychotherapists, family therapists, dietician and nutritionist, as well as our keyworkers and mentors, giving similar coverage as an NHS model, but packaged in a far more creative and adolescent friendly way. We engage girls successfully and meet them where they are at.

We treat girls across the whole range of eating disorders and disordered eating. This is particularly important for girls who are unable to access NHS services due to specific exclusions based on perceived need, including age, diagnosis and BMI, as well as for those whose fears of exposure and cultural friction act as barriers to access. Where girls are able to access statutory services such as CAMHS, we work closely with these existing support structures, as well as their schools and families, to ensure care is joined up, most efficiently deployed and sustainable.

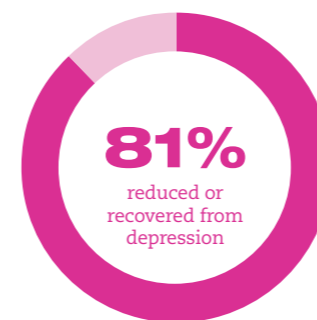
## THE SUCCESS OF OUR PROGRAMME IS REFLECTED IN OUR RECOVERY RATES:



## OUR CARE MODEL



At Noa, the individual is at the heart of the care model we provide. Each young person's care package is comprised of different configurations of support, tailored to meet their unique needs.



**‘MIRIAM’** came to Noa struggling with anorexia, as well as anxiety and depression. Miriam had previously been treated as an in-patient for her anorexia, but was discharged because she was told her eating disorder, ‘wasn’t bad enough’. Miriam found this extremely painful and triggering, increasing her restrictive eating habits. The abrupt discontinuation of care meant that it took Miriam time to trust her staff at Noa. To build engagement, her keyworker put Miriam in touch with the Noa at Work team to help her build up her photography business through brand and marketing and finding her internship opportunities. Miriam shared that she was so excited to have direction, and that she felt really empowered. This led to Miriam beginning to open up to and engage with her Noa therapist, and agreeing to start with a dietician in-house which she had previously resisted.

Miriam is currently in recovery for her ED and at a stable weight. She is in university studying marketing and holding down a part time job. She has started travelling abroad, something she used to hold back from doing due to overwhelming anxiety. Her parents expressed, “We are blown away by the amazingness of Noa”.

“  
We are blown away by the amazingness of Noa.”

# NEW DISORDERED EATING SERVICE

GENEROUSLY SUPPORTED BY THE PRUDENCE FOUNDATION

## THE NEED

Disordered eating, itself a distressing and harmful challenge can be an early warning sign of an eating disorder and quickly escalate. Our new disordered eating package, which sits within our greater Eating Disorder Programme, is about early intervention, to help those girls showing signs of disordered eating to regain control over their eating behaviours and to prevent the development of a diagnosed eating disorder which is far more complex and traumatic to treat.

This is a particular need due to the lack of support for disordered eating within the NHS. Disordered eating does not fit the specific criteria or conditions for entry to services.

“

*Noa have helped me find my self-worth and given me a reason to fight for myself throughout the hardships.”*

## OUR METHODOLOGY

The Service offers CBT-T dietetics which includes psychoeducation and meal plans, family work. We provide materials on topics including self-esteem, body image, anxiety, friendships and relationships should these be elements contributing towards the disordered eating, or on neurodiversity and disordered eating, if appropriate.

As with all Noa work, each girl is assessed on her individual needs and circumstances and her support is tailored accordingly. Whilst some girls may just need some dietetic support, others will need more intense and diverse support.



# AUTISM EMPOWERMENT PROGRAMME

**GENEROUSLY SUPPORTED BY COMPASS WELLBEING AND THE NATIONAL LOTTERY**

We support girls with ASC to navigate a neurotypical world from an empowered position. We help girls access assessments and diagnoses, understand the ramifications of their diagnosis and their unique strengths, exploring how they perceive the world and vice versa, social skills (making explicit the implicit ways of communication) and support them to build fulfilling relationships.

Our programme includes:

- Keyworking
- Therapy
- Speech and language therapy groups
- Safe spaces for girls to socialise and practice newfound skills

The programme also focuses on training those working with adolescent girls, ie in-house clinical staff, school staff, youth leaders, on the specific challenges girls with ASC face, deconstruct common myths about ASC, particularly in females. We have also produced resources for schools to help them consider how they can better support those with neurodiversity.

“

*hearing a modernised view of autism was refreshing”*

**SCHOOL STAFF MEMBER**

# EMOTIONAL REGULATION PROGRAMME

**GENEROUSLY SUPPORTED BY BBC CHILDREN IN NEED**

When adolescents struggle to manage their emotions, then may turn to unhealthy coping mechanisms to manage them. We have been awarded a new grant from BBC Children in Need to develop and deliver emotional regulation courses both within the Noa Service and to others who would benefit from a DBT-based early intervention. We have already provided DBT-based training to staff across Noa and created the resources for the courses. We are excited to roll this programme out over the coming year supporting further emotional resilience and pathways to recovery to more girls.



# EMOTIONALLY BASED SCHOOL AVOIDANCE (EBSA)

**GENEROUSLY SUPPORTED BY THE JOHN LYON'S CHARITY**

In the last few years, specifically since Covid, there has been a huge increase in persistent absence, emotional based school avoidance or school refusal. It is a growing and serious issue. It can have profound negative impact on the child as well as repercussions such as loss of ability to work for a parent. In response we created a specific programme in order to support girls at risk of dropping out of the education system to (re)engage in school and receive a full education.

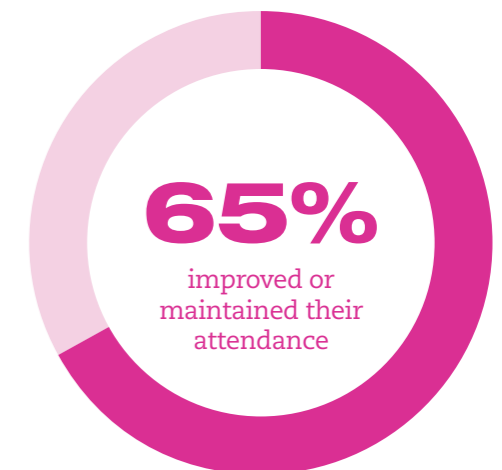
Our programme includes:

- targeted support to identify and overcome school-related barriers (anxiety, bullying, emotional abuse, social skills).
- helping those struggling to attain educational referrals, tuition and educational consultations.
- work with schools and parents to help them recognise and understand the connection with other struggles and how to create the most conducive learning environment.
- specific training to enable staff in schools to view girls' challenges around school attendance through a new lens which identifies specific issues as the deeper reason for their absences or disengagement from school. This leads to better advocacy on behalf of girls. At the same time, schools, so often overwhelmed can help girls from a position of ownership, responsibility and effective support rather than blame and judgment of parents.

“

*Noa has provided me with a space in which I am safe to not be ok”*

We piloted a 6 week course for six sets of parents of girls identified by a high school as either not in school or with severely poor attendance. The feedback was very positive. 100% of parents said that, “the course improved our understanding of EBSA and how to support our child”. All parents agreed that they would you recommend this course to parents facing similar challenges.





“

*You saved my life. You taught me to live and that I deserve care and for things to be better. I now have purpose and confidence. These things seemed impossible before I came to Noa. I have a life I enjoy and am happy to wake up to every day. And for that I am truly grateful.”*

# MENTAL HEALTH EDUCATION PROGRAMME

Our mental health education programme continues to grow, delivering tailored mental health education to staff, parents and girls in 16 high schools in North West London and Hackney communities. The education curriculum covers such topics as 'Friendship, Peer Influence and Emotional Safety', 'Building Emotional Awareness', 'Understanding Stress and Staying Regulated', 'Healthy Relationships and Self-Worth'. We have also run training sessions and community education evenings for youth leaders, Rabbinic and community leaders.

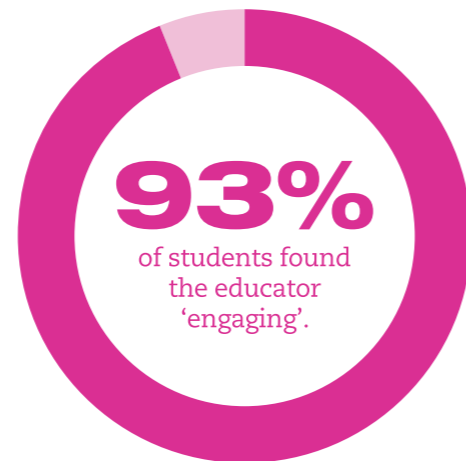
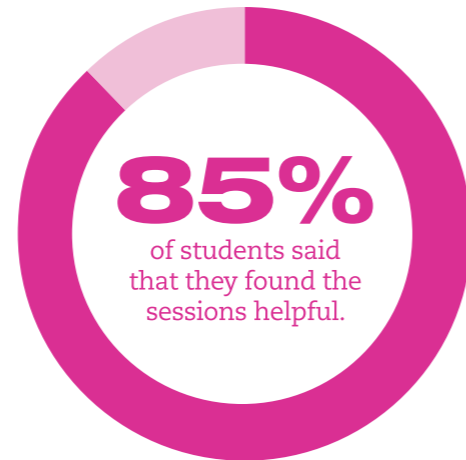
This increase in awareness and early intervention is transforming how schools and the community respond to mental health and challenges our girls face, providing a more sensitive, responsive and supportive environment for girls and their families. As a community, we are becoming better at identifying and guiding girls to access effective support. Girls themselves are developing a safer language for mental health, giving them the ability to effectively communicate distress and struggle.

We have started expanding into providing education to years 5 and 6 on eating disorders and food struggles as our experience and data is pointing to issues and disordered eating starting at this early age.

“

*Noa has changed the face of our school! From a school that really wanted to address mental health but didn't know how, we are now able to say that, thanks to Noa, our school have clarity, vision and guidance in terms of mental health. This is no longer just another DFE requirement we need to fulfil; rather it's at the focus of what we do.”*

A HEAD TEACHER



## HIGHLIGHTS FROM THIS YEAR:

As part of our grant from Compass Wellbeing we carried out some research on girls diagnosed with ASD. We gathered powerful data and stories on autism from girls and this has guided our work with neurodiversity and ensuring all our education and services are accessible.

We invited SENCOs from schools to a session on how to better support girls with autism. 10 schools and seminaries attended, including schools from Hackney and North-West London who do not otherwise engage with Noa or currently have mental health education within their schools. This extended reach provided more accessibility and sensitivity to a wider and more insular areas of the community..

PaJeS asked our education team to present to schools and organisations in this space on Emotionally Based School Avoidance (EBSA). Feedback included, "I found that incredibly emotional. I was actually in tears throughout. I am going to process this all and see how we can work together to spread this."

**16**  
Schools

**1168**  
Parents

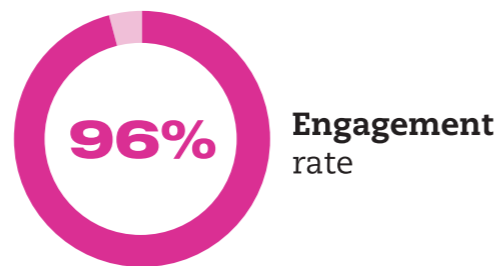
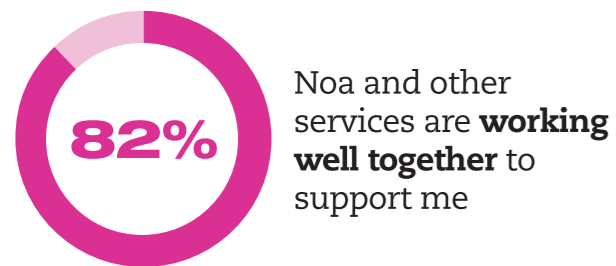
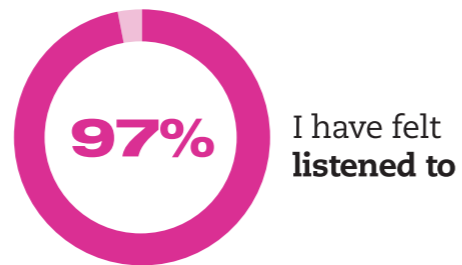
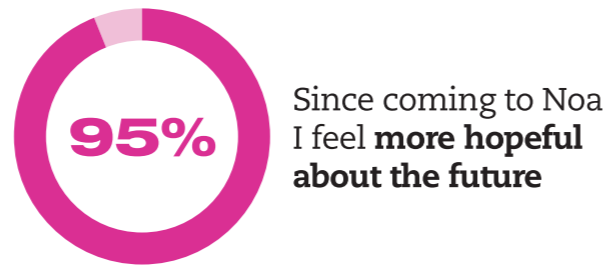
**418**  
Staff

**4**  
Youth Groups

**3615**  
Students

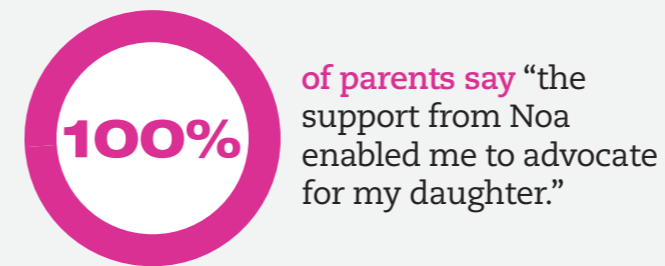
# ACHIEVEMENTS AND PERFORMANCE

Girls' positive engagement has paved the way for girls to make real breakthroughs in their journey to recovery. *Girls have relayed that our support has been transformative (based on 130 girls).*



YOU ARE ALLOWED TO BE BOTH A MASTERPIECE & A WORK IN PROGRESS SIMULTANEOUSLY.

## PARENT SUPPORT



## GIRLS ARE BRAVELY AND RESILIENTLY MAKING POSITIVE, HEALTHIER CHOICES

Girls who have been with Noa for **under a year**  
 Girls who have been with Noa for **over a year**

REDUCED OR RECOVERED FROM ANXIETY



REDUCED OR RECOVERED FROM DEPRESSION



REDUCED OR RECOVERED FROM SELF-HARM



REDUCED OR RECOVERED FROM SUBSTANCE ABUSE



REDUCED OR RECOVERED FROM SUICIDE IDEATION



NO REPEAT SUICIDE ATTEMPTS IN THE LAST 6 MONTHS



ENDED AN UNHEALTHY RELATIONSHIP



LEFT A HARMFUL LIVING SITUATION



RETURNED TO EDUCATION



*Data is based on 139 girls and relate to relevant milestones.*

The significance of each of these milestones cannot be overstated. Girls often come to us at a point when they are overwhelmed and devoid of hope. Whether they are at early stages in their journey, where simply showing up week after week is way of winning the battle, or whether they are further down the line and have not relapsed to self-harming and risky behaviours for months, each girl's victory is recognised and celebrated.

# COMMUNITY IMPACT

Barnet invited Noa to join a working group creating EBSA guidance for schools across the borough. The invitation was in recognition that Jewish pupils may need additional or culturally specific support. We worked within the working group to ensure that the guidance distributed included tailored information relevant to Jewish pupils.

We followed up our pamphlets on Pesach and Eating Disorders with another two booklets highlighting the specific challenges around Eating Disorders and Yom Kippur. As before, the leaflets, one targeted external services and one produced for both communal leaders and parents, were met with huge enthusiasm and positive feedback.

We distributed the leaflets to professional organisations, community leaders and Rabbis and it was posted on the NCL GP websites (64 clicks). Comments we received included:

“  
A FANTASTIC  
RESOURCE  
”

“  
SUCH AN EXCELLENT  
RESOURCE, THANK  
YOU FOR SHARING! I  
WILL SHARE IT WITH  
MY SHUL AND RABBI!  
”

“  
THIS IS SUCH A GOOD  
BOOKLET, I'VE NEVER  
SEEN SO MANY OF MY  
THOUGHTS ABOUT  
JEWISH STUFF AND  
ANOREXIA BEING  
UNDERSTOOD  
”

**WE HAVE ALSO HAD THE PESACH AND YOM KIPPUR BOOKLETS TRANSLATED INTO YIDDISH TO MEET THE NEEDS OF CERTAIN GIRLS AND COMMUNITIES IN HACKNEY.**

**IT WAS DISTRIBUTED TO OVER 70 RABBIS IN HACKNEY AND THE FEEDBACK WAS INCREDIBLY POSITIVE, CREATING BETTER UNDERSTANDING IN THE COMMUNITY.**



“  
Without Noa I am not sure what would happen to patients. The NHS wouldn't cope. GP services wouldn't cope and there aren't any real alternatives out there in the community.”

**DR FRAZER ROSENBERG, GP**

# HANNAH'S STORY

'HANNAH' has spent a number of years struggling with anxiety, binge eating and then anorexia.

What started off as some anxiety around school work, began impacting her confidence and socially; Hannah became very isolated both from friends and from her three brothers. Hannah's parents, whilst loving and supportive of her, felt overwhelmed and in her mother's words 'drowning'. Hannah's intense relationship with food was taking over all mealtimes and affecting everyone negatively. As pressure in school built for A-levels, Hannah's anxiety around food turned into a full case of anorexia. Hannah would cycle through different therapies, would be admitted as an in-patient, gain weight but then as soon as she left, would lose that weight again. During this period, Hannah was absent from school for long periods of time, creating increased academic pressure and stress as she struggled to maintain her grades at exam time, which further negatively affected her relationship with food. Hannah was referred to Noa as a last chance of recovery after being discharged from an in-patient facility, but quickly spiralling down again when she returned home.

“

*I do see a really happy future, I really do.”*

We provided Hannah with both dietetics and therapy. Hannah displayed high motivation and made small changes to her eating every week. She started slowly gaining weight and has managed to create a positive attitude to this gain in contrast to previous attempts. We also provided family therapy to her mother and siblings to help them understand and relate to Hannah's challenges and how they can create a sustainable support system and beneficial home environment. This has been beneficial for all of Hannah's siblings, one of whom has been diagnosed with disordered eating.

Whilst Hannah is not fully recovered, she has made great progress and her medical team, whom we are in constant contact with, are very happy with her trajectory. In Hannah's case the success is not just the increased weight, but the way she now relates to her body and the sustained motivation to maintain recovery. Hannah was able to attain the high grades she was predicted and is now in her second year of university. She maintains a tight knit group of friends who healthily support her and has regained a close relationship with her family.

“

## HANNAH'S MOTHER RECENTLY SHARED SOME OF HER PERSPECTIVE ON HER DAUGHTER'S JOURNEY:

*Anorexia had stolen her from me and it was impacting, every area of her life, I was angry. I was heartbroken. I felt like I'd let her down as a mum. She was so ill and I had been blinded because she wore big baggy clothes and she hid it pretty well.*

*Everything revolved around anorexia and it became our entire home. It was a miserable place. I was absolutely drowning. We took 10 steps forwards, 30 steps back. We weren't really making enough progress. And then one of her friends called her up one day and said, have you ever heard of Noa.*

*I made the call and I've never in my life been heard and listened to in the way I was by the person who picked up at the other end.*

*She went to her first Noa meeting and she came out of there and said they are incredible, 'I think I'm turning the corner'. On day one she goes, 'everything they said made sense'. The smile for me spoke volumes, 'they got me mum they absolutely understood' me she had a glow on her.*

*It was the way they dealt with my daughter, accepting what she was prepared to eat, as opposed to all the other programs that she'd been on. At the day centre she had been at, she was given plates of food. She's a people pleaser. She wanted to do it. She proved she could to them, but she couldn't maintain it at home. Whereas the dieticians that work through Noa, worked with what she does eat and what she likes to eat, slowly increasing it.*

*I was so worried about how she was going to react when she gained weight, but she had such a smile on her face*

*when she comes back. Because she's doing it for her, to please herself.*

*There were points where I didn't know what would be with her. Everything was dark. I couldn't see a way out of it because it is genuinely one of the ugliest diseases. Anorexia is wicked. It breaks up families, breaks up marriages. It steals your kid's personality, their future. It eats into so many avenues of life that you can't even begin to imagine unless you've touched on it.*

*Her last appointment at the NHS, they said they were discharging her because she had done so well and because they knew she was at Noa. They said to her, we want to know their secret. What they did for her in less than a year.*

*I think it's the way that the staff at Noa have almost climbed into the brains of these girls and understand, not just the medical side but exactly how they tick, what they need.*

*Out of the five girls that went through one system with my daughter, they all failed unfortunately. She's on Instagram with some of them, three of them are back in hospital unfortunately. I think where Noa is unique is that they are tailor-making a support network for each individual girl.*

*My daughter now is the happiest version of herself that I have seen. She's doing so well and enjoying her university course. Our relationship is back on track, I'm so close with her. We understand each other. She's confident. She's happy. She's smiling. She's got energy. Wow is she a different human being.”*

“

*My daughter now is the happiest version of herself.”*

# ACHIEVEMENTS AND PERFORMANCE CONTINUED

The charity received donations and grants and other income totalling £1,930,377 over the past 12 months and has continued to support girls at risk during the reporting period. The charity works with the girls one-to-one and creates a care plan for each of them which includes a keyworker, mentor and, in many cases, therapy.

The financial results of the charity for the year ended 31 March 2025 are fully reflected in the attached financial statements together with the notes thereon.

## ACHIEVEMENTS AGAINST SET OBJECTIVES

This year we have met a number of objectives that we set at the beginning of the year. We again set ourselves an ambitious budget to enable us to take on additional girls and, at the same time to expand and improve the service we provide the girls. Our total expenditure for the year stood at £1,906,156. As part of our strategy to reach as many girls as possible, we continue to widen our funding base, both through new grants and additional sustainable funders. We continue to receive funding from local authorities in both Barnet and Hackney for individual girls as well as local authority funding through CY-IAPT training funding and NHS grants.

## HOW PERFORMANCE AND SUCCESS ARE MEASURED

In the last few years, we have invested heavily (thanks to a part of the grant from the National Lottery Community Fund) in our monitoring and evaluation systems to enable us to measure, analyse and report our successes and progress. A number of different evaluation forms are filled in regularly and inform our ongoing services and innovation of new programmes. We are working with GORC to further strengthen our monitoring systems to provide evaluation systems that work on national scales to place our work against other services including NHS services.

## FUNDING CAMPAIGN

We held our fourth matched funding campaign in November 2024, which enabled us to meet our budget, and widened our funding base within the community. We also used this campaign as an opportunity to spread awareness about mental health and to destigmatise the challenges our girls experience.

INDIVIDUAL  
DONATIONS  
**4779**

TEAM  
LEADERS  
**240**

# STRUCTURE, GOVERNANCE AND MANAGEMENT.

The charity is constituted as a company limited by guarantee and as such, its governing documents are its Memorandum and Articles of Association.

Its registered charity number is 1130834 and its company registration number is 6880752.

New trustees are appointed based on personal competence, specialist skills, availability and knowledge of and contact with institutions attending to the needs of adolescent girls at risk in the Jewish Community. New trustees are inducted into the workings of the charity by the existing trustees and the Senior Management team. All trustees, like staff are DBS checked and undergo safeguarding training.

The trustees administer the day-to-day affairs of the charity. None of the trustees have any beneficial interest in the charity and no expenses were paid in the year.

## OUR TEAM

**Our charity is run for and by women.**

Our team is made up of 42 members of staff (25 FTE). Our clinical staff includes clinical psychologists, counselling psychologists, child and adolescent psychotherapists and family therapists, giving our girls coverage for a broad number of issues similar to the composition of a local authority team.

We maintain a high level of professional supervision for all clinical staff, including weekly case supervision and monthly external clinical supervision with child and adolescent psychotherapists or clinical psychologists. In addition, we provide regular professional training for all staff to ensure the high level of skill and competence that we expect from all those working for Noa.

We have a team of 68 dedicated volunteers from across the community, many of whom serve as mentors to our girls.

# FINANCIAL REVIEW

## RESERVES POLICY

The trustees aim to maintain reserves in order that they can continue to fulfil the objects of the charity.

As at 31 March 2025 the charity had total funds of £805,679, of which £312,009 are restricted funds and £493,670 are unrestricted funds. Unrestricted funds are readily available for use. The trustees consider the level of funds to be adequate having regard to the planned level of charitable activities to be undertaken by the charity.

## RISK MANAGEMENT

The trustees have identified and reviewed the major risks to which the charity is exposed, in particular those related to the operations and finance of the charity, and are satisfied that systems are in place to manage those risks.

# PLANS FOR FUTURE PERIODS

The trustees plan to continue to help adolescent girls at risk in the Jewish Community by both continuing their current care plans and projects, whilst seeking to increase funding to develop new projects, in accordance with the charity's objectives.

In order to achieve these objectives, the trustees successfully raised significant and much needed funds at a fundraising event during the year. The grants and donations received as a result of this event are manifest in the cash reserves at the year end and which will be applied in the next accounting period in the course of the charity's operations and programmes.

A **huge thank you** to all our generous funders, who have partnered with us and enabled us to change so many girls' lives and build lasting mental strength in the community.

As well as the huge generosity and support from the community and private individuals, we are fortunate to be supported by our patrons and to be the recipients of grants and support from the following national institutions, statutory bodies and private trusts:

Alan & Caroline Howard

Amelie & Daniel Turgel

Arbib Lucas

Barnet Local Authority

BBC Children in Need

BMR Foundation

Bob and Michelle

Shemtob Charitable Trust

City Bridge Trust

Compass Wellbeing

Davis Foundation

Emmes Foundation

Henry Smith Foundation

Jackie & Jeremy Benjamin

JE Joseph Charitable Trust

John Lyon's Charity

Karen & Alex Midgen

Karen & Andrew Harris

Kirsch Foundation

Leathersellers' Company

Masonic Charitable Trust

Matanel

Mercers Charitable Foundation

NCEL (CAHMS)

NHS England

Pears Foundation

Philip Hillman

Charitable Foundation

Prudence Trust

Rachel Charitable Trust

Rayne Trust

Rebecca & Edward Barnett

Shoresh Charitable Trust

The Arnold Lee

Charitable Trust

The Benson and Lionel Black

Charitable Trust

The Bluston

Charitable Settlement

The Charles Wolfson  
Charitable Trust

The Childwick Trust

The Gerald and Gail Ronson  
Family Foundation

The Keren Mitzvah Trust

The Lawson Beckman  
Charitable Trust

The Maurice Wohl  
Charitable Foundation

The Max Barney Foundation

The National Lottery

The Rosenblatt Family  
Charitable Trust

The Stanley and Zea Lewis  
Family Foundation

The Vernon May and Joyce  
Cohen Charitable Trust

Yad Mordechai

Charitable Trust

“

*I feel so privileged to have had this opportunity and for your backing and support. I feel like a different person now, so much stronger and more confident.”*



# REFERENCE AND ADMINISTRATIVE DETAILS

## Registered charity name

Noa Girls

## Charity registration number

1130834

## Company registration number

6880752

## Principal office and registered office

20 Russell Gardens, London, NW11 9NL

## The Trustees

Mrs S L Green

Mrs E J Weider

Dr N E Katz Sacks (Retired 24 June 2025)

Mrs J E Benjamin

Mrs K F Harris

Dr T A Ezra

Mrs F Hager

Mrs N Rosenberg

Mrs J I Kanzen (Appointed 14 August 2024 and retired 24 July 2025)

Mrs K E Midgen (Appointed 17 December 2024)

## Company Secretary

Mrs N Lerer

## Auditor

Cohen Arnold

Chartered Accountants & Statutory Auditor

New Burlington House

1075 Finchley Road

London,

NW11 0PU

## TRUSTEES' RESPONSIBILITIES STATEMENT

The trustees, who are also directors for the purposes of company law, are responsible for preparing the trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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

In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the applicable Charities SORP;
- make judgments and accounting estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements 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.

## AUDITOR

Each of the persons who is a trustee at the date of approval of this report confirms that:

- so far as they are aware, there is no relevant audit information of which the charity's auditor is unaware; and
- they have taken all steps that they ought to have taken as a trustee to make themselves aware of any relevant audit information and to establish that the charity's auditor is aware of that information.

The auditor is deemed to have been re-appointed in accordance with section 487 of the Companies Act 2006.

## SMALL COMPANY PROVISIONS

This report has been prepared in accordance with the provisions applicable to companies entitled to the small companies exemption.

The trustees' annual report was approved on 22 December 2025 and signed on behalf of the board of trustees by:



**KAREN HARRIS**  
CHAIR OF TRUSTEES

**NOA GIRLS**  
**COMPANY LIMITED BY GUARANTEE**  
**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF NOA GIRLS**  
**YEAR ENDED 31 MARCH 2025**

**OPINION**

We have audited the financial statements of Noa Girls (the 'charity') for the year ended 31 March 2025 which comprise the statement of financial activities (including income and expenditure account), statement of financial position, statement of cash flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 March 2025 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;
- 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 financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and the provisions available for small entities, in the circumstances set out in note 25 to the financial statements, 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 financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements 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 financial statements 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.

**NOA GIRLS**  
**COMPANY LIMITED BY GUARANTEE**  
**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF NOA GIRLS**  
*(continued)*  
**YEAR ENDED 31 MARCH 2025**

**OTHER INFORMATION**

The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. 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.

**OPINIONS ON OTHER MATTERS PRESCRIBED BY THE COMPANIES ACT 2006**

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the trustees' report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees' report has been prepared in accordance with applicable legal requirements.

**MATTERS ON WHICH WE ARE REQUIRED TO REPORT BY EXCEPTION**

In the light of the knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the 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 financial statements 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 take advantage of the small companies' exemptions in preparing the directors' report and from the requirement to prepare a strategic report.

**NOA GIRLS**  
**COMPANY LIMITED BY GUARANTEE**  
**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF NOA GIRLS**  
*(continued)*  
**YEAR ENDED 31 MARCH 2025**

**RESPONSIBILITIES OF TRUSTEES**

As explained more fully in the trustees' responsibilities statement, the trustees (who are also the directors for the purposes of company law) are responsible for the preparation of the financial statements 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 financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, 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 trustees either intend to liquidate the charity or to cease operations, or have no realistic alternative but to do so.

**NOA GIRLS**  
**COMPANY LIMITED BY GUARANTEE**  
**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF NOA GIRLS**  
*(continued)*  
**YEAR ENDED 31 MARCH 2025**

**AUDITOR'S RESPONSIBILITIES FOR THE AUDIT OF THE FINANCIAL STATEMENTS**

Our objectives are to obtain reasonable assurance about whether the financial statements 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 financial statements.

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:

- We obtained an understanding of the legal and regulatory frameworks that are applicable to the charity through discussion with the trustees and senior management. We identified financial reporting legislation (including related companies legislation and charities legislation), taxation legislation, employment legislation, anti-bribery legislation and other matters relating to the operations of the charity as being most significant to these financial statements.
- We communicated these identified frameworks amongst our audit team and remained alert to any indications of non-compliance throughout the audit. We ensured that the engagement team had sufficient competence and capability to identify or recognise non-compliance with laws and regulations.
- We discussed with the trustees and senior management the policies and procedures regarding compliance with these legal and regulatory frameworks.
- We assessed the susceptibility of the charity's financial statements to material misstatement due to non-compliance with legal and regulatory frameworks, including how fraud might occur, by enquiry with the trustees and senior management during the planning and finalisation stages of our audit and by using proprietary disclosure checklists. The susceptibility to such material misstatement was determined to be low.
- Based on this understanding, we designed our audit procedures to identify non-compliance with the identified legal and regulatory frameworks, which were part of our procedures on the related financial statement items.

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. For example, the further removed non-compliance with laws and regulations (irregularities) is from the events and transactions reflected in the financial statements, the less likely the inherently limited procedures required by auditing standards would identify it. In addition, as with any audit, there remained a higher risk of non-detection of irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls. We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations.

**NOA GIRLS**  
**COMPANY LIMITED BY GUARANTEE**  
**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF NOA GIRLS**  
*(continued)*  
**YEAR ENDED 31 MARCH 2025**

As part of an audit in accordance with ISAs (UK), we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

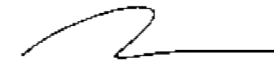
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.
- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the charity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

**NOA GIRLS**  
**COMPANY LIMITED BY GUARANTEE**  
**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF NOA GIRLS**  
*(continued)*  
**YEAR ENDED 31 MARCH 2025**

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

**USE OF OUR REPORT**

This report is made solely to the charity'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 charity'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 charity and the charity's members as a body, for our audit work, for this report, or for the opinions we have formed.



Mr B Leigh, FCA (Senior Statutory Auditor)

For and on behalf of  
Cohen Arnold  
Chartered Accountants & Statutory Auditor  
New Burlington House  
1075 Finchley Road  
LONDON  
NW11 0PU

22 December 2025

**NOA GIRLS**  
**COMPANY LIMITED BY GUARANTEE**  
**STATEMENT OF FINANCIAL ACTIVITIES**  
**(INCLUDING INCOME AND EXPENDITURE ACCOUNT)**  
**YEAR ENDED 31 MARCH 2025**

|   | Note  | Unrestricted funds<br>£ | 2025<br>Restricted funds<br>£ | Total funds<br>£   | 2024<br>Total funds<br>£ |
|---|-------|-------------------------|-------------------------------|--------------------|--------------------------|
| <b>Income and endowments</b>                              |       |                         |                               |                    |                          |
| Donations and legacies                                    | 5     | 472,602                 | 757,144                       | 1,229,746          | 1,373,428                |
| Charitable activities                                     | 6     | 3,948                   | –                             | 3,948              | 12,030                   |
| Fundraising events  | 7     | 687,891                 | –                             | 687,891            | 560,531                  |
| Investment income   | 8     | 8,792                   | –                             | 8,792              | 7,977                    |
| <b>Total income</b>                                       |       | <u>1,173,233</u>        | <u>757,144</u>                | <u>1,930,377</u>   | <u>1,953,966</u>         |
| <b>Expenditure</b>  |       |                         |                               |                    |                          |
| Expenditure on raising funds:                             |       |                         |                               |                    |                          |
| Costs of raising donations and legacies                   | 9     | (187,407)               | –                             | (187,407)          | (183,236)                |
| Expenditure on charitable activities                      | 10,11 | (925,911)               | (792,838)                     | (1,718,749)        | (1,789,767)              |
| <b>Total expenditure</b>                                  |       | <u>(1,113,318)</u>      | <u>(792,838)</u>              | <u>(1,906,156)</u> | <u>(1,973,003)</u>       |
| <b>Net income/(expenditure) and net movement in funds</b> |       | <u>59,915</u>           | <u>(35,694)</u>               | <u>24,221</u>      | <u>(19,037)</u>          |
| <b>Reconciliation of funds</b>                            |       |                         |                               |                    |                          |
| Total funds brought forward                               |       | 433,755                 | 347,703                       | 781,458            | 800,495                  |
| <b>Total funds carried forward</b>                        |       | <u>493,670</u>          | <u>312,009</u>                | <u>805,679</u>     | <u>781,458</u>           |

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

The notes on pages 51 to 59 form part of these financial statements.

**NOA GIRLS**  
**COMPANY LIMITED BY GUARANTEE**  
**STATEMENT OF FINANCIAL POSITION**  
**31 MARCH 2025**

|   | Note | 2025<br>£      | 2024<br>£      |
|---|------|----------------|----------------|
| <b>FIXED ASSETS</b>                                   |      |                |                |
| Tangible fixed assets                                 | 17   | 205,949        | 153,193        |
| <b>CURRENT ASSETS</b>                                 |      |                |                |
| Debtors   | 18   | 132,895        | 40,484         |
| Cash at bank and in hand                              |      | 570,902        | 675,958        |
|   |      | <u>703,797</u> | <u>716,442</u> |
| <b>CREDITORS: amounts falling due within one year</b> | 19   | (104,067)      | (88,177)       |
| <b>NET CURRENT ASSETS</b>                             |      | <u>599,730</u> | <u>628,265</u> |
| <b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>          |      | <u>805,679</u> | <u>781,458</u> |
| <b>NET ASSETS</b>                                     |      | <u>805,679</u> | <u>781,458</u> |
| <b>FUNDS OF THE CHARITY</b>                           |      |                |                |
| Restricted funds                                      |      | 312,009        | 347,703        |
| Unrestricted funds                                    |      | 493,670        | 433,755        |
| <b>Total charity funds</b>                            | 21   | <u>805,679</u> | <u>781,458</u> |

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

These financial statements were approved by the board of trustees and authorised for issue on 22 December 2025, and are signed on behalf of the board by:



Mrs K F Harris  
Trustee

The notes on pages 51 to 59 form part of these financial statements.

**NOA GIRLS**  
**COMPANY LIMITED BY GUARANTEE**  
**STATEMENT OF CASH FLOWS**  
**YEAR ENDED 31 MARCH 2025**

|   | 2025                  | 2024                  |
|---|-----------------------|-----------------------|
|   | £                     | £                     |
| <b>CASH FLOWS FROM OPERATING ACTIVITIES</b>           |                       |                       |
| Net income/(expenditure)                              | 24,221                | (19,037)              |
| <i>Adjustments for:</i>                               |                       |                       |
| Depreciation of tangible fixed assets                 | 38,058                | 35,015                |
| Other interest receivable and similar income          | (8,792)               | (7,977)               |
| <i>Changes in:</i>                                    |                       |                       |
| Trade and other debtors                               | (92,411)              | 28,302                |
| Trade and other creditors                             | 15,890                | (60,162)              |
| Cash generated from operations                        | (23,034)              | (23,859)              |
| Interest received                                     | 8,792                 | 7,977                 |
| Net cash used in operating activities                 | <u>(14,242)</u>       | <u>(15,882)</u>       |
| <b>CASH FLOWS FROM INVESTING ACTIVITIES</b>           |                       |                       |
| Purchase of tangible assets                           | (90,814)              | (22,205)              |
| Net cash used in investing activities                 | <u>(90,814)</u>       | <u>(22,205)</u>       |
| <b>NET DECREASE IN CASH AND CASH EQUIVALENTS</b>      | <b>(105,056)</b>      | <b>(38,087)</b>       |
| <b>CASH AND CASH EQUIVALENTS AT BEGINNING OF YEAR</b> | <b>675,958</b>        | <b>714,045</b>        |
| <b>CASH AND CASH EQUIVALENTS AT END OF YEAR</b>       | <b><u>570,902</u></b> | <b><u>675,958</u></b> |

**NOA GIRLS**  
**COMPANY LIMITED BY GUARANTEE**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**YEAR ENDED 31 MARCH 2025**

**1. GENERAL INFORMATION**

The charity is a public benefit entity and a private company limited by guarantee, registered in England and Wales and a registered charity in England and Wales. The address of the registered office is 20 Russell Gardens, London, NW11 9NL.

**2. STATEMENT OF COMPLIANCE**

These financial statements have been prepared in compliance with FRS 102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland', 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) (Charities SORP (FRS 102)) and the Companies Act 2006.

**3. ACCOUNTING POLICIES**

**Basis of preparation**

The financial statements have been prepared on the historical cost basis, as modified by the revaluation of certain financial assets and liabilities and investment properties measured at fair value through income or expenditure.

The financial statements are prepared in sterling (rounded to the nearest pound), which is the functional currency of the entity.

The charity meets the definition of a public benefit entity under FRS 102.

**Going concern**

There are no material uncertainties about the charity's ability to continue.

**Judgements and key sources of estimation uncertainty**

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported. These estimates and judgements are continually reviewed and are based on experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. There were no significant judgements or estimates made in the preparation of these financial statements.

**Fund accounting**

Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the charity.

Designated funds are unrestricted funds earmarked by the trustees for particular future project or commitment.

Restricted funds comprise of funds received via grants for specific purposes and donation campaigns run for specific projects. Restricted funds are available for use by the trustees limited by the conditions attached to those funds.

**Designated funds**

This applies where the charity has designated a portion of its funds to cover estimated future renovations to its premises.

**NOA GIRLS**  
**COMPANY LIMITED BY GUARANTEE**  
**NOTES TO THE FINANCIAL STATEMENTS (continued)**  
**YEAR ENDED 31 MARCH 2025**

**3. ACCOUNTING POLICIES (continued)**

**Incoming resources**

All income is included in the statement of financial activities when entitlement has passed to the charity, it is probable that the economic benefits associated with the transaction will flow to the charity and the amount can be reliably measured. The following specific policies are applied to particular categories of income:

- income from donations are recognised when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably.
- income from grants are recognised when receipt is probable and entitlement is established having regard to conditions attached to the grants and any time frame imposed on the grant.
- income from donated goods and services provided to the charity are recognised at fair value in the period in which they are received, when they can be quantified. A corresponding amount is included within the relevant category of expenditure.

**Resources expended**

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is classified under headings of the statement of financial activities to which it relates:

- expenditure on raising funds includes the costs of all fundraising activities, events, non-charitable trading activities, and the sale of donated goods.
- expenditure on charitable activities includes all costs incurred by a charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities.

All costs are allocated to expenditure categories reflecting the use of the resource. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs are apportioned between the activities they contribute to on a reasonable, justifiable and consistent basis.

**Tangible assets**

Tangible assets are initially recorded at cost, and subsequently stated at cost less any accumulated depreciation and impairment losses.

**Depreciation**

Depreciation is calculated so as to write off the cost or valuation of an asset, less its residual value, over the useful economic life of that asset as follows:

|                       |   |                   |
|-----------------------|---|-------------------|
| Land and buildings    | - | 10% straight line |
| Fixtures and fittings | - | 20% straight line |
| Equipment             | - | 20% straight line |
| Building improvements | - | 2% straight line  |

Depreciation of an asset begins when it is in the location and condition necessary for it to be capable of operating in the manner intended by the charity.

**NOA GIRLS**  
**COMPANY LIMITED BY GUARANTEE**  
**NOTES TO THE FINANCIAL STATEMENTS (continued)**  
**YEAR ENDED 31 MARCH 2025**

**3. ACCOUNTING POLICIES (continued)**

**Impairment of fixed assets**

A review for indicators of impairment is carried out at each reporting date, with the recoverable amount being estimated where such indicators exist. Where the carrying value exceeds the recoverable amount, the asset is impaired accordingly. Prior impairments are also reviewed for possible reversal at each reporting date.

**Financial instruments**

A financial asset or a financial liability is recognised only when the entity becomes a party to the contractual provisions of the instrument.

Basic financial instruments are initially recognised at the amount receivable or payable including any related transaction costs, unless the arrangement constitutes a financing transaction, where it is recognised at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Current assets and current liabilities are subsequently measured at the cash or other consideration expected to be paid or received and not discounted.

**4. LIMITED BY GUARANTEE**

The charity is a company limited by guarantee and has no share capital. The liability of each member in the event of winding up is limited to £10.

**5. DONATIONS AND LEGACIES**

|                                   | Unrestricted<br>Funds<br>£ | Restricted<br>Funds<br>£ | Total Funds<br>2025<br>£ |
|-----------------------------------|----------------------------|--------------------------|--------------------------|
| <b>DONATIONS</b>                  |                            |                          |                          |
| Donations received                | 472,602                    | 215,000                  | <b>687,602</b>           |
| <b>GRANTS</b>                     |                            |                          |                          |
| Grants receivable                 | –                          | 349,278                  | <b>349,278</b>           |
| Local authority grants receivable | –                          | 192,866                  | <b>192,866</b>           |
|                                   | <u>472,602</u>             | <u>757,144</u>           | <u><b>1,229,746</b></u>  |
|                                   | Unrestricted<br>Funds<br>£ | Restricted<br>Funds<br>£ | Total Funds<br>2024<br>£ |
| <b>DONATIONS</b>                  |                            |                          |                          |
| Donations received                | 551,136                    | –                        | 551,136                  |
| <b>GRANTS</b>                     |                            |                          |                          |
| Grants receivable                 | 66,500                     | 585,846                  | 652,346                  |
| Local authority grants receivable | –                          | 169,946                  | 169,946                  |
|                                   | <u>617,636</u>             | <u>755,792</u>           | <u><b>1,373,428</b></u>  |

**NOA GIRLS**  
**COMPANY LIMITED BY GUARANTEE**  
**NOTES TO THE FINANCIAL STATEMENTS (continued)**  
**YEAR ENDED 31 MARCH 2025**

**5. DONATIONS AND LEGACIES (continued)**

Included within donations received is an amount of £81,600 relating to the provision of rent-free premises to the charity.

**6. CHARITABLE ACTIVITIES**

|   | Unrestricted<br>Funds<br>£ | Total Funds<br>2025<br>£ | Unrestricted<br>Funds<br>£ | Total Funds<br>2024<br>£ |
|---|----------------------------|--------------------------|----------------------------|--------------------------|
| Sale of goods/services as part of direct charitable activities              | 962                        | 962                      | 640                        | 640                      |
| Sale of goods/services made or provided by the beneficiaries of the charity | 2,986                      | 2,986                    | 11,390                     | 11,390                   |
|   | <u>3,948</u>               | <u>3,948</u>             | <u>12,030</u>              | <u>12,030</u>            |

**7. FUNDRAISING EVENTS**

|                    | Unrestricted<br>Funds<br>£ | Total Funds<br>2025<br>£ | Unrestricted<br>Funds<br>£ | Total Funds<br>2024<br>£ |
|--------------------|----------------------------|--------------------------|----------------------------|--------------------------|
| Fundraising events | 687,891                    | 687,891                  | 560,531                    | 560,531                  |

**8. INVESTMENT INCOME**

|                          | Unrestricted<br>Funds<br>£ | Total Funds<br>2025<br>£ | Unrestricted<br>Funds<br>£ | Total Funds<br>2024<br>£ |
|--------------------------|----------------------------|--------------------------|----------------------------|--------------------------|
| Bank interest receivable | 8,792                      | 8,792                    | 7,977                      | 7,977                    |

**9. COSTS OF RAISING DONATIONS AND LEGACIES**

|  | Unrestricted<br>Funds<br>£ | Restricted<br>Funds<br>£ | Total Funds<br>2025<br>£ |
|--|----------------------------|--------------------------|--------------------------|
| Costs of generating income - Fundraising | 187,407                    | –                        | 187,407                  |

|  | Unrestricted<br>Funds<br>£ | Restricted<br>Funds<br>£ | Total Funds<br>2024<br>£ |
|--|----------------------------|--------------------------|--------------------------|
| Costs of generating income - Fundraising | 182,427                    | 809                      | 183,236                  |

The costs of generating income includes wages and salaries and associated costs for staff involved in raising funds and donations and grants for the charity, the administrative costs of raising funds and the cost of fundraising events.

**NOA GIRLS**  
**COMPANY LIMITED BY GUARANTEE**  
**NOTES TO THE FINANCIAL STATEMENTS (continued)**  
**YEAR ENDED 31 MARCH 2025**

**10. EXPENDITURE ON CHARITABLE ACTIVITIES BY FUND TYPE**

|                              | Unrestricted<br>Funds<br>£ | Restricted<br>Funds<br>£ | Total Funds<br>2025<br>£ |
|------------------------------|----------------------------|--------------------------|--------------------------|
| Direct charitable activities | 737,817                    | 755,446                  | 1,493,263                |
| Support costs                | 188,094                    | 37,392                   | 225,486                  |
|                              | <u>925,911</u>             | <u>792,838</u>           | <u>1,718,749</u>         |

|                              | Unrestricted<br>Funds<br>£ | Restricted<br>Funds<br>£ | Total Funds<br>2024<br>£ |
|------------------------------|----------------------------|--------------------------|--------------------------|
| Direct charitable activities | 894,626                    | 626,838                  | 1,521,464                |
| Support costs                | 263,920                    | 4,383                    | 268,303                  |
|                              | <u>1,158,546</u>           | <u>631,221</u>           | <u>1,789,767</u>         |

**11. EXPENDITURE ON CHARITABLE ACTIVITIES BY ACTIVITY TYPE**

|                              | Activities<br>undertaken<br>directly<br>£ | Support costs<br>£ | Total funds<br>2025<br>£ | Total fund<br>2024<br>£ |
|------------------------------|---|--------------------|--------------------------|-------------------------|
| Direct charitable activities | 1,493,263                                 | 203,220            | 1,696,483                | 1,770,254               |
| Governance costs             | –   | 22,266             | 22,266                   | 19,513                  |
|                              | <u>1,493,263</u>                          | <u>225,486</u>     | <u>1,718,749</u>         | <u>1,789,767</u>        |

**12. ANALYSIS OF SUPPORT COSTS**

|                  | Activities<br>undertaken<br>directly<br>£ | Total 2025<br>£ | Total 2024<br>£ |
|------------------|---|-----------------|-----------------|
| Staff costs      | 203,220                                   | 203,220         | 248,790         |
| Governance costs | 22,266                                    | 22,266          | 19,513          |
|                  | <u>225,486</u>                            | <u>225,486</u>  | <u>268,303</u>  |

**13. NET INCOME/(EXPENDITURE)**

Net income/(expenditure) is stated after charging/(crediting):

|                                       | 2025<br>£ | 2024<br>£ |
|---------------------------------------|-----------|-----------|
| Depreciation of tangible fixed assets | 38,058    | 35,015    |

**NOA GIRLS**  
**COMPANY LIMITED BY GUARANTEE**  
**NOTES TO THE FINANCIAL STATEMENTS (continued)**  
**YEAR ENDED 31 MARCH 2025**

**14. AUDITORS REMUNERATION**

|  | 2025          | 2024          |
|--|---------------|---------------|
|  | £             | £             |
| Fees payable for the audit of the financial statements   | <u>19,600</u> | <u>19,280</u> |
| Fees payable to the charity's auditor and its associates for other services:<br>Other non-audit services | <u>8,647</u>  | <u>7,066</u>  |

**15. STAFF COSTS**

The total staff costs and employee benefits for the reporting period are analysed as follows:

|   | 2025             | 2024             |
|---|------------------|------------------|
|   | £                | £                |
| Wages and salaries                      | 1,031,929        | 1,065,766        |
| Social security costs                   | 90,951           | 91,239           |
| Employer contributions to pension plans | 15,238           | 20,872           |
|   | <u>1,138,118</u> | <u>1,177,877</u> |

During the year the charity had 68 (2024: 53) volunteers assisting with direct charitable activities.

The average head count of employees during the year was 42 (2024: 45). The average number of full-time equivalent employees during the year is analysed as follows:

|                          | 2025      | 2024      |
|--------------------------|-----------|-----------|
|                          | No.       | No.       |
| Key management personnel | 3         | 3         |
| Charitable activities    | 20        | 20        |
| Support staff            | 2         | 1         |
|                          | <u>25</u> | <u>24</u> |

The average number of full-time equivalent employees during the year was 25 (2024: 24).

The number of employees whose remuneration for the year fell within the following bands, were:

|                      | 2025     | 2024     |
|----------------------|----------|----------|
|                      | No.      | No.      |
| £60,000 to £69,999   | 2        | –        |
| £90,000 to £99,999   | –        | 1        |
| £100,000 to £109,999 | 1        | –        |
|                      | <u>3</u> | <u>1</u> |

**Key Management Personnel**

Key management personnel include all persons that have authority and responsibility for planning, directing and controlling the activities of the charity. The total compensation paid to key management personnel for services provided to the charity was £296,749 (2024: £262,027).

**NOA GIRLS**  
**COMPANY LIMITED BY GUARANTEE**  
**NOTES TO THE FINANCIAL STATEMENTS (continued)**  
**YEAR ENDED 31 MARCH 2025**

**16. TRUSTEE REMUNERATION AND EXPENSES**

No remuneration or other benefits from employment with the charity or a related entity were received by the trustees.

No trustees expenses have been incurred.

**17. TANGIBLE FIXED ASSETS**

|                         | Land and<br>buildings<br>£ | Fixtures and<br>fittings<br>£ | Equipment<br>£ | Building<br>improvement<br>s<br>£ | Total<br>£     |
|-------------------------|----------------------------|-------------------------------|----------------|-----------------------------------|----------------|
| <b>Cost</b>             |                            |                               |                |                                   |                |
| At 1 April 2024         | 31,032                     | 29,865                        | 107,241        | 81,419                            | 249,557        |
| Additions               | 33,293                     | –                             | 7,921          | 49,600                            | 90,814         |
| Disposals               | –                          | (19,425)                      | (14,313)       | –                                 | (33,738)       |
| <b>At 31 March 2025</b> | <u>64,325</u>              | <u>10,440</u>                 | <u>100,849</u> | <u>131,019</u>                    | <u>306,633</u> |
| <b>Depreciation</b>     |                            |                               |                |                                   |                |
| At 1 April 2024         | 15,516                     | 21,804                        | 55,542         | 3,502                             | 96,364         |
| Charge for the year     | 6,433                      | 5,973                         | 23,032         | 2,620                             | 38,058         |
| Disposals               | –                          | (19,425)                      | (14,313)       | –                                 | (33,738)       |
| <b>At 31 March 2025</b> | <u>21,949</u>              | <u>8,352</u>                  | <u>64,261</u>  | <u>6,122</u>                      | <u>100,684</u> |
| <b>Carrying amount</b>  |                            |                               |                |                                   |                |
| <b>At 31 March 2025</b> | <u>42,376</u>              | <u>2,088</u>                  | <u>36,588</u>  | <u>124,897</u>                    | <u>205,949</u> |
| At 31 March 2024        | <u>15,516</u>              | <u>8,061</u>                  | <u>51,699</u>  | <u>77,917</u>                     | <u>153,193</u> |

**18. DEBTORS**

|                                | 2025           | 2024          |
|--------------------------------|----------------|---------------|
|                                | £              | £             |
| Trade debtors                  | 103,144        | 21,097        |
| Prepayments and accrued income | 29,751         | 15,922        |
| Other debtors                  | –              | 3,465         |
|                                | <u>132,895</u> | <u>40,484</u> |

**19. CREDITORS: amounts falling due within one year**

|                                 | 2025           | 2024          |
|---------------------------------|----------------|---------------|
|                                 | £              | £             |
| Trade creditors                 | 47,164         | 33,939        |
| Accruals and deferred income    | 26,400         | 29,318        |
| Social security and other taxes | 25,784         | 20,273        |
| Other creditors                 | 4,719          | 4,647         |
|                                 | <u>104,067</u> | <u>88,177</u> |

**NOA GIRLS**  
**COMPANY LIMITED BY GUARANTEE**  
**NOTES TO THE FINANCIAL STATEMENTS** *(continued)*  
**YEAR ENDED 31 MARCH 2025**

**20. PENSIONS AND OTHER POST RETIREMENT BENEFITS****Defined contribution plans**

The amount recognised in income or expenditure as an expense in relation to defined contribution plans was £15,238 (2024: £20,872).

**21. ANALYSIS OF CHARITABLE FUNDS****Unrestricted funds**

|                  | At<br>1 April 2024 | Income           | Expenditure        | Transfers | At 31 March<br>2025   |
|------------------|--------------------|------------------|--------------------|-----------|-----------------------|
|                  | £                  | £                | £                  | £         | £                     |
| General funds    | 433,755            | 1,173,233        | (1,113,318)        | –         | <b>493,670</b>        |
| Designated funds | –                  | –                | –                  | –         | –                     |
|                  | <u>433,755</u>     | <u>1,173,233</u> | <u>(1,113,318)</u> | <u>–</u>  | <u><b>493,670</b></u> |

|                  | At<br>1 April 2023 | Income           | Expenditure        | Transfers | At 31 March<br>2024 |
|------------------|--------------------|------------------|--------------------|-----------|---------------------|
|                  | £                  | £                | £                  | £         | £                   |
| General funds    | 476,554            | 1,198,174        | (1,340,973)        | 100,000   | 433,755             |
| Designated funds | 100,000            | –                | –                  | (100,000) | –                   |
|                  | <u>576,554</u>     | <u>1,198,174</u> | <u>(1,340,973)</u> | <u>–</u>  | <u>433,755</u>      |

**Restricted funds**

|                          | At<br>1 April 2024 | Income  | Expenditure | Transfers | At 31 March<br>2025 |
|--------------------------|--------------------|---------|-------------|-----------|---------------------|
|                          | £                  | £       | £           | £         | £                   |
| Various restricted funds | 347,703            | 757,144 | (792,838)   | –         | <b>312,009</b>      |

|                          | At<br>1 April 2023 | Income  | Expenditure | Transfers | At 31 March<br>2024 |
|--------------------------|--------------------|---------|-------------|-----------|---------------------|
|                          | £                  | £       | £           | £         | £                   |
| Various restricted funds | 223,941            | 755,792 | (632,030)   | –         | 347,703             |

**NOA GIRLS**  
**COMPANY LIMITED BY GUARANTEE**  
**NOTES TO THE FINANCIAL STATEMENTS** *(continued)*  
**YEAR ENDED 31 MARCH 2025**

**22. ANALYSIS OF NET ASSETS BETWEEN FUNDS**

|                            | Unrestricted<br>Funds<br>£ | Restricted<br>Funds<br>£ | Total Funds<br>2025<br>£ |
|----------------------------|----------------------------|--------------------------|--------------------------|
| Tangible fixed assets      | 205,949                    | –                        | <b>205,949</b>           |
| Current assets             | 391,788                    | 312,009                  | <b>703,797</b>           |
| Creditors less than 1 year | (104,067)                  | –                        | <b>(104,067)</b>         |
| <b>Net assets</b>          | <u>493,670</u>             | <u>312,009</u>           | <u><b>805,679</b></u>    |

|                            | Unrestricted<br>Funds<br>£ | Restricted<br>Funds<br>£ | Total Funds<br>2024<br>£ |
|----------------------------|----------------------------|--------------------------|--------------------------|
| Tangible fixed assets      | 153,193                    | –                        | 153,193                  |
| Current assets             | 368,739                    | 347,703                  | 716,442                  |
| Creditors less than 1 year | (88,177)                   | –                        | (88,177)                 |
| <b>Net assets</b>          | <u>433,755</u>             | <u>347,703</u>           | <u>781,458</u>           |

**23. ANALYSIS OF CHANGES IN NET DEBT**

|                          | At<br>1 Apr 2024<br>£ | Cash flows<br>£ | At<br>31 Mar 2025<br>£ |
|--------------------------|-----------------------|-----------------|------------------------|
| Cash at bank and in hand | 675,958               | (105,056)       | <b>570,902</b>         |

**24. RELATED PARTIES**

During the year, the charity received donations aggregating £68,118 (2024: £54,783) from the trustees and key management personnel, and their close family members.

**25. ETHICAL STANDARDS**

In common with many businesses of the charity's size and nature the charity uses its auditors to prepare and submit returns to the tax authorities, assist with the preparation of the financial statements and provide tax advice.



The Charles  
Wolfson  
Charitable  
Trust



kirschfoundation

PRUDENCE  
TRUST



The artwork in this report was created by a graduate of Noa and is reproduced and printed with her permission. The pieces were produced as part of her therapeutic journey and express different parts of her struggles, her support, her recovery and what Noa means to her.

**NOA GIRLS**

England & Wales - Charity number 1130834

---

# Accounts

---



**noa**

**FINANCIAL STATEMENT**  
**YEAR ENDING 31 MARCH 2024**

Company limited by guarantee

**300+**

Girls supported a year



**37%**

Girls fall under 10+ risk categories



**52**

Girls on the waiting list



**100%**

Girls have taken 1+ steps towards recovery

**53**

Volunteers



**33,950+**

Hours of direct support from front-line staff

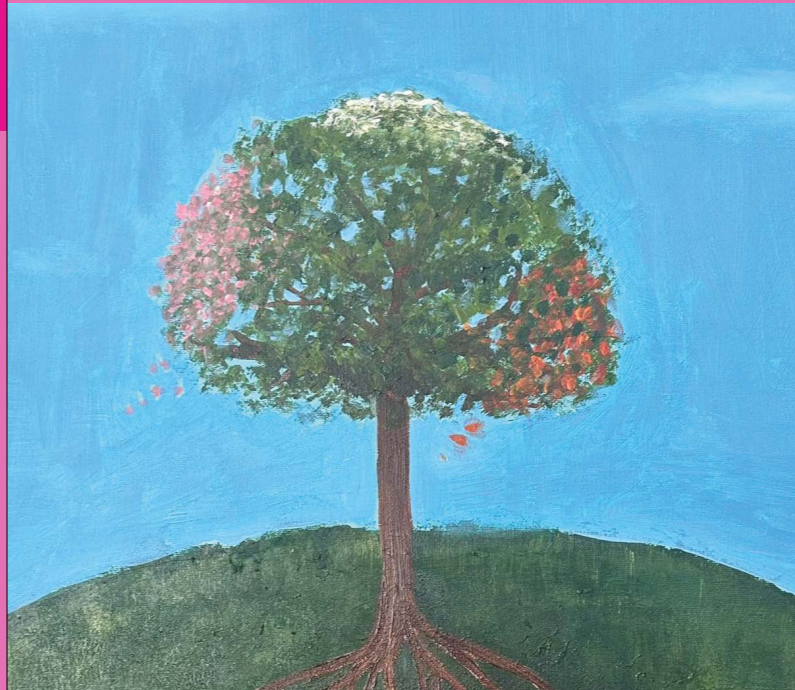
**2,360+**

Girls impacted through education programme



**13**

Schools we work with



**96%**

Engagement rate

**81**

Girls are accessing statutory and voluntary services with our support

**97%**

Girls say Noa has made a positive difference to their lives

# CONTENTS

|   |    |
|---|----|
| TRUSTEES' ANNUAL REPORT                     | 5  |
| INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS | 34 |
| STATEMENT OF FINANCIAL ACTIVITIES           | 40 |
| STATEMENT OF FINANCIAL POSITION             | 41 |
| STATEMENT OF CASH FLOWS                     | 42 |
| NOTES TO THE FINANCIAL STATEMENTS           | 43 |

# TRUSTEES' ANNUAL REPORT

**(INCORPORATING THE  
DIRECTORS' REPORT)**

THE TRUSTEES, WHO ARE ALSO THE DIRECTORS FOR THE PURPOSES OF COMPANY LAW, PRESENT THEIR REPORT AND THE FINANCIAL STATEMENTS OF THE CHARITY FOR THE YEAR ENDED 31 MARCH 2024.

# DEAR FRIENDS...

We want to extend our heartfelt thanks for your incredible support of Noa this year. Every girl who has taken positive steps towards recovery, overcome multiple challenges, and received life-changing support has been able to do so because of your generosity. *We hope this Trustees' Annual Report provides an insightful overview of the achievements we've accomplished together.*

This year, we've focused on deepening our services and expanding our reach. We have enhanced our support with the expansion of our Eating Disorder Programme and introduced new specialised programmes, including our Autism Empowerment Programme and our School Inclusion Programme for those struggling with school avoidance. In addition, we have broadened our impact across the community and strengthened mental resilience through our Education Programme.

We continue to witness the lifesaving impact of our unique, clinically-led, wrap-around services that creatively engage girls exactly where they are. Our 96% engagement rate and high recovery rates are particularly remarkable, especially given the resistant adolescent and often high-risk demographic we support. The success and innovation of our approach have been recognised through grants from national institutions and statutory bodies, as well as invitations to present our model for potential integration into NHS services. We are also deeply grateful for the continued encouragement and support from the community, evident in our annual fundraising campaign, which underscores our role as a vital community resource.

While the mental health crisis is not a new phenomenon, it certainly isn't fading. After a year of significant trauma and stress within the wider Jewish community, the need to build resilience and mental strength in our young people is greater than ever. Your support is crucial in making this change possible, empowering our community and shaping a brighter future for the girls we serve.

Thank you for standing with us and making such a profound difference.

Warm regards,



**KAREN HARRIS**  
CHAIR OF TRUSTEES



**NAOMI LERER**  
FOUNDER & CEO

“

*Noa has really changed my life and I know I can overcome any challenge life gives me”*

# OUR MISSION

## NO GIRL SHOULD STRUGGLE ALONE

Noa provides practical emotional and therapeutic support to adolescent girls in the Jewish community. We empower each girl to harness her innate strength, to move forward and overcome the obstacles in her life to live an independent positive and healthy future.

### OUR CORE BELIEFS

We believe in **EMPOWERMENT**. Our bespoke care plans equip girls with the emotional and practical tools they need to create a healthier, more independent future.

We believe our girls require **CREATIVE** and **FLEXIBLE** adolescent-centred support. Our holistic approach addresses every facet of girls' complex and interlinked challenges.

We believe that our **DYNAMIC** approach which builds on girls' innate strength and develops their emotional resilience. Our continuously expanding range of programmes and therapies allows girls to engage with our service, at their own pace and on their own terms.

We believe in a **CLINICIAN-LED** service, upholding the highest levels of professionalism, confidentiality and safeguarding.

We believe in working **COLLABORATIVELY** with community leaders, schools and other organisations in our sector. We act as a bridge to statutory and external services and ensure girls' care is aligned and comprehensive.

We believe in an **EVIDENCE-LED** approach. Our monitoring and evaluation systems enable us to demonstrate impact to key stakeholders and funders.

We believe in **CO-PRODUCTION**. Our girls' authentic voices and experiences, gathered through our youth advisory boards, feedback and thinktanks, shape and improve our service.

### OUR STRATEGIC AIMS

#### SUPPORT

To provide each girl with the tailored practical emotional and therapeutic support she needs, empowering her to resiliently overcome her challenges.

#### ACCESS

To reach girls where no-one else can through providing a culturally sensitive environment where girls feel safe and understood.

#### EDUCATION

To raise awareness and reduce stigmas surrounding mental health and associated challenges, facilitating earlier detection of girls who are struggling and ensuring that they are guided to access effective support.

#### GROWTH

To grow sustainably to meet the surge in demand for our service, and develop specialist programming to meet specific needs.

#### OUTREACH

To create strong referral pathways with statutory and other external services, educating them about them cultural norms and needs of the community so that we can achieve better outcomes for the girls in the Orthodox Jewish community.

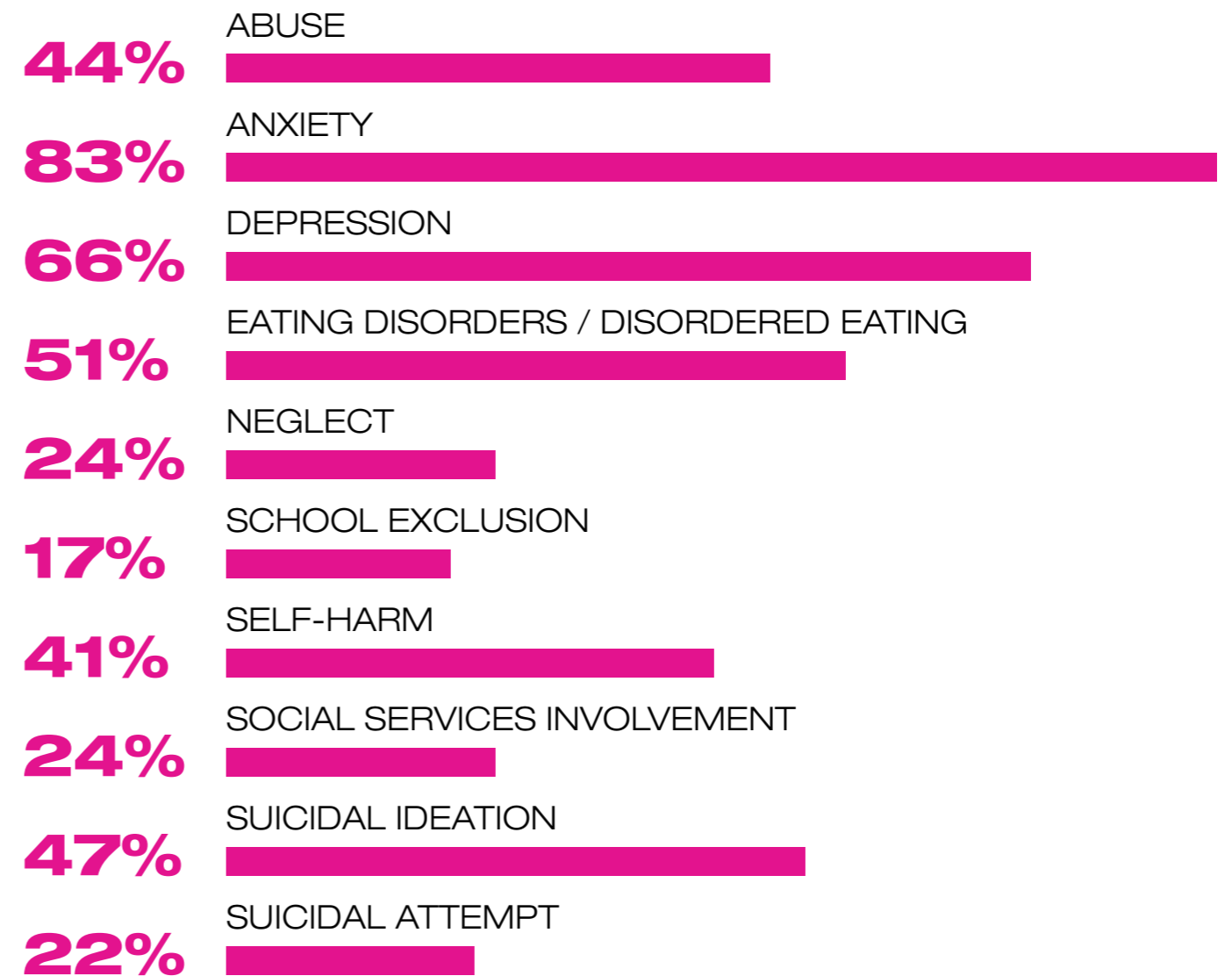


# OBJECTIVES AND ACTIVITIES

The trustees confirm their compliance with the duty to have due regard to the public benefit guidance published by the Charity Commission when reviewing the charity's aims and objectives and in planning future activities.

## WHO WE HELP

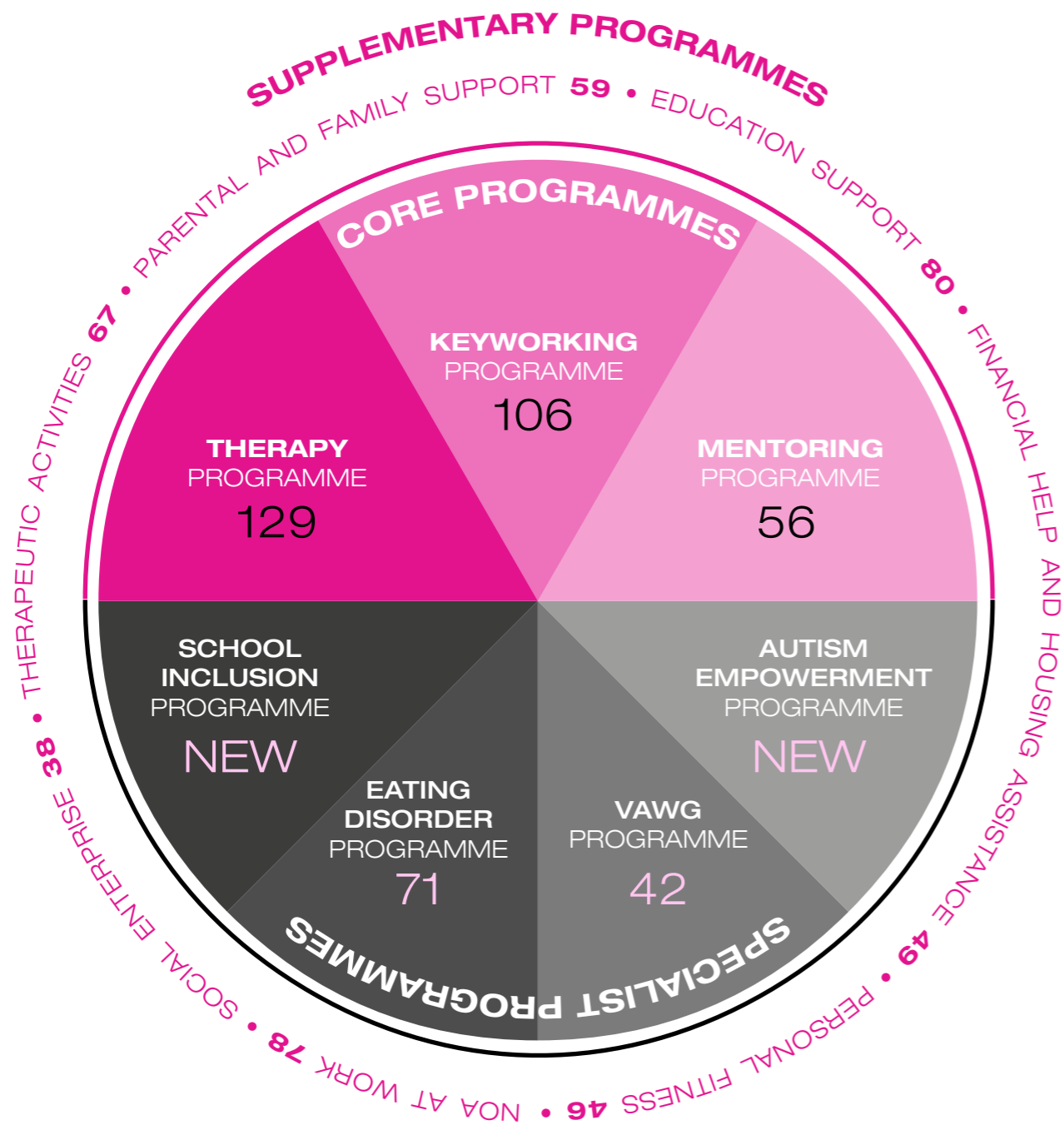
The girls we support struggle with often complex and severe mental health challenges, many of which stem from or are exacerbated by trauma and/or difficult home situations.



# WHAT WE DO

Noa offers girls wraparound and wide-ranging support, delivered through our clinical team of therapists, keyworkers, mentors and dedicated programme managers. *Each girl's support is tailored to her unique needs, strengths and goals.*

Our specialist programmes include an eating disorder programme, autism empowerment programme, VAWG programme and school avoidance programme. *All girls in service can access our full range of supplementary programmes.*



\* All numbers relate to girls supported by each programme.

## THERAPY

Therapy can be a crucial part of the recovery process. At Noa we seek and provide the most appropriate therapy for each girl including psychotherapy, CBT, art therapy and equine therapy. We also help girls at Noa to access therapy from other organisations and services such as CAMHS and the Tavistock.

**93%**

*of girls say "My therapist has supported me to develop more of an understanding of myself."*

## KEYWORKING

Girls are paired with keyworkers who provide one-to-one emotional and practical support tailored to their unique challenges. Keyworkers provide creative adolescent-friendly support for girls who are not ready or willing to engage in therapy and/or ensure our high-risk girls can receive the wraparound supportive framework they need to move towards recovery. Our keyworkers help girls access appropriate services and advocate for them in every area of need.

**96%**

*of girls say "Meetings with my keyworker have supported me to develop more confidence in myself and a greater sense of self-worth."*

## MENTORING

Mentors can bring a new perspective and the added benefit of their different life experiences. Girls are paired with volunteers from the community who share similar interests to them so they can explore and enjoy activities together outside of the pressures of daily life.

**96%**

*of girls say "I have a positive relationship with my mentor."*

**MIRI** had been the subject of severe bullying, and her self-esteem was extremely low. This was exacerbated by the fact that even though Miri worked hard in school, her grades were consistently weak due to undiagnosed learning difficulties. Miri had started to refuse to attend school and was socially isolated.

Miri's keyworker looked for ways to creatively engage Miri, who by now was highly distrustful of new people, and build up Miri's self-worth. They started doing therapeutic cooking in their sessions. Miri found it easier to open up whilst working alongside her keyworker and these sessions became the highlight of Miri's week.

Miri's keyworker encouraged her to join our social enterprise programme where she channelled her newfound culinary talents, her enjoyment of cooking and interest in healthy menus in our skill-development workshops. Miri started to view herself as successful, spurring her onto to tackle other areas of challenge. She joined our personal fitness programme and, whilst she was initially very self-conscious in sessions, they are now also building her confidence.

Miri recently switched schools, which has given her a fresh start and she has made several new friends. She has now decided to study wellness coaching as she feels that this journey of self-discovery has helped her recognise that this is one of her core values.

“

*You advocated for me and supported me through good times and bad times, believed in me, encouraged me, and stood by my side the entire time.”*

“

*You supported me from darkness to light. I have found hope and strength.  
You healed my heart. Now I'm alive and thriving.”*



# SPOTLIGHT: EATING DISORDER PROGRAMME

Our ED programme is in high demand as eating disorders, the 2nd most fatal mental health disorder continue to increase in prevalence. Our ED programme is built as a specialized programme for those suffering from, or at risk of eating disorders integrated into our wider service. We have been fortunate to receive two substantial 3-year grants, from [The Maurice Wohl Charitable Foundation](#) and [The Charles Wolfson Charitable Trust](#), enabling us to significantly expand the programme and offer this vital support to more girls who desperately need it.

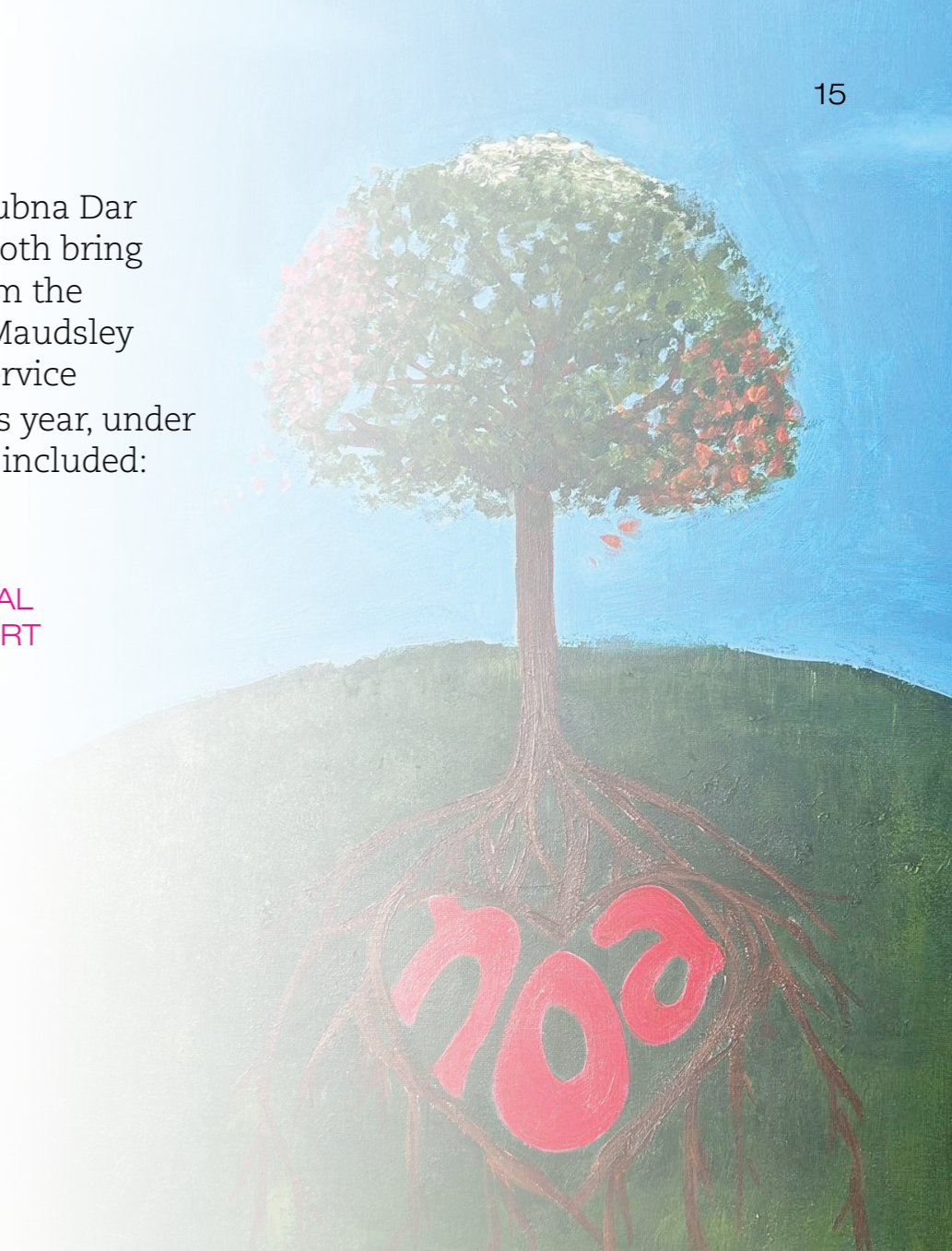
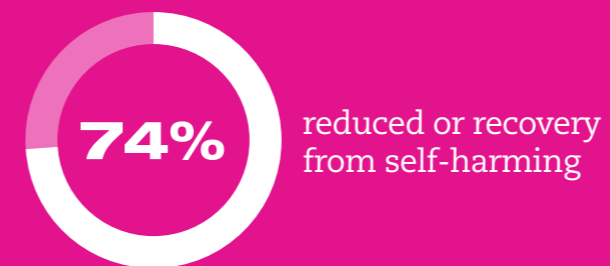
THE SUCCESS OF OUR PROGRAMME IS REFLECTED  
IN OUR RECOVERY RATES:



Under the leadership of Lubna Dar and Debbie Kanter (who both bring decades of experience from the NHS and specifically the Maudsley Hospital), our specialist service supported **71 GIRLS** this year, under a joined-up service which included:

- ASSESSMENTS
- ONE-TO-ONE EMOTIONAL AND PRACTICAL SUPPORT
- THERAPY
- NUTRITIONIST AND DIETICIAN SESSIONS
- MEAL SUPPORT
- PARENTAL SUPPORT AND FAMILY THERAPY
- EDUCATION
- CONSULTATIONS

GIRLS IN THE EATING DISORDER PROGRAMME ARE ALSO SUPPORTED  
TO OVERCOME OTHER CHALLENGES IN THEIR LIVES:



**ABI** came to Noa at age 13, after her older sibling passed away. She was showing signs of disordered eating, a clear attempt to retain some control in what had become a very chaotic life, and her attendance at school had become sporadic. Abi joined our eating disorder programme where our nutritionist helped her understand the impact of her restricted eating habits and redirected her towards healthier choices. Abi was paired with a therapist, who supported her to navigate and process her trauma, whilst a mentor provided her with a much-needed anchor of support and her own space to feel heard and understood. Abi has returned to school, has recovered from her disordered eating and has expressed that Noa has helped build her resilience.

“

*You saved my life. You taught me to live and showed me that I deserve care and for things to be better. Recovery is possible.”*

**AYALA;** Despite suffering from anorexia, it took Ayala a year of working with a keyworker at Noa before she agreed to see a therapist, and another 6 months building trust with the therapist before she would speak about her eating disorder. She is now engaged and honest in therapy and has gone from a ‘you can’t help me’ attitude to really valuing therapy and confronting her eating disorder directly. She has agreed to see a dietician which is a huge milestone for her, and recently began complementary EMDR work through CAMHS to work through the traumas that induced her anorexia. Ayala is no longer suicidal and is in a much better headspace. Her eating disorder has stabilised, and she is now in recovery.

“

*It is no exaggeration when we say that Noa helped save our daughter’s life. No stone has been left unturned, and no avenue unexplored for our daughter and for us, her parents.”*

As part of our Eating Disorder Programme, we have delivered education to:

**10**  
SCHOOLS

**1,665**  
STUDENTS

**368**  
TEACHERS AND  
YOUTH LEADERS

**310**  
COMMUNITY  
LEADERS AND  
PARENTS

**7**  
YOUTH  
MOVEMENTS  
AND CAMPS

## NEW AT NOA

### AUTISM EMPOWERMENT PROGRAMME

FUNDED THROUGH NHS - NCEL CAMHS AND COMPASS WELLBEING

Autism in girls is chronically underdiagnosed, misunderstood and stigmatised. Even when girls do seek support, they often do not engage well with mainstream approaches. Our new programme provides targeted interventions for girls with ASC, supporting them to navigate a neurotypical world from an empowered position. **It includes:**

- pre and post diagnosis guidance
- advocacy to parents, schools and care teams
- family/parental support
- practical support: help accessing referrals, assessments and educational consultations
- speech and language therapy groups, social skills support and supervised social groups
- autism awareness delivered to schools through our education programme
- research project interviewing high school girls with autism
- creating learning resources to share with other organisations in our sector

### SCHOOL INCLUSION PROGRAMME

FUNDED FOR 3 YEARS BY JOHN LYON'S CHARITY

Education is key to a girl's ability to build a strong, healthy and independent future. Yet, many girls in our service and the wider community find attending school a real struggle. Our new programme addresses emotionally based school avoidance. It supports girls who are showing initial signs of struggle, proactively preventing this escalating into full blown school refusal, girls whose attendance is beginning to lapse, and girls who have dropped out (either by choice or who cannot attend school due to mental health considerations eg. they are hospitalised). Alongside building girls' resilience, we are also working with their parents and schools to ensure the girls have the most conducive learning environment.

### YOUTH ADVISORY BOARDS

We are excited to have launched two youth advisory boards (one for girls currently receiving support at Noa, and one for graduates) and are looking forward to implementing their suggestions and hearing their insights on strategic development and specific programme design. These groups are an area of growth for us, enabling us to more formally solicit and integrate service users' input and ensure we are truly girl-led.



“

ALL I CAN SAY IS THANK YOU.

NOA SAVED HER LIFE.

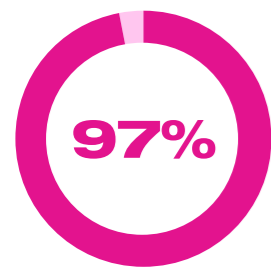
THEY SAVED HER LIFE AND THEY CONTINUE TO SAVE HER LIFE.

AND THROUGH SAVING HER THEY HAVE SAVED OUR FAMILY.

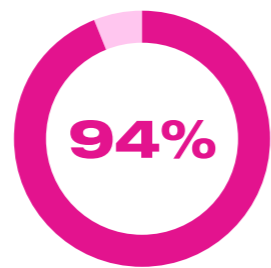
”

# ACHIEVEMENTS AND PERFORMANCE

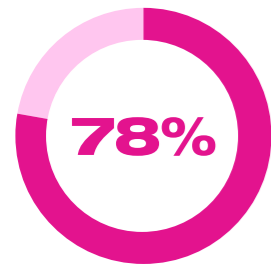
Girls' positive engagement has paved the way for girls to make real breakthroughs in their journey to recovery. *Girls have relayed that our support has been transformative (based on 139 girls).*



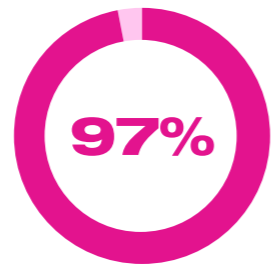
Coming to Noa has made a **positive difference** to my life



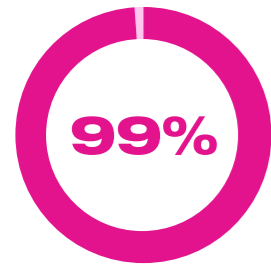
Since coming to Noa I feel **more hopeful about the future**



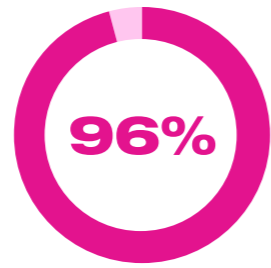
I have been supported to have **stronger and more positive relationships** with others such as family or friends



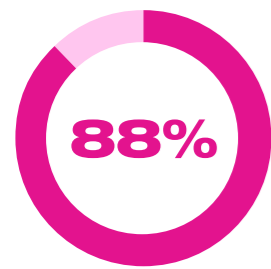
I have been supported to develop more confidence in myself and a **greater sense of self-worth**



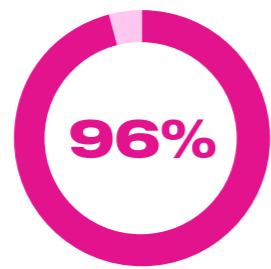
I was treated with **respect**



I have felt **listened to**



Noa and other services are **working well together** to support me



**engagement rate**

**FAMILY C** started family therapy at Noa to understand how to support their daughter Aliza, who was struggling with severe anxiety, depression and suicidal ideation. As naturally optimistic people, Aliza's parents would share their positive outlook with Aliza when dealing with her many complexities.

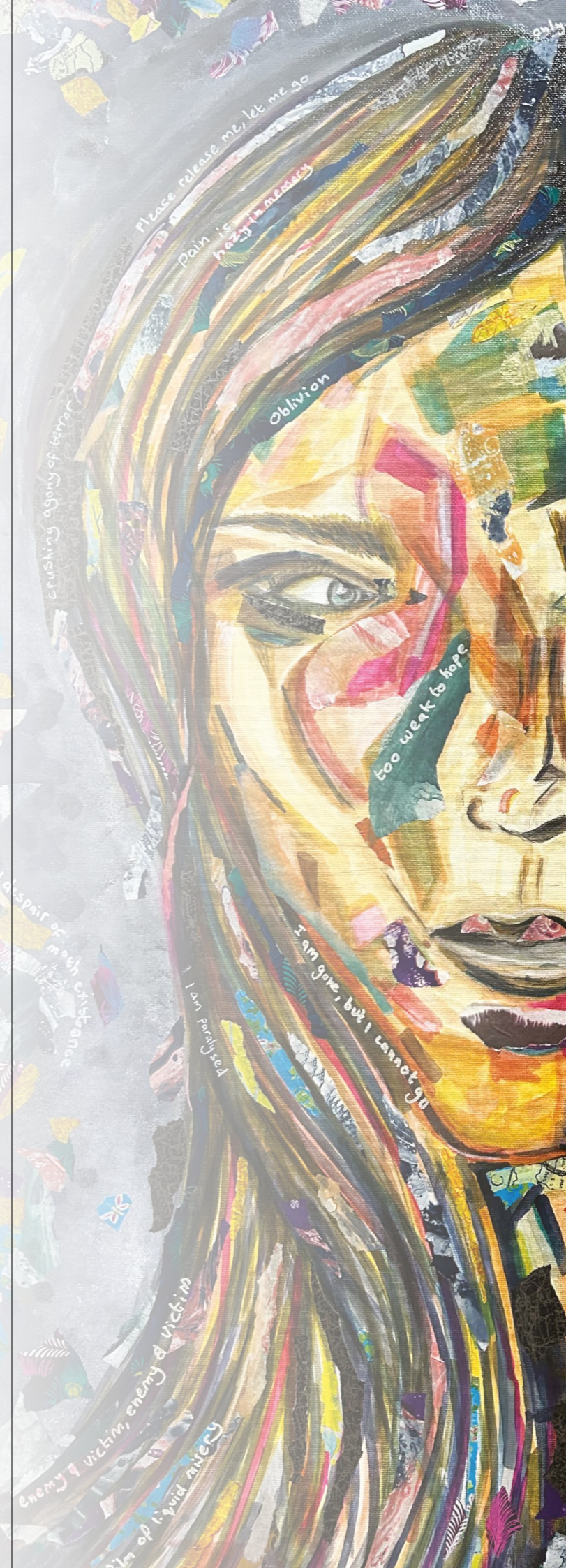
Aliza's coping mechanism was to face the darkness, so their approach left her feeling profoundly misunderstood. Family therapy helped Aliza's parents to learn to sit with Aliza 'in the darkness' and give her the space to develop the outlets that work for her. Since this shift in parental attitudes, Aliza's mental health struggles have reduced, and she is in a much better headspace.

Helping Aliza's parents recognise how to meet Aliza's emotional needs has been transformational for the entire family, including other siblings who have their own complex needs, and has paved the way for Aliza's recovery.

**94%** of parents say "the support my daughter has received from Noa has had a positive impact on our family"

**100%** of parents say "the support from Noa has helped my daughter"

**88%** of parents say "Noa has supported me to understand my daughter's difficulties"



## GIRLS ARE BRAVELY AND RESILIENTLY MAKING POSITIVE, HEALTHIER CHOICES

Girls who have been with Noa for **under a year**  
 Girls who have been with Noa for **over a year**

REDUCED OR RECOVERED FROM ANXIETY



REDUCED OR RECOVERED FROM DEPRESSION



REDUCED OR RECOVERED FROM SELF-HARM



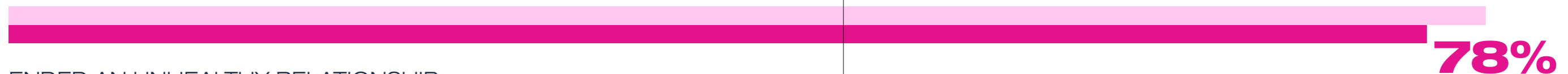
REDUCED OR RECOVERED FROM SUBSTANCE ABUSE



REDUCED OR RECOVERED FROM SUICIDE IDEATION



NO REPEAT SUICIDE ATTEMPTS IN THE LAST 6 MONTHS



ENDED AN UNHEALTHY RELATIONSHIP



LEFT A HARMFUL LIVING SITUATION



FOUND PERMANENT HOUSING



RETURNED TO EDUCATION



*Data is based on 158 girls and relate to relevant milestones.*

The significance of each of these milestones cannot be overstated. Girls often come to us at a point when they are overwhelmed and devoid of hope. Whether they are at early stages in their journey, where simply showing up week after week is way of winning the battle, or whether they are further down the line and have not relapsed to self-harming and risky behaviours for months, each girl's victory is recognised and celebrated.

# COMMUNITY IMPACT

## 2,368

GIRLS IMPACTED THROUGH  
OUR EDUCATION PROGRAMME

## 13

SCHOOLS

## 7

YOUTH MOVEMENTS

## 5

COMMUNITY EVENTS

## 152

SESSIONS

## 129

SHORT TERM INTERVENTIONS  
AND CONSULTANTS

SESSIONS DELIVERED TO:

## 1,442

STUDENTS

## 441

TEACHERS

## 298

PARENTS

## 28

COMMUNITY RABBIS

## EDUCATION PROGRAMME

Our mental health education programme has grown and is now being delivered to staff, parents and girls at 13 girls' high schools across the Northwest London and Hackney communities, raising awareness of our girls' challenges, breaking down stigmas and ensuring those who are struggling are identified faster and guided to access effective support. We have also run community education evenings and training sessions for Rabbinic and community leaders.

**NEW!** We are putting visuals to every safeguarding and psychological concept in our curriculum. Our goal is to develop a safe language for mental health that will ultimately be used across the community. This will give girls a more effective way to communicate distress and make mental health education more accessible to neurodiverse girls, especially those with autism.

**NEW!** Research and student surveys: We interviewed students who experience specific challenges and conducted surveys amongst students who attended our education programme sessions. Integrating girls' voices into our content ensures its relevance and impact.

## “

*In short, Noa has changed the face of our school! From a school that really wanted to address mental health but didn't know how, we are now able to say that thanks to Noa, our school have clarity, vision and guidance in terms of mental health. This is no longer just another DFE requirement we need to fulfill; rather, it's at the focus of what we do, and the credit goes to Noa girls!”*

## COLLABORATION AND SHARED LEARNING

As part of the monitoring and evaluation framework of recent grants we were awarded from NHS-NCEL and CAMHS, we were visited by Compass Wellbeing representatives and their team.

Consequently, the East London NHS Foundation Trust invited us to present to the NCEL Clinical Quality Group (an NHS provider and commissioner forum), as they identified our eating disorder programme model as a potential model to replicate within the voluntary and statutory sector, particularly to other minority-ethnic groups. Our presentation (held in June) enabled us to share our learning and will hopefully lead to more commissioning from NCEL.

NCEL recently spotlighted Noa as one of their featured charities in their annual report which they have shared with their stakeholders, showcasing the impact of the Eating Disorder Programme.

Another initiative we launched this year is producing two pamphlets on the intersection between Pesach and Eating Disorders and the unique challenges Pesach presents to ED patients and those in recovery. The leaflets, one targeted to external services and one to both communal leaders and parents, were met with huge enthusiasm and positive feedback. We have created similar resources for Yom Kippur and other fast days which can also be triggering.

We distributed the leaflets to **27** professional organisations, **42** community leaders and Rabbis and it was posted on the NCEL GP websites.

*“I wish we had this when I was unwell”*  
Noa graduate (in recovery for an ED)

*“I wish we had something like this for the Muslim community”*  
GP

## “

*Noa Girls work with a very specific community for us across our footprint and you know they really have been able to deliver a programme to a cohort of young people that I think we would find it really difficult to reach for a whole number of reasons...They were really impressive... I think it's important that we learn from this sector and not be afraid to say, can you come and share that with us?”*

Sheron Hosking,  
NCEL Provider Collaborative

# ACHIEVEMENTS AND PERFORMANCE CONTINUED

## ACHIEVEMENTS AGAINST SET OBJECTIVES

This period we have met a number of objectives that we set at the beginning of the year. We again set ourselves an ambitious budget to enable us to take on additional girls and, at the same time to expand and improve the service we provide the girls. Our total expenditure for the period stood at £1,973,003. As part of that expansion we continue to widen our funding base, both through new grants and additional sustainable funders. We continue to receive funding from local authorities in both Barnet and Hackney for individual girls as well as local authority funding through CY-IAPT training funding and NHS grants.

## FUNDING CAMPAIGN

We held our third matched funding campaign in October 2023, which enabled us to meet our budget, and widened our funding base within the community. We also used this campaign as an opportunity to spread awareness about mental health and to destigmatise the challenges our girls experience.

**5,637**

INDIVIDUAL DONATIONS

**226**

TEAM LEADERS

## HOW PERFORMANCE AND SUCCESS ARE MEASURED

In the last few years, we have invested heavily (thanks to a part of the grant from the National Lottery Community Fund) in our monitoring and evaluation systems to enable us to measure, analyse and report our successes and progress. A number of different evaluation forms are filled in regularly and inform our ongoing services and innovation of new programmes. We are working with CORC to further strengthen our monitoring systems to provide evaluation systems that work on national scales to place our work against other services including NHS services.

“

*The impact that Noa has had on my life is endless.”*

# STRUCTURE, GOVERNANCE AND MANAGEMENT

The charity is constituted as a company limited by guarantee and as such, its governing documents are its Memorandum and Articles of Association.

Its registered charity number is 1130834 and its company registration number is 6880752.

New trustees are appointed based on personal competence, specialist skills, availability and knowledge of and contact with institutions attending to the needs of adolescent girls at risk in the Jewish Community. New trustees are inducted into the workings of the charity by the existing trustees and the Senior Management team. All trustees, like staff are DBS checked and undergo safeguarding training.

The trustees administer the day-to-day affairs of the charity. None of the trustees have any beneficial interest in the charity and no expenses were paid in the year.

## OUR TEAM

### OUR CHARITY IS RUN FOR AND BY WOMEN.

Our team is currently made up of 45 members of staff (24 FTE). Our clinical staff includes clinical psychologists, counselling psychologists, child and adolescent psychotherapists and family therapists, giving our girls coverage for a broad number of issues similar to the composition of a local authority team.

We maintain a high level of professional supervision for all clinical staff, including weekly case supervision and monthly external clinical supervision with child and adolescent psychotherapists or clinical psychologists. In addition, we provide regular professional training for all staff to ensure the high level of skill and competence that we expect from all those working for Noa.

We have a team of 53 dedicated volunteers from across the community, many of whom serve as mentors to our girls.

“

*We as a family will always be eternally grateful to you and the whole team at Noa Girls.”*

# FINANCIAL REVIEW

The charity received donations and grants and other income totalling **£1,953,966** over the past 12 months and has continued to support girls at risk during the reporting period. The charity works with the girls one-to-one and creates a care plan for each of them which includes a keyworker, mentor and, in many cases, therapy.

The financial results of the charity for the period ended 31 March 2024 are fully reflected in the attached financial statements together with the notes thereon.

## RESERVES POLICY

The trustees aim to maintain reserves in order that they can continue to fulfil the objects of the charity.

As at 31 March 2024 the charity had total funds of £781,458, of which £347,703 are restricted funds and £433,755 are unrestricted funds. Unrestricted funds are readily available for use. The trustees consider the level of funds to be adequate having regard to the planned level of charitable activities to be undertaken by the charity.

## RISK MANAGEMENT

The trustees have identified and reviewed the major risks to which the charity is exposed, in particular those related to the operations and finance of the charity, and are satisfied that systems are in place to manage those risks.

## PLANS FOR FUTURE PERIODS

The trustees plan to continue to help adolescent girls at risk in the Orthodox Jewish Community by both continuing their current care plans and projects, whilst seeking to increase funding to develop new projects, in accordance with the charity's objectives.

In order to achieve these objectives, the trustees successfully raised significant and much needed funds at a fundraising event during the year.

A huge thank you to all our generous funders, who have partnered with us and enabled us to change so many girls' lives and build lasting mental strength in the community.

As well as the huge generosity and support from the community and private individuals, we are fortunate to be the recipients of grants from the following national institutions, statutory bodies and private trusts:

|                             |  |   |
|-----------------------------|--|---|
| Barnet Local Authority      | Masonic Charitable Foundation                | The Carmela and Ronnie Pignatelli Foundation    |
| BMR Foundation              | NHS England                                  | The Childwick Trust                             |
| City Bridge Trust           | NHS NCEL                                     | The Henry Smith Charity                         |
| Comic Relief                | Pears Foundation                             | The Keren Mitzvah Trust                         |
| Compass Wellbeing           | Rachel Charitable Trust                      | The Lawson Beckman Charitable Trust.            |
| Davis Foundation            | Rayne Foundation                             | The Maurice Wohl Charitable Foundation          |
| Emmes Foundation            | Shemtob Charitable Trust                     | The Max Barney Foundation                       |
| Investream Charitable Trust | Shoresh Trust                                | The National Lottery                            |
| JE Joseph Charitable Trust  | The Arnold Lee Charitable Trust              | The Rosenblatt Charitable Trust                 |
| John Lyon's Charity         | The Benson and Lionel Black Charitable Trust | The Stanley and Zea Lewis Family Foundation     |
| Kirsch Foundation           | The Charles Wolfson Charitable Trust         | The Vernon May and Joyce Cohen Charitable Trust |
| Leathersellers' Company     |  | Yad Mordechai Trust                             |
| Matanel                     |  |   |



# ELLIE'S STORY

**ELLIE** struggled with depression, self-harm and suicidal ideation as a response to trauma she had experienced in her early childhood. She has been in and out of hospitals for the past couple of years and had resulting further trauma from those hospitalisations.

When Ellie first came to Noa, she was having an extremely difficult year as her multiple in-patient stays in hospitals, together with her family's desire not to let others know about her struggles, had made it hard for her to keep up with her friends and schoolwork. Her frequent absences, resulted in her friends drifting away, leaving Ellie extremely isolated.

Ellie received intensive support through her keyworker. Whilst Ellie began to show signs of recovery, her depleted self-esteem was a huge risk factor for a relapse. We offered Ellie, who had previously refused all offers of therapy, group equine therapy, giving her a chance to escape her worries and find a healthier coping mechanism for her anxieties. Ellie responded really well to this. She loved working with animals as she had developed social anxiety and found the animals a calming presence. Meeting new people in this safe environment was really positive for her and made interacting with new people a less intimidating and intense prospect. She had a reason to get out of the house, made friends within her group and these small victories helped her see herself in a new light.

“

*Although I continue to struggle with my mental health, I want to acknowledge that the progress I've made, which might seem like tiny steps to others, is actually monumental for me. Your guidance has been invaluable in my journey, and I am truly thankful for your presence and support.”*

Throughout the period, as well as keyworking and therapy, we offered Ellie tutoring to her catch her up for her GCSEs and provided Ellie's mother and father with extensive parental support. We also remained linked in with other agencies (including her psychiatrist at CAMHS), holding monthly meetings. Her team worked hard to put in place supporting factors to maintain sustained recovery. We encouraged Ellie to attend social events on her terms, which, due to her social anxiety is still challenging. Ellie started volunteering, took up personal fitness classes and recently started working with our Noa at Work manager to assess her long term career aspirations.

Ellie has recently graduated from Noa. She is no longer having suicidal thoughts and has not self-harmed in over a year. Ellie feels confident in the tools and skills she has gained to tackle her other challenges. Ellie is going to college to start her A-levels, which is a massive achievement for her, and is far less socially isolated. She is stable and excited about her future.



“

*There are victories that the world recognizes. Things you would consider BIG and courageous and impressive.*

*But there are also silent victories, that are no less impressive... The world doesn't know how massive of a triumph it is to live every single day with mental illness. The triumph of battling intrusive thoughts that threaten to harm you. The triumph of battling depression every day, pulling yourself out of bed when there are metaphorical weights all over you. Just the act of staying alive when your mind tells you it would prefer otherwise... There is no end to the list of daily triumphs that mental illness demands of a person.*

*Noa is that fan club behind those of us who have no choice but to battle these battles. Noa is one of the rare places that understand what it means to battle Mental illness. And the support they give is equivalent to all the medals and trophies in the world.*

*Noa is what makes it possible for me personally to win these massive victories day in and day out, again and again and again...”*

# REFERENCES AND ADMINISTRATIVE DETAILS

## Registered Charity Name

Noa Girls

## Charity registration number

1130834

## Company registration number

6880752

## Principal office and registered office

20 Russell Gardens  
London, NW11 9NL

## The Trustees

Mrs S L Green  
Mrs E J Weider  
Dr N E Katz Sacks  
Mrs J E Matyas Benjamin  
Mrs K F Harris  
Mrs H M Smith (Retired 5 December 2023)  
Dr T A Ezra  
Mrs F Hager  
Mrs N Rosenberg

## Company Secretary

Mrs N Lerer

## Auditor

Cohen Arnold  
Chartered Accountants & Statutory Auditor  
New Burlington House  
1075 Finchley Road  
London, NW11 0PU

“

Thank you for being part of my journey in making (my) dream become a reality... a place a few years ago I never thought I would reach!”

## TRUSTEE'S RESPONSIBILITIES STATEMENT

The trustees, who are also directors for the purposes of company law, are responsible for preparing the trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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

In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the applicable Charities SORP;
- make judgments and accounting estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements 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.

## AUDITOR

Each of the persons who is a trustee at the date of approval of this report confirms that:

- so far as they are aware, there is no relevant audit information of which the charity's auditor is unaware; and
- they have taken all steps that they ought to have taken as a trustee to make themselves aware of any relevant audit information and to establish that the charity's auditor is aware of that information.

The auditor is deemed to have been re-appointed in accordance with section 487 of the Companies Act 2006.

## SMALL COMPANY PROVISIONS

This report has been prepared in accordance with the provisions applicable to companies entitled to the small companies exemption.

The trustees' annual report was approved on 1 November 2024 and signed on behalf of the board of trustees by:



**KAREN HARRIS**  
CHAIR OF TRUSTEES

**NOA GIRLS**  
**COMPANY LIMITED BY GUARANTEE**  
**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF NOA GIRLS**  
**YEAR ENDED 31 MARCH 2024**

**OPINION**

We have audited the financial statements of Noa Girls (the 'charity') for the year ended 31 March 2024 which comprise the statement of financial activities (including income and expenditure account), statement of financial position, statement of cash flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 March 2024 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- 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 financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and the provisions available for small entities, in the circumstances set out in note 26 to the financial statements, 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 financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements 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 financial statements 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.

**NOA GIRLS**  
**COMPANY LIMITED BY GUARANTEE**  
**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF NOA GIRLS**  
*(continued)*  
**YEAR ENDED 31 MARCH 2024**

**OTHER INFORMATION**

The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. 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.

**OPINIONS ON OTHER MATTERS PRESCRIBED BY THE COMPANIES ACT 2006**

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the trustees' report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees' report has been prepared in accordance with applicable legal requirements.

**MATTERS ON WHICH WE ARE REQUIRED TO REPORT BY EXCEPTION**

In the light of the knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the 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 financial statements 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 take advantage of the small companies' exemptions in preparing the directors' report and from the requirement to prepare a strategic report.

**NOA GIRLS**  
**COMPANY LIMITED BY GUARANTEE**  
**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF NOA GIRLS**  
*(continued)*  
**YEAR ENDED 31 MARCH 2024**

**RESPONSIBILITIES OF TRUSTEES**

As explained more fully in the trustees' responsibilities statement, the trustees (who are also the directors for the purposes of company law) are responsible for the preparation of the financial statements 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 financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, 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 trustees either intend to liquidate the charity or to cease operations, or have no realistic alternative but to do so.

**NOA GIRLS**  
**COMPANY LIMITED BY GUARANTEE**  
**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF NOA GIRLS**  
*(continued)*  
**YEAR ENDED 31 MARCH 2024**

**AUDITOR'S RESPONSIBILITIES FOR THE AUDIT OF THE FINANCIAL STATEMENTS**

Our objectives are to obtain reasonable assurance about whether the financial statements 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 financial statements.

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:

- We obtained an understanding of the legal and regulatory frameworks that are applicable to the charity through discussion with the trustees and senior management. We identified financial reporting legislation (including related companies legislation and charities legislation), taxation legislation, employment legislation, anti-bribery legislation and other matters relating to the operations of the charity as being most significant to these financial statements.
- We communicated these identified frameworks amongst our audit team and remained alert to any indications of non-compliance throughout the audit. We ensured that the engagement team had sufficient competence and capability to identify or recognise non-compliance with laws and regulations.
- We discussed with the trustees and senior management the policies and procedures regarding compliance with these legal and regulatory frameworks.
- We assessed the susceptibility of the charity's financial statements to material misstatement due to non-compliance with legal and regulatory frameworks, including how fraud might occur, by enquiry with the trustees and senior management during the planning and finalisation stages of our audit and by using proprietary disclosure checklists. The susceptibility to such material misstatement was determined to be low.
- Based on this understanding, we designed our audit procedures to identify non-compliance with the identified legal and regulatory frameworks, which were part of our procedures on the related financial statement items.

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. For example, the further removed non-compliance with laws and regulations (irregularities) is from the events and transactions reflected in the financial statements, the less likely the inherently limited procedures required by auditing standards would identify it. In addition, as with any audit, there remained a higher risk of non-detection of irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls. We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations.

**NOA GIRLS**  
**COMPANY LIMITED BY GUARANTEE**  
**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF NOA GIRLS**  
*(continued)*  
**YEAR ENDED 31 MARCH 2024**

As part of an audit in accordance with ISAs (UK), we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.
- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the charity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

**NOA GIRLS**  
**COMPANY LIMITED BY GUARANTEE**  
**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF NOA GIRLS**  
*(continued)*  
**YEAR ENDED 31 MARCH 2024**

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

**USE OF OUR REPORT**

This report is made solely to the charity'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 charity'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 charity and the charity's members as a body, for our audit work, for this report, or for the opinions we have formed.



Mr B Leigh, FCA (Senior Statutory Auditor)

For and on behalf of  
Cohen Arnold  
Chartered Accountants & Statutory Auditor  
New Burlington House  
1075 Finchley Road  
LONDON  
NW11 0PU

1 November 2024

**NOA GIRLS**  
**COMPANY LIMITED BY GUARANTEE**  
**STATEMENT OF FINANCIAL ACTIVITIES**  
**(INCLUDING INCOME AND EXPENDITURE ACCOUNT)**  
**YEAR ENDED 31 MARCH 2024**

|  | Note  | Unrestricted<br>funds<br>£ | 2024<br>Restricted<br>funds<br>£ | 2024<br>Total funds<br>£  | 2023<br>Total funds<br>£ |
|--|-------|----------------------------|----------------------------------|---------------------------|--------------------------|
| <b>Income and endowments</b>                     |       |                            |                                  |                           |                          |
| Donations and legacies                           | 5     | 617,636                    | 755,792                          | <b>1,373,428</b>          | 1,154,533                |
| Charitable activities                            | 6     | 12,030                     | –                                | <b>12,030</b>             | 5,002                    |
| Fundraising events                               | 7     | 560,531                    | –                                | <b>560,531</b>            | 834,076                  |
| Investment income                                | 8     | 7,977                      | –                                | <b>7,977</b>              | 2,552                    |
| <b>Total income</b>                              |       | <u>1,198,174</u>           | <u>755,792</u>                   | <u><b>1,953,966</b></u>   | <u>1,996,163</u>         |
| <b>Expenditure</b>                               |       |                            |                                  |                           |                          |
| Expenditure on raising funds:                    |       |                            |                                  |                           |                          |
| Costs of raising donations and legacies          | 9     | (182,427)                  | (809)                            | <b>(183,236)</b>          | (205,803)                |
| Expenditure on charitable activities             | 10,11 | (1,158,546)                | (631,221)                        | <b>(1,789,767)</b>        | (1,814,389)              |
| <b>Total expenditure</b>                         |       | <u>(1,340,973)</u>         | <u>(632,030)</u>                 | <u><b>(1,973,003)</b></u> | <u>(2,020,192)</u>       |
| <b>Net expenditure and net movement in funds</b> |       | <u>(142,799)</u>           | <u>123,762</u>                   | <u><b>(19,037)</b></u>    | <u>(24,029)</u>          |
| <b>Reconciliation of funds</b>                   |       |                            |                                  |                           |                          |
| Total funds brought forward                      |       | 576,554                    | 223,941                          | <b>800,495</b>            | 824,524                  |
| <b>Total funds carried forward</b>               |       | <u>433,755</u>             | <u>347,703</u>                   | <u><b>781,458</b></u>     | <u>800,495</u>           |

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

The notes on pages 43 to 51 form part of the financial statements.

**NOA GIRLS**  
**COMPANY LIMITED BY GUARANTEE**  
**STATEMENT OF FINANCIAL POSITION**  
**31 MARCH 2024**

|   | Note | 2024<br>£       | 2023<br>£      |
|---|------|-----------------|----------------|
| <b>FIXED ASSETS</b>                                   |      |                 |                |
| Tangible fixed assets                                 | 17   | <b>153,193</b>  | 166,003        |
| <b>CURRENT ASSETS</b>                                 |      |                 |                |
| Debtors   | 18   | <b>40,484</b>   | 68,786         |
| Cash at bank and in hand                              |      | <u>675,958</u>  | <u>714,045</u> |
|   |      | <b>716,442</b>  | 782,831        |
| <b>CREDITORS: amounts falling due within one year</b> | 19   | <b>(88,177)</b> | (148,339)      |
| <b>NET CURRENT ASSETS</b>                             |      | <u>628,265</u>  | <u>634,492</u> |
| <b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>          |      | <u>781,458</u>  | <u>800,495</u> |
| <b>NET ASSETS</b>                                     |      | <u>781,458</u>  | <u>800,495</u> |
| <b>FUNDS OF THE CHARITY</b>                           |      |                 |                |
| Restricted funds                                      |      | <b>347,703</b>  | 223,941        |
| Unrestricted funds                                    |      | <u>433,755</u>  | <u>576,554</u> |
| <b>Total charity funds</b>                            | 22   | <u>781,458</u>  | <u>800,495</u> |

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

These financial statements were approved by the board of trustees and authorised for issue on 1 November 2024, and are signed on behalf of the board by:



Mrs K F Harris  
Trustee

The notes on pages 43 to 51 form part of the financial statements.

**NOA GIRLS**  
**COMPANY LIMITED BY GUARANTEE**  
**STATEMENT OF CASH FLOWS**  
**YEAR ENDED 31 MARCH 2024**

|   | 2024                  | 2023                  |
|---|-----------------------|-----------------------|
|   | £                     | £                     |
| <b>CASH FLOWS FROM OPERATING ACTIVITIES</b>           |                       |                       |
| Net expenditure                                       | (19,037)              | (24,029)              |
| <i>Adjustments for:</i>                               |                       |                       |
| Depreciation of tangible fixed assets                 | 35,015                | 30,128                |
| Other interest receivable and similar income          | (7,977)               | (2,552)               |
| Accrued income  | (3,856)               | (6,337)               |
| Deferred income                                       | –                     | 53,003                |
| <i>Changes in:</i>                                    |                       |                       |
| Trade and other debtors                               | 28,302                | (31,264)              |
| Trade and other creditors                             | (56,306)              | 24,373                |
| Cash generated from operations                        | (23,859)              | 43,322                |
| Interest received                                     | 7,977                 | 2,552                 |
| Net cash (used in)/from operating activities          | <u>(15,882)</u>       | <u>45,874</u>         |
| <b>CASH FLOWS FROM INVESTING ACTIVITIES</b>           |                       |                       |
| Purchase of tangible assets                           | (22,205)              | (83,098)              |
| Net cash used in investing activities                 | <u>(22,205)</u>       | <u>(83,098)</u>       |
| <b>NET DECREASE IN CASH AND CASH EQUIVALENTS</b>      | <b>(38,087)</b>       | <b>(37,224)</b>       |
| <b>CASH AND CASH EQUIVALENTS AT BEGINNING OF YEAR</b> | <b>714,045</b>        | <b>751,269</b>        |
| <b>CASH AND CASH EQUIVALENTS AT END OF YEAR</b>       | <b><u>675,958</u></b> | <b><u>714,045</u></b> |

The notes on pages 43 to 51 form part of the financial statements.

**NOA GIRLS**  
**COMPANY LIMITED BY GUARANTEE**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**YEAR ENDED 31 MARCH 2024**

**1. GENERAL INFORMATION**

The charity is a public benefit entity and a private company limited by guarantee, registered in England and Wales and a registered charity in England and Wales. The address of the registered office is 20 Russell Gardens, London, NW11 9NL.

**2. STATEMENT OF COMPLIANCE**

These financial statements have been prepared in compliance with FRS 102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland', 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) (Charities SORP (FRS 102)) and the Companies Act 2006.

**3. ACCOUNTING POLICIES**

**Basis of preparation**

The financial statements have been prepared on the historical cost basis, as modified by the revaluation of certain financial assets and liabilities and investment properties measured at fair value through income or expenditure.

The financial statements are prepared in sterling, which is the functional currency of the entity.

The charity meets the definition of a public benefit entity under FRS 102.

**Going concern**

There are no material uncertainties about the charity's ability to continue.

**Judgements and key sources of estimation uncertainty**

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported. These estimates and judgements are continually reviewed and are based on experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. There were no significant judgements or estimates made in the preparation of these financial statements.

**Fund accounting**

Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the charity.

Designated funds are unrestricted funds earmarked by the trustees for particular future project or commitment.

Restricted funds comprise of funds received via grants for specific purposes and donation campaigns run for specific projects. Restricted funds are available for use by the trustees limited by the conditions attached to those funds.

**Designated funds**

This applies where the charity has designated a portion of its funds to cover estimated future renovations to its premises.

**NOA GIRLS**  
**COMPANY LIMITED BY GUARANTEE**  
**NOTES TO THE FINANCIAL STATEMENTS** *(continued)*  
**YEAR ENDED 31 MARCH 2024**

**3. ACCOUNTING POLICIES** *(continued)*

**Incoming resources**

All income is included in the statement of financial activities when entitlement has passed to the charity, it is probable that the economic benefits associated with the transaction will flow to the charity and the amount can be reliably measured. The following specific policies are applied to particular categories of income:

- income from donations are recognised when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably.
- income from grants are recognised when receipt is probable and entitlement is established having regard to conditions attached to the grants and any time frame imposed on the grant.
- income from donated goods and services provided to the charity are recognised at fair value in the period in which they are received, when they can be quantified. A corresponding amount is included within the relevant category of expenditure.

**Resources expended**

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is classified under headings of the statement of financial activities to which it relates:

- expenditure on raising funds includes the costs of all fundraising activities, events, non-charitable trading activities, and the sale of donated goods.
- expenditure on charitable activities includes all costs incurred by a charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities.

All costs are allocated to expenditure categories reflecting the use of the resource. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs are apportioned between the activities they contribute to on a reasonable, justifiable and consistent basis.

**Tangible assets**

Tangible assets are initially recorded at cost, and subsequently stated at cost less any accumulated depreciation and impairment losses.

**Depreciation**

Depreciation is calculated so as to write off the cost or valuation of an asset, less its residual value, over the useful economic life of that asset as follows:

|                       |   |                   |
|-----------------------|---|-------------------|
| Land and buildings    | - | 10% straight line |
| Fixtures and fittings | - | 20% straight line |
| Equipment             | - | 20% straight line |
| Building improvements | - | 2% straight line  |

Depreciation of an asset begins when it is in the location and condition necessary for it to be capable of operating in the manner intended by the charity.

**NOA GIRLS**  
**COMPANY LIMITED BY GUARANTEE**  
**NOTES TO THE FINANCIAL STATEMENTS** *(continued)*  
**YEAR ENDED 31 MARCH 2024**

**3. ACCOUNTING POLICIES** *(continued)*

**Impairment of fixed assets**

A review for indicators of impairment is carried out at each reporting date, with the recoverable amount being estimated where such indicators exist. Where the carrying value exceeds the recoverable amount, the asset is impaired accordingly. Prior impairments are also reviewed for possible reversal at each reporting date.

**Financial instruments**

A financial asset or a financial liability is recognised only when the entity becomes a party to the contractual provisions of the instrument.

Basic financial instruments are initially recognised at the amount receivable or payable including any related transaction costs, unless the arrangement constitutes a financing transaction, where it is recognised at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Current assets and current liabilities are subsequently measured at the cash or other consideration expected to be paid or received and not discounted.

**4. LIMITED BY GUARANTEE**

The charity is a company limited by guarantee and has no share capital. The liability of each member in the event of winding up is limited to £10.

**5. DONATIONS AND LEGACIES**

|                                   | Unrestricted<br>Funds<br>£ | Restricted<br>Funds<br>£ | Total Funds<br>2024<br>£ |
|-----------------------------------|----------------------------|--------------------------|--------------------------|
| <b>DONATIONS</b>                  |                            |                          |                          |
| Donations received                | 551,136                    | –                        | <b>551,136</b>           |
| <b>GRANTS</b>                     |                            |                          |                          |
| Grants receivable                 | 66,500                     | 585,846                  | <b>652,346</b>           |
| Local authority grants receivable | –                          | 169,946                  | <b>169,946</b>           |
|                                   | <u>617,636</u>             | <u>755,792</u>           | <u><b>1,373,428</b></u>  |
|                                   | Unrestricted<br>Funds<br>£ | Restricted<br>Funds<br>£ | Total Funds<br>2023<br>£ |
| <b>DONATIONS</b>                  |                            |                          |                          |
| Donations received                | 475,686                    | 4,690                    | 480,376                  |
| <b>GRANTS</b>                     |                            |                          |                          |
| Grants receivable                 | 34,600                     | 460,412                  | 495,012                  |
| Local authority grants receivable | –                          | 179,145                  | 179,145                  |
|                                   | <u>510,286</u>             | <u>644,247</u>           | <u>1,154,533</u>         |

**NOA GIRLS**  
**COMPANY LIMITED BY GUARANTEE**  
**NOTES TO THE FINANCIAL STATEMENTS (continued)**  
**YEAR ENDED 31 MARCH 2024**

**5. DONATIONS AND LEGACIES (continued)**

Included within donations received is an amount of £81,600 relating to the provision of rent-free premises to the charity.

**6. CHARITABLE ACTIVITIES**

|   | Unrestricted<br>Funds<br>£ | Total Funds<br>2024<br>£ | Unrestricted<br>Funds<br>£ | Total Funds<br>2023<br>£ |
|---|----------------------------|--------------------------|----------------------------|--------------------------|
| Sale of goods/services as part of direct charitable activities              | 640                        | <b>640</b>               | –                          | –                        |
| Sale of goods/services made or provided by the beneficiaries of the charity | 11,390                     | <b>11,390</b>            | 5,002                      | 5,002                    |
|   | <u>12,030</u>              | <u><b>12,030</b></u>     | <u>5,002</u>               | <u>5,002</u>             |

**7. FUNDRAISING EVENTS**

|                    | Unrestricted<br>Funds<br>£ | Total Funds<br>2024<br>£ | Unrestricted<br>Funds<br>£ | Total Funds<br>2023<br>£ |
|--------------------|----------------------------|--------------------------|----------------------------|--------------------------|
| Fundraising events | 560,531                    | <b>560,531</b>           | 834,076                    | 834,076                  |

**8. INVESTMENT INCOME**

|                           | Unrestricted<br>Funds<br>£ | Total Funds<br>2024<br>£ | Unrestricted<br>Funds<br>£ | Total Funds<br>2023<br>£ |
|---------------------------|----------------------------|--------------------------|----------------------------|--------------------------|
| Bank interest receivable  | 7,977                      | <b>7,977</b>             | 2,545                      | 2,545                    |
| Other interest receivable | –                          | –                        | 7                          | 7                        |
|                           | <u>7,977</u>               | <u><b>7,977</b></u>      | <u>2,552</u>               | <u>2,552</u>             |

**9. COSTS OF RAISING DONATIONS AND LEGACIES**

|  | Unrestricted<br>Funds<br>£ | Restricted<br>Funds<br>£ | Total Funds<br>2024<br>£ |
|--|----------------------------|--------------------------|--------------------------|
| Costs of generating income - Fundraising | 182,427                    | 809                      | <b>183,236</b>           |

|  | Unrestricted<br>Funds<br>£ | Restricted<br>Funds<br>£ | Total Funds<br>2023<br>£ |
|--|----------------------------|--------------------------|--------------------------|
| Costs of generating income - Fundraising | 205,803                    | –                        | <b>205,803</b>           |

The costs of generating income includes wages and salaries and associated costs for staff involved in raising funds and donations and grants for the charity, the administrative costs of raising funds and the cost of fundraising events.

**NOA GIRLS**  
**COMPANY LIMITED BY GUARANTEE**  
**NOTES TO THE FINANCIAL STATEMENTS (continued)**  
**YEAR ENDED 31 MARCH 2024**

**10. EXPENDITURE ON CHARITABLE ACTIVITIES BY FUND TYPE**

|                              | Unrestricted<br>Funds<br>£ | Restricted<br>Funds<br>£ | Total Funds<br>2024<br>£ |
|------------------------------|----------------------------|--------------------------|--------------------------|
| Direct charitable activities | 894,626                    | 626,838                  | <b>1,521,464</b>         |
| Support costs                | 263,920                    | 4,383                    | <b>268,303</b>           |
|                              | <u>1,158,546</u>           | <u>631,221</u>           | <u><b>1,789,767</b></u>  |

|                              | Unrestricted<br>Funds<br>£ | Restricted<br>Funds<br>£ | Total Funds<br>2023<br>£ |
|------------------------------|----------------------------|--------------------------|--------------------------|
| Direct charitable activities | 996,048                    | 551,570                  | 1,547,618                |
| Support costs                | 258,883                    | 7,888                    | 266,771                  |
|                              | <u>1,254,931</u>           | <u>559,458</u>           | <u>1,814,389</u>         |

**11. EXPENDITURE ON CHARITABLE ACTIVITIES BY ACTIVITY TYPE**

|                              | Activities<br>undertaken<br>directly<br>£ | Support costs<br>£ | Total funds<br>2024<br>£ | Total fund<br>2023<br>£ |
|------------------------------|---|--------------------|--------------------------|-------------------------|
| Direct charitable activities | 1,521,464                                 | 248,790            | <b>1,770,254</b>         | 1,793,757               |
| Governance costs             | –   | 19,513             | <b>19,513</b>            | 20,632                  |
|                              | <u>1,521,464</u>                          | <u>268,303</u>     | <u><b>1,789,767</b></u>  | <u>1,814,389</u>        |

**12. ANALYSIS OF SUPPORT COSTS**

|                  | Activities<br>undertaken<br>directly<br>£ | Total 2024<br>£       | Total 2023<br>£ |
|------------------|---|-----------------------|-----------------|
| Staff costs      | 248,790                                   | <b>248,790</b>        | 246,139         |
| Governance costs | 19,513                                    | <b>19,513</b>         | 20,632          |
|                  | <u>268,303</u>                            | <u><b>268,303</b></u> | <u>266,771</u>  |

**13. NET EXPENDITURE**

Net expenditure is stated after charging/(crediting):

|                                       | 2024<br>£     | 2023<br>£ |
|---------------------------------------|---------------|-----------|
| Depreciation of tangible fixed assets | <b>35,015</b> | 30,128    |

**NOA GIRLS**  
**COMPANY LIMITED BY GUARANTEE**  
**NOTES TO THE FINANCIAL STATEMENTS** *(continued)*  
**YEAR ENDED 31 MARCH 2024**

**14. AUDITORS REMUNERATION**

|  | 2024          | 2023          |
|--|---------------|---------------|
|  | £             | £             |
| Fees payable for the audit of the financial statements   | <u>19,280</u> | <u>20,400</u> |
| Fees payable to the charity's auditor and its associates for other services:<br>Other non-audit services | <u>7,066</u>  | <u>9,990</u>  |

**15. STAFF COSTS**

The total staff costs and employee benefits for the reporting period are analysed as follows:

|   | 2024                    | 2023             |
|---|-------------------------|------------------|
|   | £                       | £                |
| Wages and salaries                      | <b>1,065,766</b>        | 1,052,490        |
| Social security costs                   | <b>91,239</b>           | 92,701           |
| Employer contributions to pension plans | <b>20,872</b>           | 19,062           |
|   | <u><b>1,177,877</b></u> | <u>1,164,253</u> |

During the year the charity had 53 (2023: 51) volunteers assisting with direct charitable activities.

The average head count of employees during the year was 45 (2023: 47). The average number of full-time equivalent employees during the year is analysed as follows:

|                          | 2024             | 2023      |
|--------------------------|------------------|-----------|
|                          | No.              | No.       |
| Key management personnel | <b>3</b>         | 3         |
| Charitable activities    | <b>20</b>        | 21        |
| Support staff            | <b>1</b>         | 2         |
|                          | <u><b>24</b></u> | <u>26</u> |

The average number of full time equivalent employees during the year was 24 (2023: 26).

The number of employees whose remuneration for the year fell within the following bands, were:

|                    | 2024            | 2023     |
|--------------------|-----------------|----------|
|                    | No.             | No.      |
| £80,000 to £89,999 | –               | 1        |
| £90,000 to £99,999 | <b>1</b>        | –        |
|                    | <u><b>1</b></u> | <u>1</u> |

**Key Management Personnel**

Key management personnel include all persons that have authority and responsibility for planning, directing and controlling the activities of the charity. The total compensation paid to key management personnel for services provided to the charity was £262,027 (2023: £206,201).

**NOA GIRLS**  
**COMPANY LIMITED BY GUARANTEE**  
**NOTES TO THE FINANCIAL STATEMENTS** *(continued)*  
**YEAR ENDED 31 MARCH 2024**

**16. TRUSTEE REMUNERATION AND EXPENSES**

No remuneration or other benefits from employment with the charity or a related entity were received by the trustees.

No trustees expenses have been incurred.

**17. TANGIBLE FIXED ASSETS**

|                         | Land and<br>buildings<br>£ | Fixtures and<br>fittings<br>£ | Equipment<br>£ | Building<br>improvements<br>£ | Total<br>£            |
|-------------------------|----------------------------|-------------------------------|----------------|-------------------------------|-----------------------|
| <b>Cost</b>             |                            |                               |                |                               |                       |
| At 1 April 2023         | 31,032                     | 29,865                        | 112,492        | 68,271                        | <b>241,660</b>        |
| Additions               | –                          | –                             | 9,057          | 13,148                        | <b>22,205</b>         |
| Disposals               | –                          | –                             | (14,308)       | –                             | <b>(14,308)</b>       |
| <b>At 31 March 2024</b> | <u>31,032</u>              | <u>29,865</u>                 | <u>107,241</u> | <u>81,419</u>                 | <u><b>249,557</b></u> |
| <b>Depreciation</b>     |                            |                               |                |                               |                       |
| At 1 April 2023         | 12,413                     | 15,831                        | 45,540         | 1,873                         | <b>75,657</b>         |
| Charge for the year     | 3,103                      | 5,973                         | 24,310         | 1,629                         | <b>35,015</b>         |
| Disposals               | –                          | –                             | (14,308)       | –                             | <b>(14,308)</b>       |
| <b>At 31 March 2024</b> | <u>15,516</u>              | <u>21,804</u>                 | <u>55,542</u>  | <u>3,502</u>                  | <u><b>96,364</b></u>  |
| <b>Carrying amount</b>  |                            |                               |                |                               |                       |
| <b>At 31 March 2024</b> | <u>15,516</u>              | <u>8,061</u>                  | <u>51,699</u>  | <u>77,917</u>                 | <u><b>153,193</b></u> |
| At 31 March 2023        | <u>18,619</u>              | <u>14,034</u>                 | <u>66,952</u>  | <u>66,398</u>                 | <u>166,003</u>        |

**18. DEBTORS**

|                                | 2024                 | 2023          |
|--------------------------------|----------------------|---------------|
|                                | £                    | £             |
| Trade debtors                  | <b>21,097</b>        | 64,991        |
| Prepayments and accrued income | <b>15,922</b>        | 330           |
| Other debtors                  | <b>3,465</b>         | 3,465         |
|                                | <u><b>40,484</b></u> | <u>68,786</u> |

**19. CREDITORS: amounts falling due within one year**

|                                 | 2024                 | 2023           |
|---------------------------------|----------------------|----------------|
|                                 | £                    | £              |
| Trade creditors                 | <b>33,939</b>        | 26,420         |
| Accruals and deferred income    | <b>29,318</b>        | 86,177         |
| Social security and other taxes | <b>20,273</b>        | 28,317         |
| Other creditors                 | <b>4,647</b>         | 7,425          |
|                                 | <u><b>88,177</b></u> | <u>148,339</u> |

**NOA GIRLS**  
**COMPANY LIMITED BY GUARANTEE**  
**NOTES TO THE FINANCIAL STATEMENTS** *(continued)*  
**YEAR ENDED 31 MARCH 2024**

**20. DEFERRED INCOME**

|                         | 2024 | 2023          |
|-------------------------|------|---------------|
|                         | £    | £             |
| Amount deferred in year | –    | <u>53,003</u> |

Deferred income comprises grants to which the charity was entitled at the period end that substantively relate to the following year.

**21. PENSIONS AND OTHER POST RETIREMENT BENEFITS****Defined contribution plans**

The amount recognised in income or expenditure as an expense in relation to defined contribution plans was £20,872 (2023: £19,062).

**22. ANALYSIS OF CHARITABLE FUNDS****Unrestricted funds**

|                  | At             |                  |                    | At 31 March | 2024                  |
|------------------|----------------|------------------|--------------------|-------------|-----------------------|
|                  | 1 April 2023   | Income           | Expenditure        | Transfers   | £                     |
|                  | £              | £                | £                  | £           | £                     |
| General funds    | 476,554        | 1,198,174        | (1,340,973)        | 100,000     | <b>433,755</b>        |
| Designated funds | 100,000        | –                | –                  | (100,000)   | –                     |
|                  | <u>576,554</u> | <u>1,198,174</u> | <u>(1,340,973)</u> | <u>–</u>    | <u><b>433,755</b></u> |

|                  | At             |                  |                    | At 31 March    | 2023           |
|------------------|----------------|------------------|--------------------|----------------|----------------|
|                  | 1 April 2022   | Income           | Expenditure        | Transfers      | £              |
|                  | £              | £                | £                  | £              | £              |
| General funds    | 593,327        | 1,351,916        | (1,460,734)        | (7,955)        | 476,554        |
| Designated funds | 100,000        | –                | –                  | –              | 100,000        |
|                  | <u>693,327</u> | <u>1,351,916</u> | <u>(1,460,734)</u> | <u>(7,955)</u> | <u>576,554</u> |

**NOA GIRLS**  
**COMPANY LIMITED BY GUARANTEE**  
**NOTES TO THE FINANCIAL STATEMENTS** *(continued)*  
**YEAR ENDED 31 MARCH 2024**

**22. ANALYSIS OF CHARITABLE FUNDS** *(continued)***Restricted funds**

|                          | At             |                |                  | At 31 March | 2024                  |
|--------------------------|----------------|----------------|------------------|-------------|-----------------------|
|                          | 1 April 2023   | Income         | Expenditure      | Transfers   | £                     |
|                          | £              | £              | £                | £           | £                     |
| Various restricted funds | <u>223,941</u> | <u>755,792</u> | <u>(632,030)</u> | <u>–</u>    | <u><b>347,703</b></u> |

|                          | At             |                |                  | At 31 March  | 2023           |
|--------------------------|----------------|----------------|------------------|--------------|----------------|
|                          | 1 April 2022   | Income         | Expenditure      | Transfers    | £              |
|                          | £              | £              | £                | £            | £              |
| Various restricted funds | <u>131,197</u> | <u>644,247</u> | <u>(559,458)</u> | <u>7,955</u> | <u>223,941</u> |

**23. ANALYSIS OF NET ASSETS BETWEEN FUNDS**

|                            | Unrestricted   | Restricted     | Total Funds           |
|----------------------------|----------------|----------------|-----------------------|
|                            | Funds          | Funds          | 2024                  |
|                            | £              | £              | £                     |
| Tangible fixed assets      | 153,193        | –              | <b>153,193</b>        |
| Current assets             | 368,739        | 347,703        | <b>716,442</b>        |
| Creditors less than 1 year | (88,177)       | –              | <b>(88,177)</b>       |
| <b>Net assets</b>          | <u>433,755</u> | <u>347,703</u> | <u><b>781,458</b></u> |

|                            | Unrestricted   | Restricted     | Total Funds    |
|----------------------------|----------------|----------------|----------------|
|                            | Funds          | Funds          | 2023           |
|                            | £              | £              | £              |
| Tangible fixed assets      | 166,003        | –              | 166,003        |
| Current assets             | 558,890        | 223,941        | 782,831        |
| Creditors less than 1 year | (148,339)      | –              | (148,339)      |
| <b>Net assets</b>          | <u>576,554</u> | <u>223,941</u> | <u>800,495</u> |

**24. ANALYSIS OF CHANGES IN NET DEBT**

|                          | At             |                 | At                    |
|--------------------------|----------------|-----------------|-----------------------|
|                          | 1 Apr 2023     | Cash flows      | 31 Mar 2024           |
|                          | £              | £               | £                     |
| Cash at bank and in hand | <u>714,045</u> | <u>(38,087)</u> | <u><b>675,958</b></u> |

**25. RELATED PARTIES**

During the year, the charity received donations aggregating £54,783 (2023: £41,136) from the trustees and key management personnel, and their close family members.

**26. ETHICAL STANDARDS**

In common with many businesses of the charity's size and nature the charity uses its auditors to prepare and submit returns to the tax authorities, assist with the preparation of the financial statements and provide tax advice.



The Charles  
Wolfson  
Charitable  
Trust



The  
Henry Smith  
Charity  
founded in 1628



kirschfoundation



All the artwork in this report was created by girls in Noa and is reproduced and printed with their permission. The pieces were produced as part of their therapeutic journey and express different parts of their struggles, their support, their recovery and what Noa means to them.

**NOA GIRLS**

England & Wales - Charity number 1130834

---

# Accounts

---

**NOA GIRLS**

# **FINANCIAL STATEMENTS**

**YEAR ENDED 31 MARCH 2023**

(Company limited by guarantee)

**noa**



# CONTENTS

|  |    |
|--|----|
| Trustees' Annual Report (Incorporating the Director's Report).....                 | 4  |
| Independent Auditor's Report to the Members.....                                   | 22 |
| Statement of Financial Activities (Including Income and Expenditure Account) ..... | 28 |
| Statement of Financial Position .....  | 29 |
| Statement of Cash Flows .....  | 30 |
| Notes to the Financial Statements.....   | 31 |

# **Trustees Annual Report**

## **(incorporating the director's report)**

The trustees, who are also the directors for the purposes of company law, present their report and the financial statements of the charity for the year ended 31 March 2023.



**270**

Girls supported  
per year



**114**

Referrals received  
this year



**31,744**

Hours of care by  
frontline staff a year



**96**

Girls provided  
with therapy



**14**

Girls at Noa come  
from 14 schools



**2,000**

Girls impacted through  
mental health  
education project

# OUR MISSION

No girl should struggle alone. Noa provides practical emotional and therapeutic support to adolescent girls in the Orthodox Jewish community.

We empower each girl to harness her innate strength to move forward and overcome the obstacles in her life to live an independent positive and healthy future.

# STRATEGIC AIMS AND CORE BELIEFS

## Our strategic aims

- To provide each girl with the tailored practical emotional and therapeutic support she needs, empowering her to resiliently overcome her challenges.
- To reach girls where no-one else can through providing a culturally sensitive environment where girls feel safe and understood.
- To raise awareness and reduce stigmas surrounding mental health, abuse and associated challenges, facilitating earlier detection of girls who are struggling and ensuring that they are guided to access effective support.
- To grow sustainably and expand our capacity to support more girls, to meet the surge for demand for our service.
- To create strong referral pathways with statutory and other external services, educating them about the cultural norms and needs of the community so that we can achieve better outcomes for the girls in the Orthodox Jewish community.
- To increase the number of professionals trained in the therapeutic fields in the Orthodox Jewish community workforce, to meet the current and future needs of Noa beneficiaries and to ensure longevity of support within the community after graduating Noa.

## Our core beliefs

- We believe in **empowerment**. We create bespoke care plans for each girl that focus on equipping them with the emotional and practical tools they need to create a healthier more independent future.
- We believe our girls require creative and **flexible adolescent-centred support**. Many of our girls suffer from multiple complex and interlinked issues and a holistic approach which addresses every facet of girls' challenges is necessary for them to achieve sustained recovery. Girls may have practical needs that need addressing before they are ready for more formal support, others may need to rebuild their depleted self-esteem in a safe and non-judgmental environment for some time before they are willing to engage in relevant therapies.
- We believe that a **dynamic** approach which builds on girls' strengths is what develops the emotional resilience necessary for them to confront their challenges. Our continuously expanding range of programmes and therapies give girls many opportunities to engage with our service, at their own pace and on their own terms.
- We believe in **working collaboratively**. We have established excellent relationships with community leaders and the main Jewish girls' high schools in NW London and Hackney. We work closely with other organisations within our sector and act as a bridge to statutory and external services, constantly liaising with these services to ensure girls' care is aligned and comprehensive.
- We believe in an **evidence-led** approach. We have significantly invested in our monitoring and evaluation systems, enabling us to measure girls' progress and demonstrate impact to key stakeholders/ funders.
- We believe in **co-production**. We want girls' authentic voices and experiences to shape and improve our service. The feedback and suggestions we receive from beneficiaries, alongside thinktanks we hold with alumnae, drive programme development and give us valuable insights into what support girls find most effective in propelling them towards recovery.

# OBJECTIVES AND ACTIVITIES

The girls Noa supports suffer from mental health challenges which often or may stem from or be exacerbated by difficult home situations and/or trauma. They grapple with issues such as anxiety, depression, self-harm, eating disorders and suicidal thoughts. The spectrum of issues that we support runs from discrete challenges that limit a girl’s ability to thrive, to the most severe which threaten a girl’s very survival.

Our aim is to support adolescent girls aged 12-24 in the Orthodox Jewish Community, providing these girls with the care and skills necessary for them to regain their self-worth and create the possibility of healthier and more productive futures.

The trustees confirm their compliance with the duty to have due regard to the public benefit guidance published by the Charity Commission when reviewing the charity’s aims and objectives and in planning future activities.



## KEYWORKING

Girls are paired with keyworkers who provide one-to-one support tailored to their unique challenges. Keyworkers provide practical and emotional support, help girls access appropriate services and advocate for them in area of need.



## THERAPY

Therapy can be a crucial part of the recovery process. At Noa we seek and provide the most appropriate therapy for each girl including psychotherapy, CBT, art therapy and equine therapy. We also help girls at Noa to access therapy from other organisations and services such as CAMHS and the Tavistock.

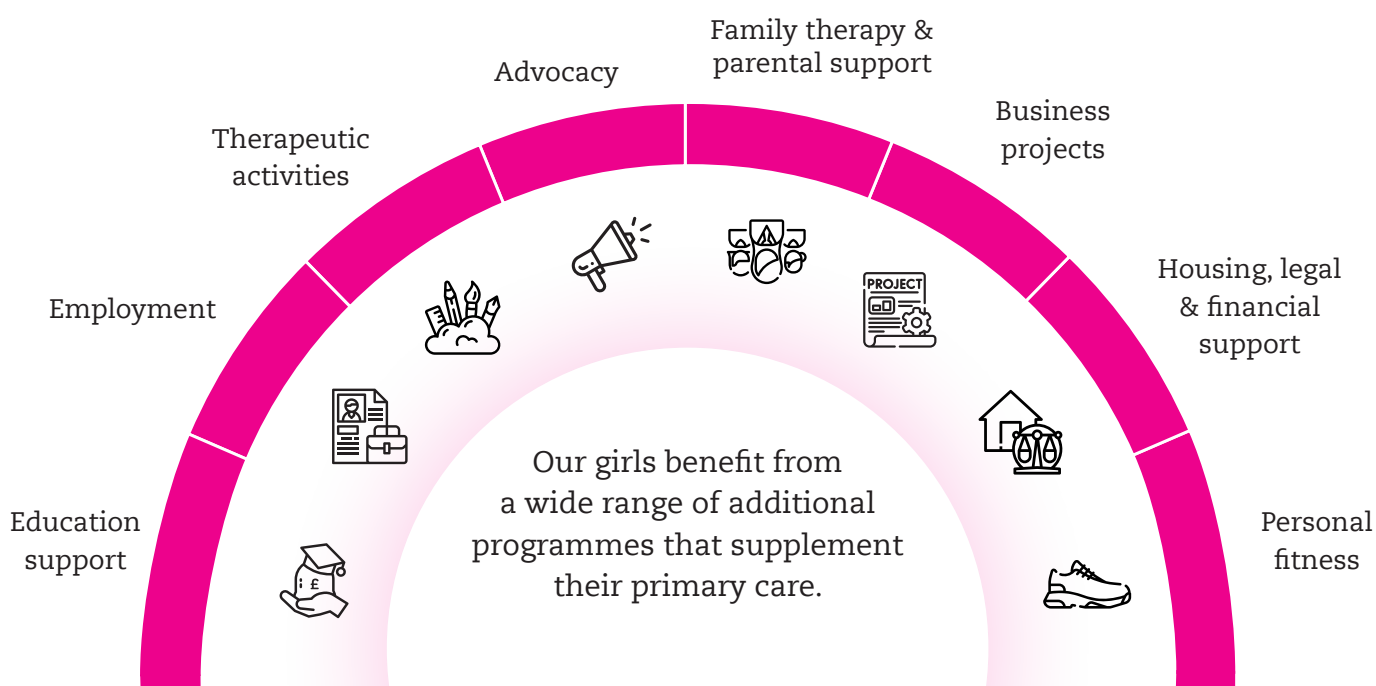


## MENTORING

Mentors can bring a new perspective and the added benefit of their different life experiences. Girls are paired with volunteers from the community who share similar interests to them so they can explore and enjoy activities together outside of the pressures of daily life.



*They are always there for me through thick and thin, never judge my actions and help me with whatever technical or emotional support I need. I am forever grateful.”*



# SPECIALIST PROGRAMMES

## EATING DISORDER PROGRAMME

Of the 270 girls we support, 43% of girls struggle with some form of eating disorder or disordered eating.

Our eating disorder programme enables us to prioritise girls suffering from, or at risk of developing, eating disorders so we can prioritise their support when they are referred to us.

### Our programme includes:

- Provision of targeted one-to-one weekly support.
- Advocacy in accessing NHS and external support.
- Specialist ED training for staff members.
- Nutritionist and dietician sessions.
- Education programme delivery to girls' high schools and local youth movements, to raise awareness about eating disorders, counter pervasive myths and stigmas and ensure that girls are encouraged and supported to access appropriate services.

## VIOLENCE AGAINST WOMEN AND GIRLS PROGRAMME\*

When someone experiences abuse it can take time, tremendous strength and courage to tell someone. We need to be able to respond immediately, effectively and confidently. Additionally, girls struggling with their mental health may turn to risky behaviours as a way of managing their pain, making them highly vulnerable to abuse.

### This programme has enabled us to:

- Prioritise these girls and provide them with intensive focused support that promotes healing and prevents (re)victimization.
- Provide our staff with specialist training, creating a safe and trauma-informed environment.
- Raise communal awareness, reduce stigmas and provide parents and staff with resources through our education programme.

\*Funded by MOPAC VAWG Grassroots Fund and NHS England.

## FAMILY THERAPY AND PARENTAL SUPPORT\*

We provide parental support and therapy to family members to enable them to better support our girls. This creates a sustainable and organic support system around a girl to accompany her throughout her journey and builds better understanding and responses to her challenges from the people that may be closest to her.

\*Funded by the Charles Wolfson Charitable Trust.

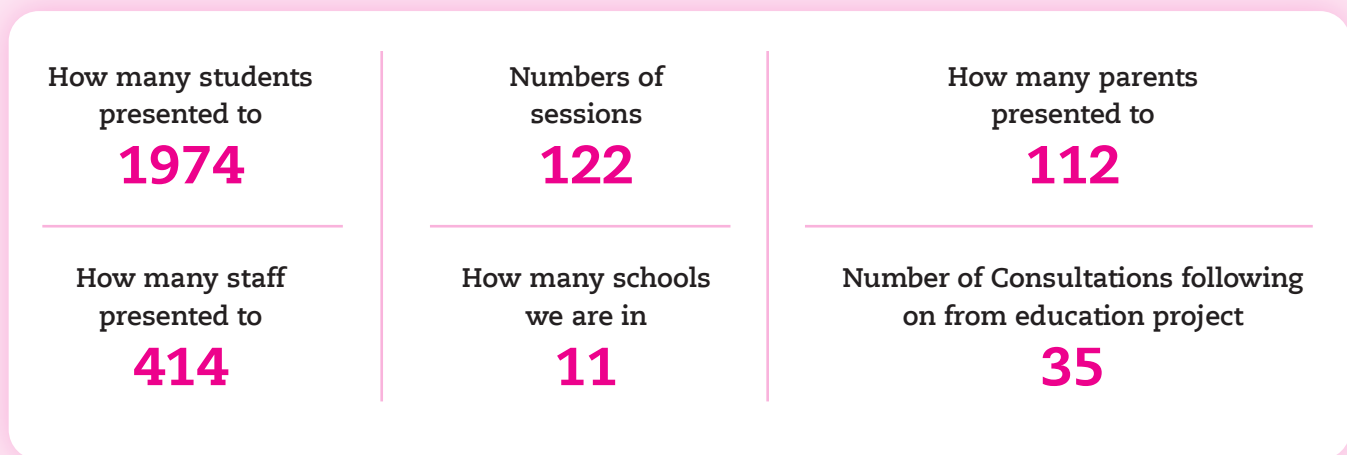
# NOA IN THE COMMUNITY

## EDUCATION PROJECT

*Schools are at the front lines of the mental health crisis.*

Our education project guides teachers and parents in how to identify girls who may be struggling and help them access effective support. We have led staff inset days, run workshops for students, and held parent education evenings.

Each of our sessions is carefully tailored to the specific needs and sensitivities of the audiences of the different schools we work with and their parent bodies, generating awareness and sensitivity about challenges girls may be navigating.



### Clinical Training Programme

We have implemented a clinical training programme to train up more female members of the community in therapeutic and social work fields through the sponsorship of qualifications and provision of paid internships. We know there is vast untapped talent in the community. As well as enabling us to retain and recruit staff and thereby increase our own capacity, by encouraging and producing more qualified women in these fields, the entire community will be positively impacted by having access to more therapists and professionals who are from within the community, who they feel can understand and relate to them.

“

*I have built myself the start of a safety net, and constantly working on it, either way though, I know I've got me and I'm going to be okay.”*

# ACHIEVEMENTS AND PERFORMANCE

The charity received donations and grants and other income totalling £1,996,163 over the past 12 months and has continued to support girls at risk during the reporting period. The charity works with the girls one-to-one and creates a care plan for each of them which includes a keyworker, mentor and, in many cases, therapy.

The financial results of the charity for the year ended 31 March 2023 are fully reflected in the attached financial statements together with the notes thereon.

## Achievements against set objectives

This year we have met a number of objectives that we set at the beginning of the year. We again set ourselves an ambitious budget to enable us to take on additional girls and, at the same time to expand and improve the service we provide the girls. Our total expenditure for the year stood at £2,020,192. As part of that expansion we continue to widen our funding base, both through new grants and additional sustainable funders. We continue to receive funding from local authorities in both Barnet and Hackney for individual girls as well as local authority funding through CY-IAPT training funding and NHS grants.

## How performance and success are measured

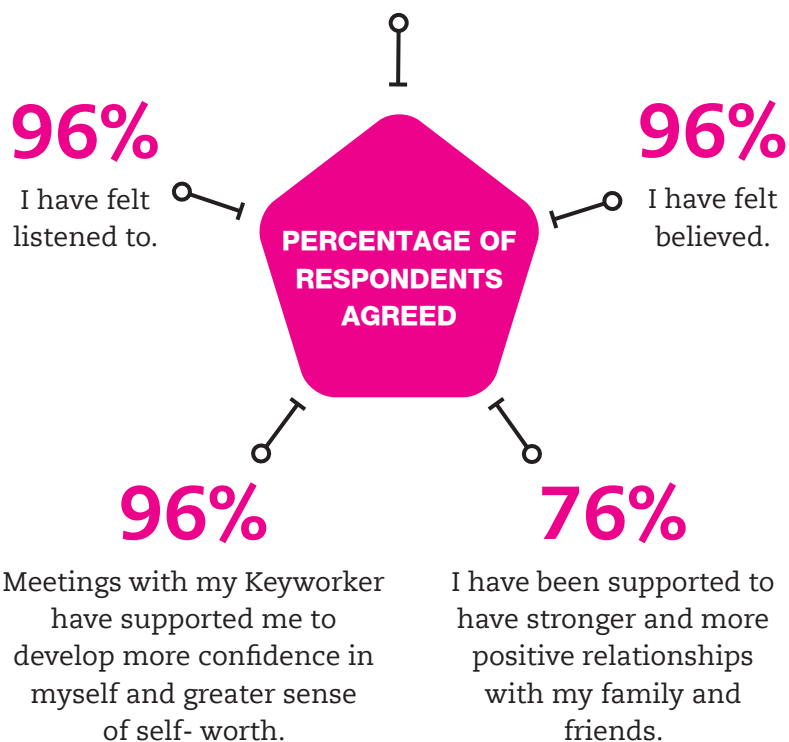
In the last few years, we have invested heavily (thanks to a part of the grant from the National Lottery Community Fund) in our monitoring and evaluation systems to enable us to measure, analyse and report our successes and progress. A number of different evaluation forms are filled in regularly and inform our ongoing services and innovation of new programmes. We are working with CORC to further strengthen our monitoring systems to provide evaluation systems that work on national scales to place our work against other services including NHS services.



*Life is a roller coaster, but one I'm managing far better now since finding balance."*

# 92%

I feel that Noa and other services are working well together to support me.



|                                  |   |  |  |
|----------------------------------|---|--|--|
| <b>64%</b><br>Reduced anxiety    | <b>60%</b><br>Reduced eating disorder   | <b>76%</b><br>Reduced Self-harm        | <b>70%</b><br>No hospital re-admission         |
| <b>66%</b><br>Reduced Depression | <b>77%</b><br>No repeat suicide attempt | <b>71%</b><br>Reduced suicide ideation | <b>56%</b><br>Returned to mainstream education |

## 96% Engagement rate

## 3% Drop out rate of our therapy programme

# STRUCTURE, GOVERNANCE AND MANAGEMENT

The charity is constituted as a company limited by guarantee and as such, its governing documents are its Memorandum and Articles of Association.

Its registered charity number is 1130834 and its company registration number is 6880752.

New trustees are appointed based on personal competence, specialist skills, availability and knowledge of and contact with institutions attending to the needs of adolescent girls at risk in the Orthodox Jewish Community. New trustees are inducted into the workings of the charity by the existing trustees and the Senior Management team. All trustees, like staff, are DBS checked and undergo safeguarding training.

The trustees administer the day-to-day affairs of the charity. None of the trustees have any beneficial interest in the charity and no expenses were paid in the year.

## OUR TEAM

### **Our charity is run for and by women.**

Our team is currently made up of 2 full time and 45 part-time members of staff (26 FTE). Our 36 clinical staff includes clinical psychologists, counselling psychologists, child and adolescent psychotherapists and family therapists, giving our girls coverage for a broad number of issues similar to the composition of a local authority team.

We maintain a high level of professional supervision for all clinical staff, including weekly case supervision and monthly external clinical supervision with child and adolescent psychotherapists or clinical psychologists. In addition, we provide regular professional training for all staff to ensure the high level of skill and competence that we expect from all those working for Noa.

We have a team of 51 dedicated volunteers from across the community, many of whom serve as mentors to our girls.

### **Our Leadership**

Noa Girls is under the direction of Naomi Lerer, who founded Noa in 2009. Naomi has over 28 years' experience working with adolescents in the community and holds two MAs from the Tavistock, one in Psychodynamic Approaches to Working with Adolescents and one in Child, Adolescent and Family Psychological Therapy, as well as a BA (Hons) in Business.

Noa is led by a diverse board of 9 trustees who provide invaluable support towards furthering Noa's vision that no girl should struggle alone. Our trustee board includes a chartered accountant, a top-tier trusts and charities solicitor, and two community doctors with portfolios including children and mental health.



*They combine high professional standards as therapists, excellent leadership and a great and profoundly sensitive understanding of the needs, the values and the cultures of the community.”*

**Mark Berelowitz**

Consultant Child and Adolescent Psychiatrist at  
Royal Free London NHS Foundation Trust

## CONFIDENTIALITY COLLABORATION

As with many strong ethnic communities, significant cultural barriers exist that preclude these girls from getting the support they so vitally need. Many girls and their families will not approach external mainstream organisations, both due to stigma and because they do not believe these services are culturally attuned to their needs. Even when girls surmount this barrier, they often struggle to engage with external services and caregivers who are culturally unfamiliar and lack the requisite understanding of how their complex challenges interplay with their upbringing and beliefs.

At Noa we provide all our support in a culturally sensitive environment, our staff understand and relate to the context and specific challenges girls in the Orthodox community face and how cultural norms and practices can affect their struggles. Girls and their families know they can expect absolute privacy and discretion from the Noa team which allays paralysing fears of issues becoming public knowledge.

We are relied on by community leaders and organisations in sensitive situations who listen to our advice and judgment. Our constant and widening stream of referrals attests to the reputation we have built.

At the same time, Noa is recognised and respected by statutory and local authority bodies such as social services, CAMHS and the Tavistock, as leaders in the sector whom they turn to with referrals, for interventions and training. This is due to Noa’s firm code of confidentiality and discretion for the girls balanced with its unbreakable adherence to child protection and statutory duties. Without Noa, many of our girls would not approach any other service or access support.

## COOPERATION WITH OTHER SERVICES

We work closely with all the main organisations that work in our sector. These include JAMI, Norwood, The Boys’ Clubhouse, Bikur Cholim and Jewish Women’s Aid. This collaboration serves to increase the services. We are part of consortiums with Interlink and other mental health and adolescent charities in Stamford Hill. We sit on the Young Mental Health Partnership Advisory Board under the auspices of the Jewish Leadership Council.

“

*I love the way everything is really confidential in Noa. It makes me feel safe and that my privacy is really important.”*

# FINANCIAL REVIEW

## Reserves Policy

The trustees aim to maintain reserves in order that they can continue to fulfil the objects of the charity.

As at 31 March 2023 the charity had total funds of £800,495, of which £223,941 are restricted funds and £576,554 are unrestricted funds. Unrestricted funds include £100,000 of designated funds set aside to cover future expansion and renovations for the charity's premises, and £476,554 readily available for use. The trustees consider the level of funds to be adequate having regard to the planned level of charitable activities to be undertaken by the charity.

The expansion of the charity in the year has been funded by increased income and available reserves. The trustees continue to monitor carefully the calls upon the charity and its operations.

## Risk management

The trustees have identified and reviewed the major risks to which the charity is exposed, in particular those related to the operations and finance of the charity, and are satisfied that systems are in place to manage those risks.

Thank you to all our funders for enabling us to meet our ambitious budget this year.

## Grants, Trusts and Foundations

Awards for All, Barnet Community Main Grant, Barnet Council, BBC Children in Need, Bertie Black Foundation, City Bridge Trust, Comic Relief, Davis Foundation, The Gerald and Gail Ronson Family Foundation, Henry Smith Charity, JE Joseph Charitable Trust, Jewish Child's Day, J Issacs, John Lyon's charity, Kirsch Foundation, Masonic Charitable Foundation/the Freemasons from the Metropolitan Grand Lodge of London, The Leathersellers' Foundation, London Community Foundation with the Mayor of London, Matanel Foundation. The Maurice Wohl Charitable Foundation, Max Barney Foundation, The National Lottery Community Fund, NHS England, North Central East London (NCEL) CAMHS, Pears Foundation, Rachel Charitable Trust, Shoresh Trust, Sport England, Vernon May and Joyce Cohen Charitable Trust, Wolfson Charitable Trust.

## Funding Campaign

We held our second matched funding campaign in October 2022, which enabled us to meet our budget, and widened our funding base within the community. We also used this campaign as an opportunity to spread awareness about mental health and to destigmatise the challenges our girls experience.

- Individual donations 7874
- Team leaders 222

## Plans For Future Periods

The trustees plan to continue to help adolescent girls at risk in the Orthodox Jewish Community by both continuing their current care plans and projects, whilst seeking to increase funding to develop new projects, in accordance with the charity's objectives.

In order to achieve these objectives, the trustees successfully raised significant and much needed funds at a fundraising event prior to the year end. The grants and donations received as a result of this event are manifest in the cash reserves at the year end and which will be applied in the next accounting period in the course of the charity's operations and programmes.



*I also wish you could see how much progress I've made because I think you'd be proud, I certainly am."*

# REFERENCE & ADMIN

**Registered charity name**

Noa Girls

**Charity registration number**

1130834

**Company registration number**

6880752

**Principal office and registered office**

20 Russell Gardens, London, NW11 9NL

**The Trustees**

Mrs S L Green

Mrs E J Weider

Mrs N E Katz Sacks

Mrs H M Smith

Mrs J E Matyas Benjamin

Mrs K F Harris

Dr T A Ezra

Mrs F Hager

Mrs N Rosenberg (Appointed 20 January 2023)

**Company Secretary**

Mrs N Lerer

**Auditor**

Cohen Arnold

Chartered Accountants & Statutory Auditor

New Burlington House

1075 Finchley Road

LONDON

NW11 0PU

## Trustees' Responsibilities Statement

The trustees, who are also directors for the purposes of company law, are responsible for preparing the trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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

In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the applicable Charities SORP;
- make judgments and accounting estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements 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.

## Auditor

Each of the persons who is a trustee at the date of approval of this report confirms that:

- so far as they are aware, there is no relevant audit information of which the charity's auditor is unaware; and
- they have taken all steps that they ought to have taken as a trustee to make themselves aware of any relevant audit information and to establish that the charity's auditor is aware of that information.

The auditor is deemed to have been re-appointed in accordance with section 487 of the Companies Act 2006.

## Small Company Provisions

This report has been prepared in accordance with the provisions applicable to companies entitled to the small companies exemption.

The trustees' annual report was approved on 27 November 2023 and signed on behalf of the board of trustees by:



**Mrs H M Smith**  
Trustee

**NOA GIRLS**  
**COMPANY LIMITED BY GUARANTEE**  
**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF NOA GIRLS**  
**YEAR ENDED 31 MARCH 2023**

**OPINION**

We have audited the financial statements of Noa Girls (the 'charity') for the year ended 31 March 2023 which comprise the statement of financial activities (including income and expenditure account), statement of financial position, statement of cash flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 March 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;
- 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 financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and the provisions available for small entities, in the circumstances set out in note 27 to the financial statements, 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 financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements 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 financial statements 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 financial statements and our auditor's report thereon. The trustees are responsible for the other information. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. 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.

## **OPINIONS ON OTHER MATTERS PRESCRIBED BY THE COMPANIES ACT 2006**

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the trustees' report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees' report has been prepared in accordance with applicable legal requirements.

## **MATTERS ON WHICH WE ARE REQUIRED TO REPORT BY EXCEPTION**

In the light of the knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the 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 financial statements 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 take advantage of the small companies' exemptions in preparing the directors' report and from the requirement to prepare a strategic report.

## **RESPONSIBILITIES OF TRUSTEES**

As explained more fully in the trustees' responsibilities statement, the trustees (who are also the directors for the purposes of company law) are responsible for the preparation of the financial statements 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 financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, 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 trustees either intend to liquidate the charity or to cease operations, or have no realistic alternative but to do so.

## **AUDITOR'S RESPONSIBILITIES FOR THE AUDIT OF THE FINANCIAL STATEMENTS**

Our objectives are to obtain reasonable assurance about whether the financial statements 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 financial statements.

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:

- We obtained an understanding of the legal and regulatory frameworks that are applicable to the charity through discussion with the trustees and senior management. We identified financial reporting legislation (including related companies legislation and charities legislation), taxation legislation, employment legislation, anti-bribery legislation and other matters relating to the operations of the charity as being most significant to these financial statements.
- We communicated these identified frameworks amongst our audit team and remained alert to any indications of non-compliance throughout the audit. We ensured that the engagement team had sufficient competence and capability to identify or recognise non-compliance with laws and regulations.
- We discussed with the trustees and senior management the policies and procedures regarding compliance with these legal and regulatory frameworks.
- We assessed the susceptibility of the charity's financial statements to material misstatement due to non-compliance with legal and regulatory frameworks, including how fraud might occur, by enquiry with the trustees and senior management during the planning and finalisation stages of our audit and by using proprietary disclosure checklists. The susceptibility to such material misstatement was determined to be low.
- Based on this understanding, we designed our audit procedures to identify non-compliance with the identified legal and regulatory frameworks, which were part of our procedures on the related financial statement items.

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. For example, the further removed non-compliance with laws and regulations (irregularities) is from the events and transactions reflected in the financial statements, the less likely the inherently limited procedures required by auditing standards would identify it. In addition, as with any audit, there remained a higher risk of non-detection of irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls. We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations.

As part of an audit in accordance with ISAs (UK), we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.
- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the charity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

## **USE OF OUR REPORT**

This report is made solely to the charity'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 charity'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 charity and the charity's members as a body, for our audit work, for this report, or for the opinions we have formed.



Mr B Leigh, FCA (Senior Statutory Auditor)

For and on behalf of  
Cohen Arnold  
Chartered Accountants & Statutory Auditor  
New Burlington House  
1075 Finchley Road  
LONDON  
NW11 0PU

27 November 2023

**NOA GIRLS**  
**COMPANY LIMITED BY GUARANTEE**  
**STATEMENT OF FINANCIAL ACTIVITIES**  
**(INCLUDING INCOME AND EXPENDITURE ACCOUNT)**  
**YEAR ENDED 31 MARCH 2023**

|   |              | <b>2023</b>                |                          | 2022                      |                    |
|---|--------------|----------------------------|--------------------------|---------------------------|--------------------|
|   | Note         | Unrestricted<br>funds<br>£ | Restricted<br>funds<br>£ | <b>Total funds<br/>£</b>  | Total funds<br>£   |
| <b>Income and endowments</b>            |              |                            |                          |                           |                    |
| Donations and legacies                  | <b>5</b>     | 510,286                    | 644,247                  | <b>1,154,533</b>          | 903,790            |
| Charitable activities                   | <b>6</b>     | 5,002                      | –                        | <b>5,002</b>              | 5,808              |
| Fundraising events                      | <b>7</b>     | 834,076                    | –                        | <b>834,076</b>            | 693,489            |
| Investment income                       | <b>8</b>     | 2,552                      | –                        | <b>2,552</b>              | –                  |
| <b>Total income</b>                     |              | <u>1,351,916</u>           | <u>644,247</u>           | <u><b>1,996,163</b></u>   | <u>1,603,087</u>   |
| <b>Expenditure</b>                      |              |                            |                          |                           |                    |
| Expenditure on raising funds:           |              |                            |                          |                           |                    |
| Costs of raising donations and legacies | <b>9</b>     | (205,803)                  | –                        | <b>(205,803)</b>          | (133,115)          |
| Expenditure on charitable activities    | <b>10,11</b> | (1,254,931)                | (559,458)                | <b>(1,814,389)</b>        | (1,385,439)        |
| <b>Total expenditure</b>                |              | <u>(1,460,734)</u>         | <u>(559,458)</u>         | <u><b>(2,020,192)</b></u> | <u>(1,518,554)</u> |
| <b>Net (expenditure)/income</b>         |              | <u>(108,818)</u>           | <u>84,789</u>            | <u><b>(24,029)</b></u>    | <u>84,533</u>      |
| Transfers between funds                 |              | (7,955)                    | 7,955                    | –                         | –                  |
| <b>Net movement in funds</b>            |              | <u>(116,773)</u>           | <u>92,744</u>            | <u><b>(24,029)</b></u>    | <u>84,533</u>      |
| <b>Reconciliation of funds</b>          |              |                            |                          |                           |                    |
| Total funds brought forward             |              | 693,327                    | 131,197                  | <b>824,524</b>            | 739,991            |
| <b>Total funds carried forward</b>      |              | <u>576,554</u>             | <u>223,941</u>           | <u><b>800,495</b></u>     | <u>824,524</u>     |

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

**NOA GIRLS  
COMPANY LIMITED BY GUARANTEE  
STATEMENT OF FINANCIAL POSITION**

**31 MARCH 2023**

|   | Note | 2023<br>£        | £              | 2022<br>£       | £       |
|---|------|------------------|----------------|-----------------|---------|
| <b>FIXED ASSETS</b>                                   |      |                  |                |                 |         |
| Tangible fixed assets                                 | 17   |                  | <b>166,003</b> |                 | 113,033 |
| <b>CURRENT ASSETS</b>                                 |      |                  |                |                 |         |
| Debtors   | 18   | <b>68,786</b>    |                | 37,522          |         |
| Cash at bank and in hand                              |      | <b>714,045</b>   |                | 751,293         |         |
|   |      | <u>782,831</u>   |                | <u>788,815</u>  |         |
| <b>CREDITORS: amounts falling due within one year</b> | 20   | <b>(148,339)</b> |                | <b>(77,324)</b> |         |
| <b>NET CURRENT ASSETS</b>                             |      |                  | <b>634,492</b> |                 | 711,491 |
| <b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>          |      |                  | <b>800,495</b> |                 | 824,524 |
| <b>NET ASSETS</b>                                     |      |                  | <b>800,495</b> |                 | 824,524 |
| <b>FUNDS OF THE CHARITY</b>                           |      |                  |                |                 |         |
| Restricted funds                                      |      |                  | <b>223,941</b> |                 | 131,197 |
| Unrestricted funds                                    |      |                  | <b>576,554</b> |                 | 693,327 |
| <b>Total charity funds</b>                            | 23   |                  | <b>800,495</b> |                 | 824,524 |

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

These financial statements were approved by the board of trustees and authorised for issue on 27 November 2023, and are signed on behalf of the board by:

*H M Smith*

Mrs H M Smith  
Trustee

**NOA GIRLS  
COMPANY LIMITED BY GUARANTEE  
STATEMENT OF CASH FLOWS  
YEAR ENDED 31 MARCH 2023**

|   | Note      | 2023<br>£              | 2022<br>£       |
|---|-----------|------------------------|-----------------|
| <b>CASH FLOWS FROM OPERATING ACTIVITIES</b>                 |           |                        |                 |
| Net (expenditure)/income                                    |           | <b>(24,029)</b>        | 84,533          |
| <i>Adjustments for:</i>                                     |           |                        |                 |
| Depreciation of tangible fixed assets                       |           | <b>30,128</b>          | 32,242          |
| Other interest receivable and similar income                |           | <b>(2,552)</b>         | –               |
| Accrued (income)/expenses                                   |           | <b>(6,337)</b>         | 7,420           |
| Deferred income   |           | <b>53,003</b>          | –               |
| <i>Changes in:</i>  |           |                        |                 |
| Trade and other debtors                                     |           | <b>(31,264)</b>        | (22,003)        |
| Trade and other creditors                                   |           | <b>24,373</b>          | 6,545           |
| Cash generated from operations                              |           | <b>43,322</b>          | 108,737         |
| Interest received   |           | <b>2,552</b>           | –               |
| Net cash from operating activities                          |           | <b><u>45,874</u></b>   | <u>108,737</u>  |
| <b>CASH FLOWS FROM INVESTING ACTIVITIES</b>                 |           |                        |                 |
| Purchase of tangible assets                                 |           | <b>(83,098)</b>        | (79,475)        |
| Net cash used in investing activities                       |           | <b><u>(83,098)</u></b> | <u>(79,475)</u> |
| <b>NET (DECREASE)/INCREASE IN CASH AND CASH EQUIVALENTS</b> |           |                        |                 |
| <b>CASH AND CASH EQUIVALENTS AT BEGINNING OF YEAR</b>       |           | <b>(37,224)</b>        | 29,262          |
|   |           | <b>751,269</b>         | 722,007         |
| <b>CASH AND CASH EQUIVALENTS AT END OF YEAR</b>             | <b>19</b> | <b><u>714,045</u></b>  | <u>751,269</u>  |

The notes on pages 31 to 39 form part of these financial statements.

**NOA GIRLS**  
**COMPANY LIMITED BY GUARANTEE**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**YEAR ENDED 31 MARCH 2023**

**1. GENERAL INFORMATION**

The charity is a public benefit entity and a private company limited by guarantee, registered in England and Wales and a registered charity in England and Wales. The address of the registered office is 20 Russell Gardens, London, NW11 9NL.

**2. STATEMENT OF COMPLIANCE**

These financial statements have been prepared in compliance with FRS 102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland', 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) (Charities SORP (FRS 102)) and the Companies Act 2006.

**3. ACCOUNTING POLICIES**

**Basis of preparation**

The financial statements have been prepared on the historical cost basis, as modified by the revaluation of certain financial assets and liabilities and investment properties measured at fair value through income or expenditure.

The financial statements are prepared in sterling, which is the functional currency of the entity.

The charity meets the definition of a public benefit entity under FRS 102.

**Going concern**

There are no material uncertainties about the charity's ability to continue.

**Judgements and key sources of estimation uncertainty**

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported. These estimates and judgements are continually reviewed and are based on experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. There were no significant judgements or estimates made in the preparation of these financial statements.

**Fund accounting**

Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the charity.

Designated funds are unrestricted funds earmarked by the trustees for particular future project or commitment.

Restricted funds comprise of funds received via grants for specific purposes and donation campaigns run for specific projects. Restricted funds are available for use by the trustees limited by the conditions attached to those funds.

**Designated funds**

The charity has designated a portion of its funds to cover estimated future renovations to its premises.

### 3. ACCOUNTING POLICIES *(continued)*

#### **Incoming resources**

All income is included in the statement of financial activities when entitlement has passed to the charity, it is probable that the economic benefits associated with the transaction will flow to the charity and the amount can be reliably measured. The following specific policies are applied to particular categories of income:

- income from donations are recognised when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably.
- income from grants are recognised when receipt is probable and entitlement is established having regard to conditions attached to the grants and any time frame imposed on the grant.
- income from donated goods and services provided to the charity are recognised at fair value in the period in which they are received, when they can be quantified. A corresponding amount is included within the relevant category of expenditure.

#### **Resources expended**

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is classified under headings of the statement of financial activities to which it relates:

- expenditure on raising funds includes the costs of all fundraising activities, events, non-charitable trading activities, and the sale of donated goods.
- expenditure on charitable activities includes all costs incurred by a charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities.

All costs are allocated to expenditure categories reflecting the use of the resource. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs are apportioned between the activities they contribute to on a reasonable, justifiable and consistent basis.

#### **Tangible assets**

Tangible assets are initially recorded at cost, and subsequently stated at cost less any accumulated depreciation and impairment losses.

#### **Depreciation**

Depreciation is calculated so as to write off the cost or valuation of an asset, less its residual value, over the useful economic life of that asset as follows:

|                       |   |                   |
|-----------------------|---|-------------------|
| Land and buildings    | - | 10% straight line |
| Fixtures and fittings | - | 20% straight line |
| Equipment             | - | 20% straight line |
| Building improvements | - | 2% straight line  |

Depreciation of an asset begins when it is in the location and condition necessary for it to be capable of operating in the manner intended by the charity.

### 3. ACCOUNTING POLICIES *(continued)*

#### Impairment of fixed assets

A review for indicators of impairment is carried out at each reporting date, with the recoverable amount being estimated where such indicators exist. Where the carrying value exceeds the recoverable amount, the asset is impaired accordingly. Prior impairments are also reviewed for possible reversal at each reporting date.

#### Financial instruments

A financial asset or a financial liability is recognised only when the entity becomes a party to the contractual provisions of the instrument.

Basic financial instruments are initially recognised at the amount receivable or payable including any related transaction costs, unless the arrangement constitutes a financing transaction, where it is recognised at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Current assets and current liabilities are subsequently measured at the cash or other consideration expected to be paid or received and not discounted.

### 4. LIMITED BY GUARANTEE

The charity is a company limited by guarantee and has no share capital. The liability of each member in the event of winding up is limited to £10.

### 5. DONATIONS AND LEGACIES

|                                   | Unrestricted<br>Funds<br>£ | Restricted<br>Funds<br>£ | Total Funds<br>2023<br>£ |
|-----------------------------------|----------------------------|--------------------------|--------------------------|
| <b>DONATIONS</b>                  |                            |                          |                          |
| Donations received                | 475,686                    | 4,690                    | <b>480,376</b>           |
| <b>GRANTS</b>                     |                            |                          |                          |
| Grants receivable                 | 34,600                     | 460,412                  | <b>495,012</b>           |
| Local authority grants receivable | –                          | 179,145                  | <b>179,145</b>           |
|                                   | <u>510,286</u>             | <u>644,247</u>           | <u><b>1,154,533</b></u>  |
|                                   | Unrestricted<br>Funds<br>£ | Restricted<br>Funds<br>£ | Total Funds<br>2022<br>£ |
| <b>DONATIONS</b>                  |                            |                          |                          |
| Donations received                | 400,227                    | –                        | 400,227                  |
| <b>GRANTS</b>                     |                            |                          |                          |
| Grants receivable                 | 56,547                     | 368,476                  | 425,023                  |
| Local authority grants receivable | –                          | 78,540                   | 78,540                   |
|                                   | <u>456,774</u>             | <u>447,016</u>           | <u>903,790</u>           |

## 5. DONATIONS AND LEGACIES *(continued)*

Included within donations received is an amount of £79,200 relating to the provision of rent-free premises to the charity.

## 6. CHARITABLE ACTIVITIES

|   | Unrestricted<br>Funds<br>£ | <b>Total Funds<br/>2023<br/>£</b> | Unrestricted<br>Funds<br>£ | Total Funds<br>2022<br>£ |
|---|----------------------------|-----------------------------------|----------------------------|--------------------------|
| Sale of goods/services made or provided by the beneficiaries of the charity | <u>5,002</u>               | <u>5,002</u>                      | <u>5,808</u>               | <u>5,808</u>             |

## 7. FUNDRAISING EVENTS

|                    | Unrestricted<br>Funds<br>£ | <b>Total Funds<br/>2023<br/>£</b> | Unrestricted<br>Funds<br>£ | Total Funds<br>2022<br>£ |
|--------------------|----------------------------|-----------------------------------|----------------------------|--------------------------|
| Fundraising events | <u>834,076</u>             | <u>834,076</u>                    | <u>693,489</u>             | <u>693,489</u>           |

## 8. INVESTMENT INCOME

|                           | Unrestricted<br>Funds<br>£ | <b>Total Funds<br/>2023<br/>£</b> | Unrestricted<br>Funds<br>£ | Total Funds<br>2022<br>£ |
|---------------------------|----------------------------|-----------------------------------|----------------------------|--------------------------|
| Bank interest receivable  | 2,545                      | <b>2,545</b>                      | –                          | –                        |
| Other interest receivable | <u>7</u>                   | <u>7</u>                          | –                          | –                        |
|                           | <u>2,552</u>               | <u>2,552</u>                      | –                          | –                        |

## 9. COSTS OF RAISING DONATIONS AND LEGACIES

|  | Unrestricted<br>Funds<br>£ | <b>Total Funds<br/>2023<br/>£</b> | Unrestricted<br>Funds<br>£ | Total Funds<br>2022<br>£ |
|--|----------------------------|-----------------------------------|----------------------------|--------------------------|
| Costs of generating income - Fundraising | <u>205,803</u>             | <u>205,803</u>                    | <u>133,115</u>             | <u>133,115</u>           |

The costs of generating income includes wages and salaries and associated costs for staff involved in raising funds and donations and grants for the charity, the administrative costs of raising funds and the cost of fundraising events.

## 10. EXPENDITURE ON CHARITABLE ACTIVITIES BY FUND TYPE

|                              | Unrestricted<br>Funds<br>£ | Restricted<br>Funds<br>£ | Total Funds<br>2023<br>£ |
|------------------------------|----------------------------|--------------------------|--------------------------|
| Direct charitable activities | 996,048                    | 551,570                  | <b>1,547,618</b>         |
| Support costs                | 258,883                    | 7,888                    | <b>266,771</b>           |
|                              | <u>1,254,931</u>           | <u>559,458</u>           | <u><b>1,814,389</b></u>  |

|                              | Unrestricted<br>Funds<br>£ | Restricted<br>Funds<br>£ | Total Funds<br>2022<br>£ |
|------------------------------|----------------------------|--------------------------|--------------------------|
| Direct charitable activities | 624,656                    | 513,826                  | 1,138,482                |
| Support costs                | 230,979                    | 15,978                   | 246,957                  |
|                              | <u>855,635</u>             | <u>529,804</u>           | <u>1,385,439</u>         |

## 11. EXPENDITURE ON CHARITABLE ACTIVITIES BY ACTIVITY TYPE

|                              | Activities<br>undertaken<br>directly<br>£ | Support costs<br>£ | Total funds<br>2023<br>£ | Total fund<br>2022<br>£ |
|------------------------------|---|--------------------|--------------------------|-------------------------|
| Direct charitable activities | 1,547,618                                 | 246,139            | <b>1,793,757</b>         | 1,361,159               |
| Governance costs             | –   | 20,632             | <b>20,632</b>            | 24,280                  |
|                              | <u>1,547,618</u>                          | <u>266,771</u>     | <u><b>1,814,389</b></u>  | <u>1,385,439</u>        |

## 12. ANALYSIS OF SUPPORT COSTS

|                  | Activities<br>undertaken<br>directly<br>£ | Total 2023<br>£       | Total 2022<br>£ |
|------------------|---|-----------------------|-----------------|
| Staff costs      | 246,139                                   | <b>246,139</b>        | 222,677         |
| Governance costs | 20,632                                    | <b>20,632</b>         | 24,280          |
|                  | <u>266,771</u>                            | <u><b>266,771</b></u> | <u>246,957</u>  |

## 13. NET (EXPENDITURE)/INCOME

Net (expenditure)/income is stated after charging/(crediting):

|                                       | 2023<br>£            | 2022<br>£     |
|---------------------------------------|----------------------|---------------|
| Depreciation of tangible fixed assets | <u><b>30,128</b></u> | <u>32,242</u> |

## 14. AUDITORS REMUNERATION

|  | 2023          | 2022          |
|--|---------------|---------------|
|  | £             | £             |
| Fees payable for the audit of the financial statements   | <u>20,400</u> | <u>16,800</u> |
| Fees payable to the charity's auditor and its associates for other services:<br>Other non-audit services | <u>9,990</u>  | <u>5,100</u>  |

## 15. STAFF COSTS

The total staff costs and employee benefits for the reporting period are analysed as follows:

|   | 2023             | 2022           |
|---|------------------|----------------|
|   | £                | £              |
| Wages and salaries                      | 1,052,490        | 830,165        |
| Social security costs                   | 92,701           | 70,327         |
| Employer contributions to pension plans | 19,062           | 13,894         |
|   | <u>1,164,253</u> | <u>914,386</u> |

During the period the charity had 51 (2022: 51) volunteers assisting with direct charitable activities.

The average head count of employees during the year was 47 (2022: 34). The average number of full-time equivalent employees during the year is analysed as follows:

|                          | 2023      | 2022      |
|--------------------------|-----------|-----------|
|                          | No.       | No.       |
| Key management personnel | 3         | 2         |
| Charitable activities    | 21        | 16        |
| Support staff            | 2         | 2         |
|                          | <u>26</u> | <u>20</u> |

The average number of full time-time equivalent employees during the period was 26 (2022: 20).

The number of employees whose remuneration for the year fell within the following bands, were:

|                    | 2023     | 2022     |
|--------------------|----------|----------|
|                    | No.      | No.      |
| £80,000 to £89,999 | <u>1</u> | <u>1</u> |

### Key Management Personnel

Key management personnel include all persons that have authority and responsibility for planning, directing and controlling the activities of the charity. The total compensation paid to key management personnel for services provided to the charity was £206,201 (2022: £184,396).

## 16. TRUSTEE REMUNERATION AND EXPENSES

No remuneration or other benefits from employment with the charity or a related entity were received by the trustees.

No trustees expenses have been incurred.

## 17. TANGIBLE FIXED ASSETS

|                         | Land and<br>buildings<br>£ | Fixtures and<br>fittings<br>£ | Equipment<br>£ | Building<br>improvements<br>£ | Total<br>£            |
|-------------------------|----------------------------|-------------------------------|----------------|-------------------------------|-----------------------|
| <b>Cost</b>             |                            |                               |                |                               |                       |
| At 1 April 2022         | 31,032                     | 29,865                        | 79,946         | 25,396                        | <b>166,239</b>        |
| Additions               | –                          | –                             | 40,223         | 42,875                        | <b>83,098</b>         |
| Disposals               | –                          | –                             | (7,677)        | –                             | <b>(7,677)</b>        |
| <b>At 31 March 2023</b> | <u>31,032</u>              | <u>29,865</u>                 | <u>112,492</u> | <u>68,271</u>                 | <u><b>241,660</b></u> |
| <b>Depreciation</b>     |                            |                               |                |                               |                       |
| At 1 April 2022         | 9,309                      | 9,858                         | 33,531         | 508                           | <b>53,206</b>         |
| Charge for the year     | 3,104                      | 5,973                         | 19,686         | 1,365                         | <b>30,128</b>         |
| Disposals               | –                          | –                             | (7,677)        | –                             | <b>(7,677)</b>        |
| <b>At 31 March 2023</b> | <u>12,413</u>              | <u>15,831</u>                 | <u>45,540</u>  | <u>1,873</u>                  | <u><b>75,657</b></u>  |
| <b>Carrying amount</b>  |                            |                               |                |                               |                       |
| <b>At 31 March 2023</b> | <u>18,619</u>              | <u>14,034</u>                 | <u>66,952</u>  | <u>66,398</u>                 | <u><b>166,003</b></u> |
| At 31 March 2022        | <u>21,723</u>              | <u>20,007</u>                 | <u>46,415</u>  | <u>24,888</u>                 | <u>113,033</u>        |

## 18. DEBTORS

|                                | 2023<br>£            | 2022<br>£     |
|--------------------------------|----------------------|---------------|
| Trade debtors                  | <b>64,991</b>        | 37,522        |
| Prepayments and accrued income | <b>330</b>           | –             |
| Other debtors                  | <b>3,465</b>         | –             |
|                                | <u><b>68,786</b></u> | <u>37,522</u> |

## 19. CASH AND CASH EQUIVALENTS

Cash and cash equivalents comprise the following:

|                          | 2023<br>£             | 2022<br>£      |
|--------------------------|-----------------------|----------------|
| Cash at bank and in hand | <b>714,045</b>        | 751,293        |
| Bank overdrafts          | –                     | (24)           |
|                          | <u><b>714,045</b></u> | <u>751,269</u> |

## 20. CREDITORS: amounts falling due within one year

|                                 | 2023           | 2022          |
|---------------------------------|----------------|---------------|
|                                 | £              | £             |
| Bank loans and overdrafts       | –              | 24            |
| Trade creditors                 | 26,420         | 15,817        |
| Accruals and deferred income    | 86,177         | 39,511        |
| Social security and other taxes | 28,317         | 19,746        |
| Other creditors                 | 7,425          | 2,226         |
|                                 | <u>148,339</u> | <u>77,324</u> |

## 21. DEFERRED INCOME

|                         | 2023          | 2022 |
|-------------------------|---------------|------|
|                         | £             | £    |
| Amount deferred in year | <u>53,003</u> | –    |

Deferred income comprises grants to which the charity was entitled at the period end that substantively relate to the following year.

## 22. PENSIONS AND OTHER POST RETIREMENT BENEFITS

### Defined contribution plans

The amount recognised in income or expenditure as an expense in relation to defined contribution plans was £19,062 (2022: £13,894).

## 23. ANALYSIS OF CHARITABLE FUNDS

### Unrestricted funds

|                  | At<br>1 April 2022 | Income           | Expenditure        | Transfers      | At 31 March<br>2023 |
|------------------|--------------------|------------------|--------------------|----------------|---------------------|
|                  | £                  | £                | £                  | £              | £                   |
| General funds    | 593,327            | 1,351,916        | (1,460,734)        | (7,955)        | 476,554             |
| Designated funds | 100,000            | –                | –                  | –              | 100,000             |
|                  | <u>693,327</u>     | <u>1,351,916</u> | <u>(1,460,734)</u> | <u>(7,955)</u> | <u>576,554</u>      |

|                  | At<br>1 April 2021 | Income           | Expenditure      | Transfers | At 31 March<br>2022 |
|------------------|--------------------|------------------|------------------|-----------|---------------------|
|                  | £                  | £                | £                | £         | £                   |
| General funds    | 441,006            | 1,156,071        | (988,750)        | (15,000)  | 593,327             |
| Designated funds | 85,000             | –                | –                | 15,000    | 100,000             |
|                  | <u>526,006</u>     | <u>1,156,071</u> | <u>(988,750)</u> | <u>–</u>  | <u>693,327</u>      |

## 23. ANALYSIS OF CHARITABLE FUNDS (continued)

### Restricted funds

|                          | At<br>1 April 2022 | Income         | Expenditure      | Transfers    | At 31 March<br>2023 |
|--------------------------|--------------------|----------------|------------------|--------------|---------------------|
|                          | £                  | £              | £                | £            | £                   |
| Various restricted funds | <u>131,197</u>     | <u>644,247</u> | <u>(559,458)</u> | <u>7,955</u> | <u>223,941</u>      |

|                          | At<br>1 April 2021 | Income         | Expenditure      | Transfers | At 31 March<br>2022 |
|--------------------------|--------------------|----------------|------------------|-----------|---------------------|
|                          | £                  | £              | £                | £         | £                   |
| Various restricted funds | <u>213,985</u>     | <u>447,016</u> | <u>(529,804)</u> | <u>–</u>  | <u>131,197</u>      |

## 24. ANALYSIS OF NET ASSETS BETWEEN FUNDS

|                            | Unrestricted<br>Funds | Restricted<br>Funds | Total Funds<br>2023 |
|----------------------------|-----------------------|---------------------|---------------------|
|                            | £                     | £                   | £                   |
| Tangible fixed assets      | 166,003               | –                   | <b>166,003</b>      |
| Current assets             | 558,890               | 223,941             | <b>782,831</b>      |
| Creditors less than 1 year | <u>(148,339)</u>      | <u>–</u>            | <u>(148,339)</u>    |
| <b>Net assets</b>          | <u>576,554</u>        | <u>223,941</u>      | <u>800,495</u>      |

|                            | Unrestricted<br>Funds | Restricted<br>Funds | Total Funds<br>2022 |
|----------------------------|-----------------------|---------------------|---------------------|
|                            | £                     | £                   | £                   |
| Tangible fixed assets      | 113,033               | –                   | 113,033             |
| Current assets             | 657,618               | 131,197             | 788,815             |
| Creditors less than 1 year | <u>(77,324)</u>       | <u>–</u>            | <u>(77,324)</u>     |
| <b>Net assets</b>          | <u>693,327</u>        | <u>131,197</u>      | <u>824,524</u>      |

## 25. ANALYSIS OF CHANGES IN NET DEBT

|                          | At<br>1 Apr 2022 | Cash flows      | At<br>31 Mar 2023 |
|--------------------------|------------------|-----------------|-------------------|
|                          | £                | £               | £                 |
| Cash at bank and in hand | 751,293          | (37,248)        | <b>714,045</b>    |
| Bank overdrafts          | <u>(24)</u>      | <u>24</u>       | <u>–</u>          |
|                          | <u>751,269</u>   | <u>(37,224)</u> | <u>714,045</u>    |

## 26. RELATED PARTIES

During the year, the charity received donations aggregating £41,136 (2022: £35,210) from the trustees and key management personnel, and their close family members.

## 27. ETHICAL STANDARDS

In common with many businesses of the charity's size and nature the charity uses its auditors to prepare and submit returns to the tax authorities, assist with the preparation of the financial statements and provide tax advice.

“

*Noa has saved my life. I don't know where I would be without Noa. I thank Hashem for bringing Noa into my life. I'm so grateful for the support from Noa.*

**NOA GIRLS**

England & Wales - Charity number 1130834

---

# Accounts

---

**COMPANY REGISTRATION NUMBER: 6880752**

**CHARITY REGISTRATION NUMBER: 1130834**

**NOA GIRLS  
COMPANY LIMITED BY GUARANTEE  
FINANCIAL STATEMENTS  
31 MARCH 2022**

**COHEN ARNOLD**  
Chartered Accountants & Statutory Auditor  
New Burlington House  
1075 Finchley Road  
LONDON  
NW11 0PU

**NOA GIRLS  
COMPANY LIMITED BY GUARANTEE  
FINANCIAL STATEMENTS  
YEAR ENDED 31 MARCH 2022**

|  | <b>PAGES</b>    |
|--|-----------------|
| Trustees' Annual Report (Incorporating the Director's Report)                | <b>1 to 12</b>  |
| Independent Auditor's Report to the Members                                  | <b>13 to 18</b> |
| Statement of Financial Activities (Including Income and Expenditure Account) | <b>19</b>       |
| Statement of Financial Position  | <b>20</b>       |
| Statement of Cash Flows  | <b>21</b>       |
| Notes to the Financial Statements  | <b>22 to 31</b> |

**NOA GIRLS**  
**COMPANY LIMITED BY GUARANTEE**  
**TRUSTEES' ANNUAL REPORT (INCORPORATING THE DIRECTOR'S REPORT)**  
**YEAR ENDED 31 MARCH 2022**

The trustees, who are also the directors for the purposes of company law, present their report and the financial statements of the charity for the year ended 31 March 2022.

**REFERENCE AND ADMINISTRATIVE DETAILS**

**Registered charity name** Noa Girls  
**Charity registration number** 1130834  
**Company registration number** 6880752  
**Principal office and registered office** 20 Russell Gardens  
London  
NW11 9NL

**THE TRUSTEES**

Mrs S L Green  
Mrs E J Weider  
Mrs N E Katz Sacks  
Mrs H M Smith  
Mrs J E Matyas Benjamin  
Mrs K F Harris  
Dr T A Ezra (Appointed 1 May 2021)  
Mrs F Hager (Appointed 1 May 2021)

**COMPANY SECRETARY**

Mrs N Lerer

**AUDITOR**

Cohen Arnold  
Chartered Accountants & Statutory Auditor  
New Burlington House  
1075 Finchley Road  
LONDON  
NW11 0PU

**NOA GIRLS**  
**COMPANY LIMITED BY GUARANTEE**  
**TRUSTEES' ANNUAL REPORT (INCORPORATING THE DIRECTOR'S REPORT)**  
*(continued)*  
**YEAR ENDED 31 MARCH 2022**

**STRUCTURE, GOVERNANCE AND MANAGEMENT**

The charity is constituted as a company limited by guarantee and as such, its governing documents are its Memorandum and Articles of Association.

Its registered charity number is 1130834 and its company registration number is 6880752.

New trustees are appointed based on personal competence, specialist skills, availability and knowledge of and contact with institutions attending to the needs of adolescent girls at risk in the Orthodox Jewish Community. New trustees are inducted into the workings of the charity by the existing trustees and the Senior Management team. All trustees, like staff are DBS checked and undergo safeguarding training.

The trustees administer the day-to-day affairs of the charity. None of the trustees have any beneficial interest in the charity and no expenses were paid in the period.

**Our trustees**

Noa is led by a diverse board of eight trustees who provide invaluable support towards furthering Noa's vision that no girl should struggle alone. Our trustee board includes a chartered accountant, a top-tier trusts and charities solicitor, and two community doctors with portfolios including children and mental health.

In the year, there were some changes to the trustee board. Rebbetzin Faigy Hager was appointed to the trustee board, where she will hold the community links trustee portfolio. Rebbetzin Faigy Hager serves as the Head of the Beer Miriam Seminary and is extremely well regarded within the Stamford Hill community. Dr Talia Ezra, a well respected GP in the community, also joined the board, providing additional clinical experience and advice to our team.

Our trustee board all come from within the London Orthodox Jewish community and possess the requisite cultural understanding of and sensitivity towards the unique challenges that the Noa girls face. We believe our women-led trustee board of accomplished, driven and passionate community members is well-placed to manage, advocate for and act as ambassadors for girls in the Jewish community and their ability to lead productive and healthy lives.

**NOA GIRLS**  
**COMPANY LIMITED BY GUARANTEE**  
**TRUSTEES' ANNUAL REPORT (INCORPORATING THE DIRECTOR'S REPORT)**  
*(continued)*  
**YEAR ENDED 31 MARCH 2022**

**OBJECTIVES AND ACTIVITIES**

Our aim is to support adolescent girls aged 12-24 in the Orthodox Jewish Community, providing these girls with the care and skills necessary for them to regain their self-worth and create the possibility of healthier and more productive futures.

In addition to the usual struggles that the journey from adolescence to adulthood brings, the girls Noa supports face additional challenges stemming from a variety of sources, such as low self-esteem, difficult home situations, mental health issues such as eating disorders, anxiety and depression or traumatic life events. The girls face many practical problems in their day-to-day lives, ranging from living within challenging family circumstances and/or schooling difficulties to social issues. The spectrum of issues that we support runs from discrete challenges that limit a girl's ability to thrive, to the most severe which threaten a girl's very survival. Many of the Noa girls suffer from multiple, complex and interlinked issues.

The trustees confirm their compliance with the duty to have due regard to the public benefit guidance published by the Charity Commission when reviewing the charity's aims and objectives and in planning future activities.

**Our strategic aims**

- To provide each girl with the tailored practical emotional and therapeutic support she needs to resiliently overcome her challenges.
- To reach girls where no-one else can - our staff are fully understanding of the community and have extensive knowledge of its customs and social norms, giving them the cultural insight to relate to girls and make them feel understood.
- To grow sustainably to meet the surge for demand for our service. With over 55 girls still on our waiting list we still have much to do.
- To recruit more skilled female clinicians, growing our workforce so that we can meet the needs of our current and future beneficiaries.

**Our core beliefs**

- We believe in **empowerment**. We create bespoke care plans for each girl that focus on equipping them with the emotional and practical tools they need to create a healthier, more independent future.
- We believe our girls require **creative and flexible adolescent-centred support**. Many of our girls struggle with multiple complex and interlinked issues. Our holistic approach addresses every facet of girls' challenges which enables them to achieve sustained recovery. We address any of the girls' practical needs that need addressing to move forward; we work with girls to rebuild their depleted self-esteem in a safe and non-judgmental environment for some time before they are willing to engage in relevant therapies.
- We believe that a **dynamic** approach which builds on girls' strengths is what develops the emotional resilience necessary for them to confront their challenges. Our continuously expanding range of programmes and therapies give girls many opportunities to engage with our service, at their own pace and on their own terms.

## NOA GIRLS

### COMPANY LIMITED BY GUARANTEE

#### TRUSTEES' ANNUAL REPORT (INCORPORATING THE DIRECTOR'S REPORT)

*(continued)*

#### YEAR ENDED 31 MARCH 2022

- We believe in **working collaboratively**. We have established excellent relationships with community leaders and the main Jewish girls' high schools in north-west London and Hackney. We work closely with other organisations within our sector and act as a bridge to statutory and external services, constantly liaising with these services to ensure girls' care is aligned and comprehensive.
- We believe in an **evidence-led approach**. We have significantly invested in our monitoring and evaluation systems, enabling us to measure girls' progress and demonstrate impact to key stakeholders/ funders.
- We believe in **co-production**. We want girls' authentic voices and experiences to shape and improve our service. The feedback and suggestions we receive from beneficiaries, drive programme development and give us valuable insights into what support girls find most effective in propelling them towards recovery.

#### **Our methodology**

Noa's central methodology is that of pairing each girl with a designated keyworker to build a one-to-one relationship of trust with them. Through these relationships, keyworkers encourage girls to engage in Noa programmes, external services and therapy. Keyworkers provide wrap-around and practical care, working with and advocating for girls in every area of challenge in their lives. Keyworkers will encourage girls to identify their struggles and work toward creating coping mechanisms and solutions tailored to their individual needs.

Noa also acts as a bridge to external services, with keyworkers building trust so that girls will have enough confidence to accept support from and engage with relevant external service providers. Once engaged with the services, Noa liaises with the service providers to smooth any cultural misunderstandings or barriers to service.

#### **Our programmes**

In addition to our central keyworking role, Noa offers a range of activities and programmes for girls, the purpose of which are multi-fold. Some programmes provide girls with practical skills whilst others are aimed at improving physical and mental health. The ultimate aim of all of our programmes is to empower girls with the tools and confidence to make better decisions, face the struggles and issues in their lives without resorting to harmful behaviours, and aim for healthier more productive futures. Our diverse range of programmes include:

- **Therapy**

The Wohl Trust have generously funded our Therapy programme which provides girls with in-house or private therapy where girls are unable to access therapy services, or where the appropriate therapy is not available or the waiting list for services is too long. Therapies include CBT, DBT, psychotherapy, art therapy and equine therapy. The therapy programme also works to facilitate and advocate for girls to receive therapy from statutory services such as CAMHS and voluntary organisations and holds the girls through this process, ensuring their care is continuous and holistic. As part of the therapy programme, headed by an experienced clinician, we utilise volunteer interns usually in their final year of a doctorate program as well as NHS England funded interns from the CYP IAPT programme.

**NOA GIRLS**  
**COMPANY LIMITED BY GUARANTEE**  
**TRUSTEES' ANNUAL REPORT (INCORPORATING THE DIRECTOR'S REPORT)**  
*(continued)*  
**YEAR ENDED 31 MARCH 2022**

- **Alternative therapy programmes**

We offer a range of therapeutic programmes alongside formal therapy such as therapeutic music and movement sessions, therapeutic cooking, therapeutic art, drama therapy and vocal training therapy. These forums, selected to match each girl's specific talents and interests enable them to express themselves in a safe space (an experience they might not find anywhere else). For some girls, participating in alternative therapies helps them to overcome negative attitudes towards the therapeutic process and acts as a stepping stone in them going on to access the formal therapeutic help which they need to deal with existing trauma or challenges.

- **Family therapist programme**

Our family practitioner programme (funded by the Charles Wolfson Charitable Trust) provides therapy to family members to enable them to better support our girls. This creates a sustainable and natural support system around a girl to accompany her throughout her journey and build better understanding and responses to her challenges from the people that may be closest to her.

- **Mentoring programme**

BBC Children in Need have once again chosen to fund our mentoring programme. Members of the community work individually with a girl, providing practical support and/or participating in a weekly recreational activity with that girl, such as attending a dance class together or painting at a clay café. Mentoring sessions are used either to supplement keyworking sessions for girls who need additional support or, alternatively, as a girl's primary contact at Noa. Our mentors are all volunteers and, as well as providing extra support for girls, mentors act as healthy role models and are a living demonstration that the community cares about them.

- **Eating disorder programme**

We established our eating disorder programme in 2021 (funded by the Wolfson Jewish Education fund and the Charles Wolfson Charitable Trust). This programme has enabled us to provide more nuanced and specialised support for girls struggling or at risk of eating disorders. We have been able to appoint two therapists with extensive NHS experience in this area who are able to directly manage the care of these girls or provide weekly supervision for the clinicians supporting these girls. We liaise with external mental health providers where the girls receive their care to ensure that we provide a cohesive service for the girls, whether that is to support them with transitional arrangements when being discharged from an inpatient facility or providing a staff member to support a girl at meal times.

- **Noa at Work**

Financial independence is an important goal for many of our girls and crucial to providing choices and hope for the future. Due to the challenges they face some of our girls face barriers, both tangible and psychological, to employment. Our Noa at Work programme helps girls to find vocational training, internships and jobs. It guides them through various challenges such as CV writing, networking, interview practice, building up work experience and qualifications and how to negotiate the professional environment and negotiations such as terms of work and promotion and salary increases.

**NOA GIRLS**  
**COMPANY LIMITED BY GUARANTEE**  
**TRUSTEES' ANNUAL REPORT (INCORPORATING THE DIRECTOR'S REPORT)**  
*(continued)*  
**YEAR ENDED 31 MARCH 2022**

- **Business projects**

Girls work with their keyworker to plan, manufacture and sell items such as decorative food packages, hair accessories, jewellery or other goods. The girls, in doing so, gain many transferable skills for the employment market and their broader life such as budgeting, time management and the importance of seeing a project through to its final stages. Concurrently, girls build their depleted self-esteem through the successful completion of an activity to which there are tangible and material benefits.

- **Physical Fitness Programme**

We recognise the immense physical and emotional benefits of physical fitness, movement and exercise. Our in-house gym together with our personal training programme and physical fitness programmes such as yoga and dance classes, enable girls to exercise in a safe and secure place. These provide a forum to address weight and body image issues in a constructive and non-threatening way. Exercise is also well known to assist in fighting depression and alleviating mood disorders, which a number of girls suffer from. Girls also benefit from achieving set and tangible goals.

- **Tutoring programme**

Our tutoring programme assists girls who are struggling academically. The aim is to boost girls' confidence and self-esteem through academic success and improve their long-term opportunities. We were supported to provide this in 2021 and are now looking for further funding to be able to continue.

- **Social Giving Programme**

Volunteers often see a rise in confidence because helping others can provide a feeling of achievement. Our social giving project supports girls to become volunteers. We support the girls to research appropriate opportunities, match girls with volunteering opportunities that play to their unique strengths and interests.

We are relied on by community leaders and organisations in sensitive situations who listen to our advice and judgment. At the same time, Noa is recognised and respected by statutory and local authority bodies such as social services, CAMHS, the Tavistock as leaders in the sector whom they turn to with referrals, for interventions and training. This is due to Noa's firm code of confidentiality and discretion for the girls balanced with its unbreakable adherence to child protection and statutory duties. Without Noa, many of our girls would not approach any other service or access support.

#### **Our team**

Our charity is run for and by women. Noa Girls is under the direction of Naomi Lerer, who founded Noa in 2009. Naomi has over 25 years' experience working with adolescents in the community and holds two MAs from the Tavistock, one in Psychodynamic Approaches to Working with Adolescents and one in Child, Adolescent and Family Psychological Therapy, as well as a BA (Hons) in Business.

Our team is currently made up of 3 full time and 46 part-time members of staff including 12 clinical managers and 14 keyworkers. Our staff consists of a clinical psychologist, counselling psychologist, a child and adolescent psychotherapist and a family therapist, giving our girls coverage for a broad number of issues similar to the composition of a local authority team. We maintain a high level of professional supervision for all clinical staff, including weekly case supervision and monthly external

**NOA GIRLS**  
**COMPANY LIMITED BY GUARANTEE**  
**TRUSTEES' ANNUAL REPORT (INCORPORATING THE DIRECTOR'S REPORT)**  
*(continued)*  
**YEAR ENDED 31 MARCH 2022**

clinical supervision with child and adolescent psychotherapists or clinical psychologists. In addition, we provide regular professional training for all staff to ensure the high level of skill and competence that we expect from all those working for Noa. We have a team of 51 dedicated volunteers from across the community, many of whom serve as mentors to our girls.

**Clinical training programme**

We have implemented a clinical training programme to train up more female members of the community in therapeutic and social work fields through the sponsorship of qualifications and provision of paid internships. Following recruitment there will be 7 beneficiaries from September 2022. As well as enabling us to retain and recruit staff and thereby increase our own capacity, by encouraging and producing more qualified women in these fields, the entire community will be positively impacted by having access to more therapists and professionals who are from within the community, who they feel can understand and relate to them.

**Funding**

As with most not-for-profits, our greatest day-to-day concern is maintaining and building the funding base to support our current girls and future beneficiaries. The majority of our girls remain with Noa and are supported over a number of years and we need to make sure we have the means in place to support them throughout their journey. The majority of our funding comes from grants and sustainable funders which are a more reliable source of funds than one off donations but we are aware that we need to work carefully to ensure this stream of income is safeguarded and other possible funding is cultivated. Our investment in monitoring and evaluation is part of this, where we can quantitatively demonstrate our successes and the value of our work to present and future donors.

On 18th April 2021 Noa ran its first online fundraising campaign. The campaign was subsequently very well received by both the general public and the girls in our service, positively raising the profile of mental health and providing us with the much-needed funds to reduce the waiting list from 58 to 38 by December 2021. A number of lessons were learnt about how to improve the running of any future campaign and a dedicated fundraising consultant with this specific experience is to be used to lead the campaign planned for winter 2022.

At the same time, we continue to try to maintain and grow our grant base. We have received grants from many institutions including Arbib Lucas, BBC Children in Need, Children's Aid Committee Charitable Fund, Comic Relief, Compass Wellbeing CIC, Delapage, Jewish Child's Day, The John Lyon's Charity, Max Barney Foundation, Shoresh Charitable Trust, The Charles Wolfson Charitable Trust, The Henry Smith Foundation, The London Community Foundation with MOPAC (VAWG), The Wolfson Jewish Education Fund, Wohl Legacy, Health Education England (CYP IAPT), Barnet Community Innovation Fund, Kirsh Foundation, City Bridge Trust, The Pears Foundation, The Rachel Charitable Trust, Barnet Council, and The Vernon, May and Joyce Cohen Charitable Trust. We express our thanks to the wonderful donors whose generosity enables us to undertake our important work.

**NOA GIRLS**  
**COMPANY LIMITED BY GUARANTEE**  
**TRUSTEES' ANNUAL REPORT (INCORPORATING THE DIRECTOR'S REPORT)**  
*(continued)*  
**YEAR ENDED 31 MARCH 2022**

**Location**

Our current premises are at maximum capacity impeding our ability to take on additional girls.

For the last 13 years, we have received free use of our premises thanks to the incredible kindness of a community donor. On their passing, a local charitable trust very generously purchased the premises along with the adjoining property for Noa's use under a 50-year rent-free lease for both properties. We are very excited that we now have the space to increase our capacity and develop further programming. We have been granted planning permission to use the adjoining premise for business purposes. Now we are in the process of applying for planning permission so that we can best utilise these larger premises to meet the girls' needs. Our planned development project will enable us to create a purpose-built, adolescent-friendly warm and safe environment where we can cater to many more girls in the community.

**Cooperation with other services**

We work with statutory services such as CAMHS and Social services as well as with all the main organisations that work in our sector. These include JAMI, Norwood, The Boys' Clubhouse, Bikur Cholim and Jewish Women's Aid. We sit on the Young Mental Health Partnership Advisory Board under the auspices of the Jewish Leadership Council.

**Education project**

Schools are at the front lines of the mental health crisis. Teachers and parents are faced daily with girls who are struggling, yet the lack sufficient time and resources to support them effectively. Early intervention can be critical to a girl's ability to move forward with her life in a healthy productive way.

As part of our mission that 'no girl should struggle alone', Noa launched a pilot education project, headed by Dr Liz Feigin, which has impacted hundreds of families, through our work with schools in NW London and Stamford Hill. Our education project guides teachers and parents in how to identify girls who may be struggling and help them access effective support. We have led staff inset days, run school workshops and interventions with pupils, and held parent education evenings. Each of our sessions is carefully tailored to the specific needs and sensitivities of the audiences of the different schools we work with and their parent bodies, generating awareness and sensitivity about challenges girls may be navigating. The project has received incredibly positive feedback from staff, parents and students alike.

|                       |            |
|-----------------------|------------|
| Students presented to | <b>806</b> |
| Staff presented to    | <b>302</b> |
| Parents presented to  | <b>374</b> |
| Schools we are in     | <b>6</b>   |

**NOA GIRLS**  
**COMPANY LIMITED BY GUARANTEE**  
**TRUSTEES' ANNUAL REPORT (INCORPORATING THE DIRECTOR'S REPORT)**  
*(continued)*

**YEAR ENDED 31 MARCH 2022**

**ACHIEVEMENTS AND PERFORMANCE**

The charity received donations and grants and other income totalling £1,603,087 over the past year and has continued to support girls at risk during the reporting period. The charity works with the girls one-to-one and creates a care plan for each of them which includes a key worker, mentor and, in many cases, therapy.

|  | <b>Total</b> |
|--|--------------|
| Girls supported in the period                    | <b>212</b>   |
| Girls supported at Noa every week                | <b>127</b>   |
| Referrals received in the period                 | <b>93</b>    |
| Girls that received therapy at Noa in the period | <b>85</b>    |
| Girls currently on Noa waiting list              | <b>55</b>    |

The financial results of the charity for the period ended 31 March 2022 are fully reflected in the attached financial statements together with the notes thereon.

**Achievements against set objectives**

This period we have met a number of objectives that we set at the beginning of the year.

We again set ourselves an ambitious budget to enable us to take on additional girls and, at the same time to expand and improve the service we provide the girls. Our total expenditure for the period stood at £1,518,554. Our senior leadership team and Head of Eating Disorder were all in post by the end of January 2022 to support the expansion of our programmes. In addition, our education programme was launched as part of our mission that no girl should struggle alone.

A clinical record management system was introduced to ensure more robust and efficient data capture of our activities.

As part of that expansion we continue to widen our funding base, both through new grants and additional sustainable funders. We are happy to report that we have successfully grown both these strands of funding. Our third strand of funding, that of government and local authority funding continues to be an area of focus with the successful attainment of funding from the CYP-IAPT programme providing funding for the salary and full and training of a therapist. We continue to receive funding from local authorities in both Barnet and Hackney for individual girls.

Finally, we have seen a growing acceptance and willingness to work with Noa from educational institutions and community organisations in Stamford Hill. This shift in perception is as a result of a concerted effort to work with heads of schools and leaders to enable us to reach the girls who most need our service.

**How performance and success are measured**

In the last few years, we have invested heavily (thanks to a part of the grant from the National Lottery Community Fund) in our monitoring and evaluation systems to enable us to measure, analyse and report our successes and progress. Formal systems are now in place such as Strength and Difficulties Questionnaire and the Trauma Symptom Checklist, all measurable and objectively comparable to other services. These systems can measure the intensity of a girl's challenges and progress made across many areas such as improved self-esteem, anxiety and depression levels and interpersonal relationships. Evaluation forms are filled in regularly and inform our ongoing services and innovation of new programmes. Our records show **high levels of attendance (92%)** and **engagement (97%)**, which is unusual for organisations working with adolescents and more so given the challenges the girls in our service face.

**NOA GIRLS**  
**COMPANY LIMITED BY GUARANTEE**  
**TRUSTEES' ANNUAL REPORT (INCORPORATING THE DIRECTOR'S REPORT)**  
*(continued)*  
**YEAR ENDED 31 MARCH 2022**

We are proud of the following feedback from our girls:

*Coming to Noa has made a positive impact on my life - 94% agreed*

*I feel that Noa and other services are working well together to support me - 96% agreed*

*Meetings with Noa staff have helped me develop my confidence and sense of self-worth - 93% agreed*

*I feel listened to - 99% agreed*

However, in parallel to the objective methodologies put in place, we have not lost sight of the fact that Noa is, at its heart, about the individual. Success will always be dependent on, and measured in the context of, the unique circumstances with which a girl comes to Noa. A constant stream of solicited and unsolicited feedback from the girls, their families, teachers, headteachers and other professional involved in the girls' care provide insight into the individual journeys and progress girls make and the impact it has on all those around them. A job held for over 6 months, a move to permanent safe housing, a year without hospitalisation, a university place won or a healthy meal plan maintained may all be major achievements and sustainable steps to a more positive future.

Our success as an organisation, is demonstrated by the high level of referrals we receive despite keeping an intentionally low profile to maintain the confidentiality and discretion of the girls and their families. We have met ambitious targets to expand to try to meet the need in the community, though we still have a waiting list of over 30 girls. Initiatives such as our family therapy project, our education project and our fundraising campaign after the reporting period, all demonstrate the movement of the community as a whole towards a more open and positive approach to mental health struggles and our determination to appropriately address this as a community. Similarly, our engagement with and access to community leaders and heads of school together with their high rate of referral, demonstrate that Noa has become a critical and trusted service to the community.

## **FINANCIAL REVIEW**

### **Reserves Policy**

The trustees aim to maintain reserves in order that they can continue to fulfil the objects of the charity.

As at 31 March 2022 the charity had total funds of £824,524, of which £131,197 are restricted funds and £693,327 are unrestricted funds. Unrestricted funds include £100,000 of designated funds set aside to cover future expansion and renovations for the charity's premises, and £593,327 readily available for use. The trustees consider the level of funds to be adequate having regard to the planned level of charitable activities to be undertaken by the charity.

### **Risk management**

The trustees have identified and reviewed the major risks to which the charity is exposed, in particular those related to the operations and finance of the charity, and are satisfied that systems are in the place to manage those risks.

**NOA GIRLS**  
**COMPANY LIMITED BY GUARANTEE**  
**TRUSTEES' ANNUAL REPORT (INCORPORATING THE DIRECTOR'S REPORT)**  
*(continued)*  
**YEAR ENDED 31 MARCH 2022**

**PLANS FOR FUTURE PERIODS**

The trustees plan to continue to help adolescent girls at risk in the Orthodox Jewish Community by both continuing their current care plans and projects, whilst seeking to increase funding to develop new projects, in accordance with the charity's objectives.

In order to achieve these objectives, the trustees successfully raised significant and much needed funds at a fundraising event after the reporting period. The grants and donations received as a result of this event will be applied over the next year in the course of the charity's operations and programmes.

**TRUSTEES' RESPONSIBILITIES STATEMENT**

The trustees, who are also directors for the purposes of company law, are responsible for preparing the trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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

In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the applicable Charities SORP;
- make judgments and accounting estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements 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.

**AUDITOR**

Each of the persons who is a trustee at the date of approval of this report confirms that:

- so far as they are aware, there is no relevant audit information of which the charity's auditor is unaware; and
- they have taken all steps that they ought to have taken as a trustee to make themselves aware of any relevant audit information and to establish that the charity's auditor is aware of that information.

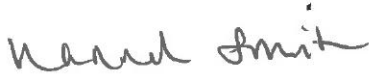
The auditor is deemed to have been re-appointed in accordance with section 487 of the Companies Act 2006.

**NOA GIRLS**  
**COMPANY LIMITED BY GUARANTEE**  
**TRUSTEES' ANNUAL REPORT (INCORPORATING THE DIRECTOR'S REPORT)**  
*(continued)*  
**YEAR ENDED 31 MARCH 2022**

**SMALL COMPANY PROVISIONS**

This report has been prepared in accordance with the provisions applicable to companies entitled to the small companies exemption.

The trustees' annual report was approved on ...20/12/2022... and signed on behalf of the board of trustees by:



Mrs H M Smith  
Trustee

**NOA GIRLS**  
**COMPANY LIMITED BY GUARANTEE**  
**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF NOA GIRLS**  
**YEAR ENDED 31 MARCH 2022**

**OPINION**

We have audited the financial statements of Noa Girls (the 'charity') for the year ended 31 March 2022 which comprise the statement of financial activities (including income and expenditure account), statement of financial position, statement of cash flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 March 2022 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- 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 financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and the provisions available for small entities, in the circumstances set out in note 26 to the financial statements, 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 financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements 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 financial statements 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.

**NOA GIRLS**  
**COMPANY LIMITED BY GUARANTEE**  
**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF NOA GIRLS**  
*(continued)*  
**YEAR ENDED 31 MARCH 2022**

**OTHER INFORMATION**

The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. 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.

**OPINIONS ON OTHER MATTERS PRESCRIBED BY THE COMPANIES ACT 2006**

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the trustees' report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees' report has been prepared in accordance with applicable legal requirements.

**MATTERS ON WHICH WE ARE REQUIRED TO REPORT BY EXCEPTION**

In the light of the knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the 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 financial statements 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 take advantage of the small companies' exemptions in preparing the directors' report and from the requirement to prepare a strategic report.

**NOA GIRLS**  
**COMPANY LIMITED BY GUARANTEE**  
**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF NOA GIRLS**  
*(continued)*  
**YEAR ENDED 31 MARCH 2022**

**RESPONSIBILITIES OF TRUSTEES**

As explained more fully in the trustees' responsibilities statement, the trustees (who are also the directors for the purposes of company law) are responsible for the preparation of the financial statements 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 financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, 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 trustees either intend to liquidate the charity or to cease operations, or have no realistic alternative but to do so.

**NOA GIRLS**  
**COMPANY LIMITED BY GUARANTEE**  
**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF NOA GIRLS**  
*(continued)*  
**YEAR ENDED 31 MARCH 2022**

**AUDITOR'S RESPONSIBILITIES FOR THE AUDIT OF THE FINANCIAL STATEMENTS**

Our objectives are to obtain reasonable assurance about whether the financial statements 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 financial statements.

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:

- We obtained an understanding of the legal and regulatory frameworks that are applicable to the charity through discussion with the trustees and senior management. We identified financial reporting legislation (including related companies legislation and charities legislation), taxation legislation, employment legislation, anti-bribery legislation, mental health care legislation and child safeguarding legislation as being most significant to these financial statements.
- We communicated these identified frameworks amongst our audit team and remained alert to any indications of non-compliance throughout the audit. We ensured that the engagement team had sufficient competence and capability to identify or recognise non-compliance with laws and regulations.
- We discussed with the trustees and senior management the policies and procedures regarding compliance with these legal and regulatory frameworks.
- We assessed the susceptibility of the charity's financial statements to material misstatement due to non-compliance with legal and regulatory frameworks, including how fraud might occur, by enquiry with the trustees and senior management during the planning and finalisation stages of our audit and by using proprietary disclosure checklists. The susceptibility to such material misstatement was determined to be low.
- Based on this understanding, we designed our audit procedures to identify non-compliance with the identified legal and regulatory frameworks, which were part of our procedures on the related financial statement items.

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. For example, the further removed non-compliance with laws and regulations (irregularities) is from the events and transactions reflected in the financial statements, the less likely the inherently limited procedures required by auditing standards would identify it. In addition, as with any audit, there remained a higher risk of non-detection of irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls. We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations.

**NOA GIRLS**  
**COMPANY LIMITED BY GUARANTEE**  
**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF NOA GIRLS**  
*(continued)*  
**YEAR ENDED 31 MARCH 2022**

As part of an audit in accordance with ISAs (UK), we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.
- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the charity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

**NOA GIRLS**  
**COMPANY LIMITED BY GUARANTEE**  
**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF NOA GIRLS**  
*(continued)*  
**YEAR ENDED 31 MARCH 2022**

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

**USE OF OUR REPORT**

This report is made solely to the charity'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 charity'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 charity and the charity's members as a body, for our audit work, for this report, or for the opinions we have formed.



Mr B Leigh, FCA (Senior Statutory Auditor)

20 December 2022

For and on behalf of  
Cohen Arnold  
Chartered Accountants & Statutory Auditor  
New Burlington House  
1075 Finchley Road  
LONDON  
NW11 0PU

**NOA GIRLS**  
**COMPANY LIMITED BY GUARANTEE**  
**STATEMENT OF FINANCIAL ACTIVITIES**  
**(INCLUDING INCOME AND EXPENDITURE ACCOUNT)**  
**YEAR ENDED 31 MARCH 2022**

|   | Note | Year to 31 Mar 22       |                       |                    | Period from                                  |
|---|------|-------------------------|-----------------------|--------------------|--|
|   |      | Unrestricted funds<br>£ | Restricted funds<br>£ | Total funds<br>£   | 1 May 20 to<br>31 Mar 21<br>Total funds<br>£ |
| <b>Income and endowments</b>                |      |                         |                       |                    |  |
| Donations and legacies                      | 5    | 456,774                 | 447,016               | 903,790            | 1,083,587                                    |
| Charitable activities                       | 6    | 5,808                   | –                     | 5,808              | 1,666  |
| Fundraising events                          | 7    | 693,489                 | –                     | 693,489            | 46,918                                       |
| <b>Total income</b>                         |      | <u>1,156,071</u>        | <u>447,016</u>        | <u>1,603,087</u>   | <u>1,132,171</u>                             |
| <b>Expenditure</b>                          |      |                         |                       |                    |  |
| Expenditure on raising funds:               |      |                         |                       |                    |  |
| Costs of raising donations and legacies     | 8    | (133,115)               | –                     | (133,115)          | (44,503)                                     |
| Expenditure on charitable activities        | 9,10 | (855,635)               | (529,804)             | (1,385,439)        | (794,820)                                    |
| <b>Total expenditure</b>                    |      | <u>(988,750)</u>        | <u>(529,804)</u>      | <u>(1,518,554)</u> | <u>(839,323)</u>                             |
| <b>Net income and net movement in funds</b> |      | <u>167,321</u>          | <u>(82,788)</u>       | <u>84,533</u>      | <u>292,848</u>                               |
| <b>Reconciliation of funds</b>              |      |                         |                       |                    |  |
| Total funds brought forward                 |      | 526,006                 | 213,985               | 739,991            | 447,143                                      |
| <b>Total funds carried forward</b>          |      | <u>693,327</u>          | <u>131,197</u>        | <u>824,524</u>     | <u>739,991</u>                               |

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

The notes on pages 22 to 31 form part of these financial statements.

**NOA GIRLS  
COMPANY LIMITED BY GUARANTEE  
STATEMENT OF FINANCIAL POSITION**

**31 MARCH 2022**

|   | Note | 2022<br>£       | £              | 2021<br>£       | £              |
|---|------|-----------------|----------------|-----------------|----------------|
| <b>FIXED ASSETS</b>                                   |      |                 |                |                 |                |
| Tangible fixed assets                                 | 16   |                 | 113,033        |                 | 65,800         |
| <b>CURRENT ASSETS</b>                                 |      |                 |                |                 |                |
| Debtors   | 17   | 37,522          |                | 22,399          |                |
| Cash at bank and in hand                              |      | 751,293         |                | 722,007         |                |
|   |      | <u>788,815</u>  |                | <u>744,406</u>  |                |
| <b>CREDITORS: amounts falling due within one year</b> | 19   | <u>(77,324)</u> |                | <u>(70,215)</u> |                |
| <b>NET CURRENT ASSETS</b>                             |      |                 | <u>711,491</u> |                 | <u>674,191</u> |
| <b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>          |      |                 | <u>824,524</u> |                 | <u>739,991</u> |
| <b>NET ASSETS</b>                                     |      |                 | <u>824,524</u> |                 | <u>739,991</u> |
| <b>FUNDS OF THE CHARITY</b>                           |      |                 |                |                 |                |
| Restricted funds                                      |      |                 | 131,197        |                 | 213,985        |
| Unrestricted funds                                    |      |                 | 693,327        |                 | 526,006        |
| <b>Total charity funds</b>                            | 22   |                 | <u>824,524</u> |                 | <u>739,991</u> |

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

These financial statements were approved by the board of trustees and authorised for issue on ~~20/11/2022~~ and are signed on behalf of the board by:



Mrs H M Smith  
Trustee

The notes on pages 22 to 31 form part of these financial statements.

**NOA GIRLS  
COMPANY LIMITED BY GUARANTEE  
STATEMENT OF CASH FLOWS  
YEAR ENDED 31 MARCH 2022**

|   | Note      | 2022<br>£             | 2021<br>£             |
|---|-----------|-----------------------|-----------------------|
| <b>CASH FLOWS FROM OPERATING ACTIVITIES</b>           |           |                       |                       |
| Net income  |           | 84,533                | 292,848               |
| <i>Adjustments for:</i>                               |           |                       |                       |
| Depreciation of tangible fixed assets                 |           | 32,242                | 16,933                |
| Accrued expenses                                      |           | 7,420                 | 6,811                 |
| Deferred income                                       |           | —                     | (20,000)              |
| <i>Changes in:</i>                                    |           |                       |                       |
| Trade and other debtors                               |           | (22,003)              | 47,899                |
| Trade and other creditors                             |           | 6,545                 | 44,427                |
| Cash generated from operations                        |           | <u>108,737</u>        | <u>388,918</u>        |
| Net cash from operating activities                    |           | <u>108,737</u>        | <u>388,918</u>        |
| <b>CASH FLOWS FROM INVESTING ACTIVITIES</b>           |           |                       |                       |
| Purchase of tangible assets                           |           | (79,475)              | (33,747)              |
| Net cash used in investing activities                 |           | <u>(79,475)</u>       | <u>(33,747)</u>       |
| <b>NET INCREASE IN CASH AND CASH EQUIVALENTS</b>      |           | <b>29,262</b>         | <b>355,171</b>        |
| <b>CASH AND CASH EQUIVALENTS AT BEGINNING OF YEAR</b> |           | <b>722,007</b>        | <b>386,836</b>        |
| <b>CASH AND CASH EQUIVALENTS AT END OF YEAR</b>       | <b>18</b> | <b><u>751,269</u></b> | <b><u>742,007</u></b> |

The notes on pages 22 to 31 form part of these financial statements.

**NOA GIRLS**  
**COMPANY LIMITED BY GUARANTEE**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**YEAR ENDED 31 MARCH 2022**

**1. GENERAL INFORMATION**

The charity is a public benefit entity and a private company limited by guarantee, registered in England and Wales and a registered charity in England and Wales. The address of the registered office is 20 Russell Gardens, London, NW11 9NL.

**2. STATEMENT OF COMPLIANCE**

These financial statements have been prepared in compliance with FRS 102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland', 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) (Charities SORP (FRS 102)) and the Companies Act 2006.

**3. ACCOUNTING POLICIES**

**Basis of preparation**

The financial statements have been prepared on the historical cost basis, as modified by the revaluation of certain financial assets and liabilities and investment properties measured at fair value through income or expenditure.

The financial statements are prepared in sterling, which is the functional currency of the entity.

The charity meets the definition of a public benefit entity under FRS 102.

**Going concern**

There are no material uncertainties about the charity's ability to continue.

**Judgements and key sources of estimation uncertainty**

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported. These estimates and judgements are continually reviewed and are based on experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. There were no significant judgements or estimates made in the preparation of these financial statements.

**Fund accounting**

Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the charity.

Designated funds are unrestricted funds earmarked by the trustees for particular future project or commitment.

Restricted funds comprise of funds received via grants for specific purposes and donation campaigns run for specific projects. Restricted funds are available for use by the trustees limited by the conditions attached to those funds.

**Designated funds**

The charity has designated a portion of its funds to cover estimated future renovations to its premises.

**NOA GIRLS**  
**COMPANY LIMITED BY GUARANTEE**  
**NOTES TO THE FINANCIAL STATEMENTS** *(continued)*  
**YEAR ENDED 31 MARCH 2022**

**3. ACCOUNTING POLICIES** *(continued)*

**Incoming resources**

All income is included in the statement of financial activities when entitlement has passed to the charity, it is probable that the economic benefits associated with the transaction will flow to the charity and the amount can be reliably measured. The following specific policies are applied to particular categories of income:

- income from donations are recognised when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably.
- income from grants are recognised when receipt is probable and entitlement is established having regard to conditions attached to the grants and any time frame imposed on the grant.
- income from donated goods and services provided to the charity are recognised at fair value in the period in which they are received, when they can be quantified. A corresponding amount is included within the relevant category of expenditure.

**Resources expended**

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is classified under headings of the statement of financial activities to which it relates:

- expenditure on raising funds includes the costs of all fundraising activities, events, non-charitable trading activities, and the sale of donated goods.
- expenditure on charitable activities includes all costs incurred by a charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities.

All costs are allocated to expenditure categories reflecting the use of the resource. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs are apportioned between the activities they contribute to on a reasonable, justifiable and consistent basis.

**Tangible assets**

Tangible assets are initially recorded at cost, and subsequently stated at cost less any accumulated depreciation and impairment losses.

**Depreciation**

Depreciation is calculated so as to write off the cost or valuation of an asset, less its residual value, over the useful economic life of that asset as follows:

|                       |                     |
|-----------------------|---------------------|
| Land and buildings    | - 10% straight line |
| Fixtures and fittings | - 20% straight line |
| Equipment             | - 20% straight line |
| Building improvements | - 2% straight line  |

Depreciation of an asset begins when it is in the location and condition necessary for it to be capable of operating in the manner intended by the charity.

**NOA GIRLS**  
**COMPANY LIMITED BY GUARANTEE**  
**NOTES TO THE FINANCIAL STATEMENTS** *(continued)*  
**YEAR ENDED 31 MARCH 2022**

**3. ACCOUNTING POLICIES** *(continued)*

**Financial instruments**

A financial asset or a financial liability is recognised only when the entity becomes a party to the contractual provisions of the instrument.

Basic financial instruments are initially recognised at the amount receivable or payable including any related transaction costs, unless the arrangement constitutes a financing transaction, where it is recognised at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Current assets and current liabilities are subsequently measured at the cash or other consideration expected to be paid or received and not discounted.

**4. LIMITED BY GUARANTEE**

The charity is a company limited by guarantee and has no share capital. The liability of each member in the event of winding up is limited to £10.

**5. DONATIONS AND LEGACIES**

|                                   | Unrestricted<br>Funds<br>£ | Restricted<br>Funds<br>£ | Total Funds<br>2022<br>£ |
|-----------------------------------|----------------------------|--------------------------|--------------------------|
| <b>DONATIONS</b>                  |                            |                          |                          |
| Donations received                | 400,227                    | –                        | 400,227                  |
| <b>GRANTS</b>                     |                            |                          |                          |
| Grants receivable                 | 56,547                     | 368,476                  | 425,023                  |
| Local authority grants receivable | –                          | 78,540                   | 78,540                   |
|                                   | <u>456,774</u>             | <u>447,016</u>           | <u>903,790</u>           |
| <br>                              |                            |                          |                          |
|                                   | Unrestricted<br>Funds<br>£ | Restricted<br>Funds<br>£ | Total Funds<br>2021<br>£ |
| <b>DONATIONS</b>                  |                            |                          |                          |
| Donations received                | 381,956                    | 20,500                   | 402,456                  |
| <b>GRANTS</b>                     |                            |                          |                          |
| Grants receivable                 | 176,783                    | 483,085                  | 659,868                  |
| Local authority grants receivable | –                          | 21,263                   | 21,263                   |
|                                   | <u>558,739</u>             | <u>524,848</u>           | <u>1,083,587</u>         |

Included within donations received is an amount of £78,000 relating to the provision of rent-free premises to the charity.

**NOA GIRLS**  
**COMPANY LIMITED BY GUARANTEE**  
**NOTES TO THE FINANCIAL STATEMENTS** *(continued)*  
**YEAR ENDED 31 MARCH 2022**

**6. CHARITABLE ACTIVITIES**

|   | Unrestricted<br>Funds<br>£ | <b>Total Funds<br/>2022<br/>£</b> | Unrestricted<br>Funds<br>£ | Total Funds<br>2021<br>£ |
|---|----------------------------|-----------------------------------|----------------------------|--------------------------|
| Sale of goods/services made or provided by the beneficiaries of the charity | 5,808                      | <u>5,808</u>                      | 1,666                      | <u>1,666</u>             |

**7. FUNDRAISING EVENTS**

|                    | Unrestricted<br>Funds<br>£ | <b>Total Funds<br/>2022<br/>£</b> | Unrestricted<br>Funds<br>£ | Total Funds<br>2021<br>£ |
|--------------------|----------------------------|-----------------------------------|----------------------------|--------------------------|
| Fundraising events | 693,489                    | <u>693,489</u>                    | 46,918                     | <u>46,918</u>            |

**8. COSTS OF RAISING DONATIONS AND LEGACIES**

|  | Unrestricted<br>Funds<br>£ | Restricted<br>Funds<br>£ | <b>Total Funds<br/>2022<br/>£</b> |
|--|----------------------------|--------------------------|-----------------------------------|
| Costs of generating income - Fundraising | 133,115                    | —                        | <u>133,115</u>                    |

|  | Unrestricted<br>Funds<br>£ | Restricted<br>Funds<br>£ | Total Funds<br>2021<br>£ |
|--|----------------------------|--------------------------|--------------------------|
| Costs of generating income - Fundraising | 30,611                     | 13,892                   | <u>44,503</u>            |

The costs of generating income includes wages and salaries and associated costs for staff involved in raising funds and donations and grants for the charity, the administrative costs of raising funds and the cost of fundraising events.

**9. EXPENDITURE ON CHARITABLE ACTIVITIES BY FUND TYPE**

|                              | Unrestricted<br>Funds<br>£ | Restricted<br>Funds<br>£ | <b>Total Funds<br/>2022<br/>£</b> |
|------------------------------|----------------------------|--------------------------|-----------------------------------|
| Direct charitable activities | 624,656                    | 513,826                  | <b>1,138,482</b>                  |
| Support costs                | 230,979                    | 15,978                   | <b>246,957</b>                    |
|                              | <u>855,635</u>             | <u>529,804</u>           | <u><b>1,385,439</b></u>           |

|                              | Unrestricted<br>Funds<br>£ | Restricted<br>Funds<br>£ | Total Funds<br>2021<br>£ |
|------------------------------|----------------------------|--------------------------|--------------------------|
| Direct charitable activities | 191,531                    | 484,644                  | 676,175                  |
| Support costs                | 92,559                     | 26,086                   | 118,645                  |
|                              | <u>284,090</u>             | <u>510,730</u>           | <u>794,820</u>           |

**NOA GIRLS**  
**COMPANY LIMITED BY GUARANTEE**  
**NOTES TO THE FINANCIAL STATEMENTS** *(continued)*  
**YEAR ENDED 31 MARCH 2022**

**10. EXPENDITURE ON CHARITABLE ACTIVITIES BY ACTIVITY TYPE**

|                              | Activities<br>undertaken<br>directly | Support costs  | Total funds<br>2022     | Total fund<br>2021 |
|------------------------------|--------------------------------------|----------------|-------------------------|--------------------|
|                              | £                                    | £              | £                       | £                  |
| Direct charitable activities | 1,138,482                            | 222,677        | <b>1,361,159</b>        | 771,900            |
| Governance costs             | –                                    | 24,280         | <b>24,280</b>           | 22,920             |
|                              | <u>1,138,482</u>                     | <u>246,957</u> | <u><b>1,385,439</b></u> | <u>794,820</u>     |

**11. ANALYSIS OF SUPPORT COSTS**

|                  | Activities<br>undertaken<br>directly | Total 2022            | Total 2021     |
|------------------|--------------------------------------|-----------------------|----------------|
|                  | £                                    | £                     | £              |
| Staff costs      | 222,677                              | <b>222,677</b>        | 95,725         |
| Governance costs | 24,280                               | <b>24,280</b>         | 22,920         |
|                  | <u>246,957</u>                       | <u><b>246,957</b></u> | <u>118,645</u> |

**12. NET INCOME**

Net income is stated after charging/(crediting):

|                                       | 2022          | 2021   |
|---------------------------------------|---------------|--------|
|                                       | £             | £      |
| Depreciation of tangible fixed assets | <b>32,242</b> | 16,933 |

**13. AUDITORS REMUNERATION**

|  | Year to<br>31 Mar 22 | Period from<br>1 May 20 to<br>31 Mar 21 |
|--|----------------------|---|
|  | £                    | £                                       |
| Fees payable for the audit of the financial statements   | <b>16,800</b>        | 19,800                                  |
| Fees payable to the charity's auditor and its associates for other services:<br>Other non-audit services | <b>5,100</b>         | 6,360                                   |

**NOA GIRLS**  
**COMPANY LIMITED BY GUARANTEE**  
**NOTES TO THE FINANCIAL STATEMENTS** *(continued)*  
**YEAR ENDED 31 MARCH 2022**

**14. STAFF COSTS**

The total staff costs and employee benefits for the reporting period are analysed as follows:

|   | <b>Year to</b><br><b>31 Mar 22</b> | Period from<br>1 May 20 to<br>31 Mar 21 |
|---|------------------------------------|---|
|   | £                                  | £                                       |
| Wages and salaries                      | <b>830,165</b>                     | 451,888                                 |
| Social security costs                   | <b>70,327</b>                      | 38,480                                  |
| Employer contributions to pension plans | <b>13,894</b>                      | 8,456                                   |
|   | <b><u>914,386</u></b>              | <u>498,824</u>                          |

During the period the charity had 51 (2021: 65) volunteers assisting with direct charitable activities and no (2021: 21) volunteers assisting with fundraising.

The average head count of employees during the year was 34 (2021: 22). The average number of full-time equivalent employees during the year is analysed as follows:

|                          | <b>2022</b>      | 2021      |
|--------------------------|------------------|-----------|
|                          | No.              | No.       |
| Key management personnel | <b>2</b>         | 2         |
| Charitable activities    | <b>16</b>        | 11        |
| Support staff            | <b>2</b>         | 1         |
|                          | <b><u>20</u></b> | <u>14</u> |

The average number of full time-time equivalent employees during the period was 20 (2021: 14).

The number of employees whose remuneration for the year fell within the following bands, were:

|                    | <b>2022</b>     | 2021     |
|--------------------|-----------------|----------|
|                    | No.             | No.      |
| £60,000 to £69,999 | -               | 1        |
| £80,000 to £89,999 | <b>1</b>        | -        |
|                    | <b><u>1</u></b> | <u>1</u> |

**Key Management Personnel**

Key management personnel include all persons that have authority and responsibility for planning, directing and controlling the activities of the charity. The total compensation paid to key management personnel for services provided to the charity was £184,396 (2021:£108,370).

**15. TRUSTEE REMUNERATION AND EXPENSES**

No remuneration or other benefits from employment with the charity or a related entity were received by the trustees.

No trustees expenses have been incurred.

**NOA GIRLS**  
**COMPANY LIMITED BY GUARANTEE**  
**NOTES TO THE FINANCIAL STATEMENTS** *(continued)*  
**YEAR ENDED 31 MARCH 2022**

**16. TANGIBLE FIXED ASSETS**

|                         | Land and<br>buildings<br>£ | Fixtures and<br>fittings<br>£ | Equipment<br>£ | Building<br>improvement<br>s<br>£ | <b>Total<br/>£</b>    |
|-------------------------|----------------------------|-------------------------------|----------------|-----------------------------------|-----------------------|
| <b>Cost</b>             |                            |                               |                |                                   |                       |
| At 1 April 2021         | 31,032                     | 19,425                        | 46,700         | —                                 | <b>97,157</b>         |
| Additions               | —                          | 10,440                        | 43,639         | 25,396                            | <b>79,475</b>         |
| Disposals               | —                          | —                             | (10,393)       | —                                 | <b>(10,393)</b>       |
| <b>At 31 March 2022</b> | <u>31,032</u>              | <u>29,865</u>                 | <u>79,946</u>  | <u>25,396</u>                     | <u><b>166,239</b></u> |
| <b>Depreciation</b>     |                            |                               |                |                                   |                       |
| At 1 April 2021         | 6,206                      | 3,885                         | 21,266         | —                                 | <b>31,357</b>         |
| Charge for the year     | 3,103                      | 5,973                         | 22,658         | 508                               | <b>32,242</b>         |
| Disposals               | —                          | —                             | (10,393)       | —                                 | <b>(10,393)</b>       |
| <b>At 31 March 2022</b> | <u>9,309</u>               | <u>9,858</u>                  | <u>33,531</u>  | <u>508</u>                        | <u><b>53,206</b></u>  |
| <b>Carrying amount</b>  |                            |                               |                |                                   |                       |
| <b>At 31 March 2022</b> | <u>21,723</u>              | <u>20,007</u>                 | <u>46,415</u>  | <u>24,888</u>                     | <u><b>113,033</b></u> |
| At 31 March 2021        | <u>24,826</u>              | <u>15,540</u>                 | <u>25,434</u>  | —                                 | <u><b>65,800</b></u>  |

**17. DEBTORS**

|                                | 2022<br>£     | 2021<br>£     |
|--------------------------------|---------------|---------------|
| Trade debtors                  | 37,522        | 15,519        |
| Prepayments and accrued income | —             | 6,880         |
|                                | <u>37,522</u> | <u>22,399</u> |

**18. CASH AND CASH EQUIVALENTS**

Cash and cash equivalents comprise the following:

|                          | 2022<br>£      | 2021<br>£      |
|--------------------------|----------------|----------------|
| Cash at bank and in hand | 751,293        | 722,007        |
| Bank overdrafts          | (24)           | —              |
|                          | <u>751,269</u> | <u>722,007</u> |

**NOA GIRLS**  
**COMPANY LIMITED BY GUARANTEE**  
**NOTES TO THE FINANCIAL STATEMENTS** *(continued)*  
**YEAR ENDED 31 MARCH 2022**

**19. CREDITORS: amounts falling due within one year**

|                                 | 2022          | 2021          |
|---------------------------------|---------------|---------------|
|                                 | £             | £             |
| Bank loans and overdrafts       | 24            | —             |
| Trade creditors                 | 15,817        | 14,222        |
| Accruals and deferred income    | 39,511        | 38,971        |
| Social security and other taxes | 19,746        | 15,096        |
| Other creditors                 | 2,226         | 1,926         |
|                                 | <b>77,324</b> | <b>70,215</b> |

**20. DEFERRED INCOME**

Deferred income comprises grants to which the charity was entitled at the period end that substantively relate to the following year.

**21. PENSIONS AND OTHER POST RETIREMENT BENEFITS**

**Defined contribution plans**

The amount recognised in income or expenditure as an expense in relation to defined contribution plans was £13,894 (2021: £8,456).

**22. ANALYSIS OF CHARITABLE FUNDS**

**Unrestricted funds**

|                  | At           |           |             |           | At 31 March |
|------------------|--------------|-----------|-------------|-----------|-------------|
|                  | 1 April 2021 | Income    | Expenditure | Transfers | 2022        |
|                  | £            | £         | £           | £         | £           |
| General funds    | 441,006      | 1,156,071 | (988,750)   | (15,000)  | 593,327     |
| Designated funds | 85,000       | —         | —           | 15,000    | 100,000     |
|                  | 526,006      | 1,156,071 | (988,750)   | —         | 693,327     |

|                  | At         |         |             |           | At 31 March |
|------------------|------------|---------|-------------|-----------|-------------|
|                  | 1 May 2020 | Income  | Expenditure | Transfers | 2021        |
|                  | £          | £       | £           | £         | £           |
| General funds    | 143,000    | 607,323 | (314,701)   | 5,384     | 441,006     |
| Designated funds | 70,000     | —       | —           | 15,000    | 85,000      |
|                  | 213,000    | 607,323 | (314,701)   | 20,384    | 526,006     |

**NOA GIRLS**  
**COMPANY LIMITED BY GUARANTEE**  
**NOTES TO THE FINANCIAL STATEMENTS** *(continued)*  
**YEAR ENDED 31 MARCH 2022**

**22. ANALYSIS OF CHARITABLE FUNDS** *(continued)*

**Restricted funds**

|                          | At<br>1 April 2021 | Income  | Expenditure | Transfers | At 31 March<br>2022 |
|--------------------------|--------------------|---------|-------------|-----------|---------------------|
|                          | £                  | £       | £           | £         | £                   |
| Various restricted funds | 213,985            | 447,016 | (529,804)   | —         | <u>131,197</u>      |

|                          | At<br>1 May 2020 | Income  | Expenditure | Transfers | At 31 March<br>2021 |
|--------------------------|------------------|---------|-------------|-----------|---------------------|
|                          | £                | £       | £           | £         | £                   |
| Various restricted funds | 234,143          | 524,848 | (524,622)   | (20,384)  | <u>213,985</u>      |

**23. ANALYSIS OF NET ASSETS BETWEEN FUNDS**

|                            | Unrestricted<br>Funds | Restricted<br>Funds | Total Funds<br>2022   |
|----------------------------|-----------------------|---------------------|-----------------------|
|                            | £                     | £                   | £                     |
| Tangible fixed assets      | 113,033               | —                   | <b>113,033</b>        |
| Current assets             | 657,618               | 131,197             | <b>788,815</b>        |
| Creditors less than 1 year | (77,324)              | —                   | <b>(77,324)</b>       |
| <b>Net assets</b>          | <u>693,327</u>        | <u>131,197</u>      | <u><b>824,524</b></u> |

|                            | Unrestricted<br>Funds | Restricted<br>Funds | Total Funds<br>2021 |
|----------------------------|-----------------------|---------------------|---------------------|
|                            | £                     | £                   | £                   |
| Tangible fixed assets      | 65,800                | —                   | 65,800              |
| Current assets             | 530,421               | 213,985             | 744,406             |
| Creditors less than 1 year | (70,215)              | —                   | (70,215)            |
| <b>Net assets</b>          | <u>526,006</u>        | <u>213,985</u>      | <u>739,991</u>      |

**24. ANALYSIS OF CHANGES IN NET DEBT**

|                          | At<br>1 Apr 2021 | Cash flows    | At<br>31 Mar 2022     |
|--------------------------|------------------|---------------|-----------------------|
|                          | £                | £             | £                     |
| Cash at bank and in hand | 722,007          | 29,286        | <b>751,293</b>        |
| Bank overdrafts          | —                | (24)          | <b>(24)</b>           |
|                          | <u>722,007</u>   | <u>29,262</u> | <u><b>751,269</b></u> |

**25. RELATED PARTIES**

During the period, the charity received donations aggregating £35,210 (2021: £10,179) from the trustees and key management personnel.

**NOA GIRLS**  
**COMPANY LIMITED BY GUARANTEE**  
**NOTES TO THE FINANCIAL STATEMENTS** *(continued)*  
**YEAR ENDED 31 MARCH 2022**

**26. ETHICAL STANDARDS**

In common with many businesses of the charity's size and nature the charity uses its auditors to prepare and submit returns to the tax authorities, assist with the preparation of the financial statements and provide tax advice.

**NOA GIRLS**

England & Wales - Charity number 1130834

---

# Accounts

---

**COMPANY REGISTRATION NUMBER: 6880752**

**CHARITY REGISTRATION NUMBER: 1130834**

**NOA GIRLS  
COMPANY LIMITED BY GUARANTEE  
FINANCIAL STATEMENTS  
31 MARCH 2021**

**COHEN ARNOLD**  
Chartered Accountants & Statutory Auditor  
New Burlington House  
1075 Finchley Road  
LONDON  
NW11 0PU

**NOA GIRLS**  
**COMPANY LIMITED BY GUARANTEE**  
**FINANCIAL STATEMENTS**  
**PERIOD FROM 1 MAY 2020 TO 31 MARCH 2021**

|  | <b>PAGES</b>    |
|--|-----------------|
| Trustees' Annual Report (Incorporating the Director's Report)                | <b>1 to 12</b>  |
| Independent Auditor's Report to the Members                                  | <b>13 to 18</b> |
| Statement of Financial Activities (Including Income and Expenditure Account) | <b>19</b>       |
| Statement of Financial Position  | <b>20</b>       |
| Statement of Cash Flows  | <b>21</b>       |
| Notes to the Financial Statements  | <b>22 to 31</b> |

**NOA GIRLS**  
**COMPANY LIMITED BY GUARANTEE**  
**TRUSTEES' ANNUAL REPORT (INCORPORATING THE DIRECTOR'S REPORT)**  
**PERIOD FROM 1 MAY 2020 TO 31 MARCH 2021**

The trustees, who are also the directors for the purposes of company law, present their report and the financial statements of the charity for the period ended 31 March 2021.

**REFERENCE AND ADMINISTRATIVE DETAILS**

**Registered charity name** Noa Girls  
**Charity registration number** 1130834  
**Company registration number** 6880752  
**Principal office and registered office** 20 Russell Gardens  
London  
NW11 9NL

**THE TRUSTEES**

|                         |                              |
|-------------------------|------------------------------|
| Mrs S L Green           |                              |
| Mrs M Noe               | (Retired 7 September 2020)   |
| Mrs L Jay               | (Retired 10 February 2021)   |
| Mrs E J Weider          |                              |
| Mrs N E Katz Sacks      |                              |
| Mrs H M Smith           | (Appointed 17 August 2020)   |
| Mrs J E Matyas Benjamin | (Appointed 7 September 2020) |
| Mrs K Harris            | (Appointed 7 September 2020) |
| Dr T A Ezra             | (Appointed 1 May 2021)       |
| Mrs F Hager             | (Appointed 1 May 2021)       |

**COMPANY SECRETARY** Mrs N Lerer

**AUDITOR** Cohen Arnold  
Chartered Accountants & Statutory Auditor  
New Burlington House  
1075 Finchley Road  
LONDON  
NW11 0PU

**NOA GIRLS**  
**COMPANY LIMITED BY GUARANTEE**  
**TRUSTEES' ANNUAL REPORT (INCORPORATING THE DIRECTOR'S REPORT)**  
*(continued)*  
**PERIOD FROM 1 MAY 2020 TO 31 MARCH 2021**

**STRUCTURE, GOVERNANCE AND MANAGEMENT**

The charity is constituted as a company limited by guarantee and as such, its governing documents are its Memorandum and Articles of Association.

Its registered charity number is 1130834 and its company registration number is 6880752.

New trustees are appointed based on personal competence, specialist skills, availability and knowledge of and contact with institutions attending to the needs of adolescent girls at risk in the Orthodox Jewish Community. New trustees are inducted into the workings of the charity by the existing trustees and the Senior Management team. All trustees, like staff are DBS checked and undergo safeguarding training.

The trustees administer the day-to-day affairs of the charity. None of the trustees have any beneficial interest in the charity and no expenses were paid in the period.

**Our trustees**

Noa is led by a diverse board of 8 trustees who provide invaluable support towards furthering Noa's vision that no girl should struggle alone. Our trustee board includes a chartered accountant, a top-tier trusts and charities solicitor, and two community doctors with portfolios including children and mental health.

In the last 11 months, there have been some changes to the trustee board. Ahuva Jay, who has been with Noa since its inception, stepped down as a trustee after 11 years of dedicated service. Ahuva's tireless work on behalf of Noa, her personal compassion for the girls and her vision of what Noa could achieve was instrumental in our growth and she will be greatly missed. In her stead, Rebbetzin Faigy Hager was appointed to the trustee board, where she will hold the community links trustee portfolio (which Ahuva held). Rebbetzin Faigy Hager serves as the Head of the Beer Miriam Seminary and is extremely well regarded within the Stamford Hill community. Dr Talia Ezra, a well-respected GP in the community, also joined the board, providing additional clinical experience and advice to our team.

Our trustee board all come from within the London Orthodox Jewish community and possess the requisite cultural understanding of and sensitivity towards the unique challenges that the Noa girls face. We believe our women-led trustee board of accomplished, driven and passionate community members is well-placed to manage, advocate for and act as ambassadors for girls in the Jewish community and their ability to lead productive and healthy lives.

**NOA GIRLS**  
**COMPANY LIMITED BY GUARANTEE**  
**TRUSTEES' ANNUAL REPORT (INCORPORATING THE DIRECTOR'S REPORT)**  
*(continued)*  
**PERIOD FROM 1 MAY 2020 TO 31 MARCH 2021**

**OBJECTIVES AND ACTIVITIES**

Our aim is to support adolescent girls aged 12-24 in the Orthodox Jewish Community, providing these girls with the care and skills necessary for them to regain their self-worth and create the possibility of healthier and more productive futures.

In addition to the usual struggles that the journey from adolescence to adulthood brings, the girls Noa supports face additional challenges stemming from a variety of sources, such as low self-esteem, difficult home situations, mental health issues such as eating disorders, anxiety and depression or traumatic life events. The girls face many practical problems in their day-to-day lives, ranging from living within challenging family circumstances and/or schooling difficulties to social issues. The spectrum of issues that we support runs from discrete challenges that limit a girl's ability to thrive, to the most severe which threaten a girl's very survival. Many of the Noa girls suffer from multiple, complex and interlinked issues.

The trustees confirm their compliance with the duty to have due regard to the public benefit guidance published by the Charity Commission when reviewing the charity's aims and objectives and in planning future activities.

**Our strategic aims**

- To provide each girl with the tailored practical emotional and therapeutic support she needs to resiliently overcome her challenges.
- To reach girls where no-one else can - our staff are fully understanding of the community and have extensive knowledge of its customs and social norms, giving them the cultural insight to relate to girls and make them feel understood.
- To grow sustainably to meet the surge for demand for our service - in 2021 we supported over 200 girls and received 129 referrals. With over 40 girls still on our waiting list we still have much to do.
- To recruit more skilled female clinicians, growing our workforce so that we can meet the needs of our current and future beneficiaries.

**Our core beliefs**

- We believe in **empowerment**. We create bespoke care plans for each girl that focus on equipping them with the emotional and practical tools they need to create a healthier, more independent future.
- We believe our girls require **creative and flexible adolescent-centred support**. Many of our girls struggle with multiple complex and interlinked issues. Our holistic approach addresses every facet of girls' challenges which enables them to achieve sustained recovery. We address any of the girls' practical needs that need addressing to move forward; we work with girls to rebuild their depleted self-esteem in a safe and non-judgmental environment for some time before they are willing to engage in relevant therapies.
- We believe that a **dynamic** approach which builds on girls' strengths is what develops the emotional resilience necessary for them to confront their challenges. Our continuously expanding range of programmes and therapies give girls many opportunities to engage with our service, at their own pace and on their own terms.

# NOA GIRLS

## COMPANY LIMITED BY GUARANTEE

### TRUSTEES' ANNUAL REPORT (INCORPORATING THE DIRECTOR'S REPORT)

*(continued)*

#### PERIOD FROM 1 MAY 2020 TO 31 MARCH 2021

- We believe in **working collaboratively**. We have established excellent relationships with community leaders and the main Jewish girls' high schools in north-west London and Hackney. We work closely with other organisations within our sector and act as a bridge to statutory and external services, constantly liaising with these services to ensure girls' care is aligned and comprehensive.
- We believe in an **evidence-led approach**. We have significantly invested in our monitoring and evaluation systems, enabling us to measure girls' progress and demonstrate impact to key stakeholders/ funders.
- We believe in **co-production**. We want girls' authentic voices and experiences to shape and improve our service. The feedback and suggestions we receive from beneficiaries, drive programme development and give us valuable insights into what support girls find most effective in propelling them towards recovery.

#### **Our methodology**

Noa's central methodology is that of pairing each girl with a designated keyworker to build a one-to-one relationship of trust with them. Through these relationships, keyworkers encourage girls to engage in Noa programmes, external services and therapy. Keyworkers provide wrap-around and practical care, working with and advocating for girls in every area of challenge in their lives. Keyworkers will encourage girls to identify their struggles and work toward creating coping mechanisms and solutions tailored to their individual needs.

Noa also acts as a bridge to external services, with keyworkers building trust so that girls will have enough confidence to accept support from and engage with relevant external service providers. Once engaged with the services, Noa liaises with the service providers to smooth any cultural misunderstandings or barriers to service.

#### **Our programmes**

In addition to our central keyworking role, Noa offers a range of activities and programmes for girls, the purpose of which are multi-fold. Some programmes provide girls with practical skills whilst others are aimed at improving physical and mental health. The ultimate aim of all of our programmes is to empower girls with the tools and confidence to make better decisions, face the struggles and issues in their lives without resorting to harmful behaviours, and aim for healthier more productive futures. Our diverse range of programmes include:

- **Therapy**

The Wohl Trust have generously funded our Therapy programme which provides girls with in-house or private therapy where girls are unable to access therapy services, or where the appropriate therapy is not available or the waiting list for services is too long. Therapies include CBT, DBT, psychotherapy, art therapy and equine therapy. The therapy programme also works to facilitate and advocate for girls to receive therapy from statutory services such as CAMHS and voluntary organisations and holds the girls through this process, ensuring their care is continuous and holistic. As part of the therapy programme, headed by an experienced clinician, we utilise volunteer interns usually in their final year of a doctorate program as well as NHS England funded interns from the CYP IAPT programme.

**NOA GIRLS**  
**COMPANY LIMITED BY GUARANTEE**  
**TRUSTEES' ANNUAL REPORT (INCORPORATING THE DIRECTOR'S REPORT)**  
*(continued)*  
**PERIOD FROM 1 MAY 2020 TO 31 MARCH 2021**

- **Alternative therapy programmes**

We offer a range of therapeutic programmes alongside formal therapy such as therapeutic music and movement sessions, therapeutic cooking, therapeutic art, drama therapy and vocal training therapy. These forums, selected to match each girl's specific talents and interests enable them to express themselves in a safe space (an experience they might not find anywhere else). For some girls, participating in alternative therapies helps them to overcome negative attitudes towards the therapeutic process and acts as a stepping stone in them going on to access the formal therapeutic help which they need to deal with existing trauma or challenges.

- **Family therapist programme**

Our family practitioner programme (funded by the Charles Wolfson Charitable Trust) provides therapy to family members to enable them to better support our girls. This creates a sustainable and natural support system around a girl to accompany her throughout her journey and build better understanding and responses to her challenges from the people that may be closest to her.

- **Mentoring programme**

BBC Children in Need have once again chosen to fund our mentoring programme. Members of the community work individually with a girl, providing practical support and/or participating in a weekly recreational activity with that girl, such as attending a dance class together or painting at a clay café. Mentoring sessions are used either to supplement keyworking sessions for girls who need additional support or, alternatively, as a girl's primary contact at Noa. Our mentors are all volunteers and, as well as providing extra support for girls, mentors act as healthy role models and are a living demonstration that the community cares about them.

- **Noa at Work**

Financial independence is an important goal for many of our girls and crucial to providing choices and hope for the future. Due to the challenges they face some of our girls face barriers, both tangible and psychological, to employment. Our Noa at Work programme helps girls to find vocational training, internships and jobs. It guides them through various challenges such as CV writing, networking, interview practice, building up work experience and qualifications and how to negotiate the professional environment and negotiations such as terms of work and promotion and salary increases.

- **Business projects**

Girls work with their keyworker to plan, manufacture and sell items such as decorative food packages, hair accessories, jewellery or other goods. The girls, in doing so, gain many transferable skills for the employment market and their broader life such as budgeting, time management and the importance of seeing a project through to its final stages. Concurrently, girls build their depleted self-esteem through the successful completion of an activity to which there are tangible and material benefits.

**NOA GIRLS**  
**COMPANY LIMITED BY GUARANTEE**  
**TRUSTEES' ANNUAL REPORT (INCORPORATING THE DIRECTOR'S REPORT)**  
*(continued)*  
**PERIOD FROM 1 MAY 2020 TO 31 MARCH 2021**

- **Physical Fitness Programme**

We recognise the immense physical and emotional benefits of physical fitness, movement and exercise. Our in-house gym together with our personal training programme and physical fitness programmes such as yoga and dance classes, enable girls to exercise in a safe and secure place. These provide a forum to address weight and body image issues in a constructive and non-threatening way. Exercise is also well known to assist in fighting depression and alleviating mood disorders, which a number of girls suffer from. Girls also benefit from achieving set and tangible goals.

- **Tutoring programme**

Our tutoring programme assists girls who are struggling academically. The aim is to boost girls' confidence and self-esteem through academic success and improve their long-term opportunities.

We are relied on by community leaders and organisations in sensitive situations who listen to our advice and judgment. At the same time, Noa is recognised and respected by statutory and local authority bodies such as social services, CAMHS, the Tavistock as leaders in the sector whom they turn to with referrals, for interventions and training. This is due to Noa's firm code of confidentiality and discretion for the girls balanced with its unbreakable adherence to child protection and statutory duties. Without Noa, many of our girls would not approach any other service or access support.

### **Our team**

Our charity is run for and by women. Noa Girls is under the direction of Naomi Lerer, who founded Noa in 2009. Naomi has over 25 years' experience working with adolescents in the community and holds two MAs from the Tavistock, one in Psychodynamic Approaches to Working with Adolescents and one in Child, Adolescent and Family Psychological Therapy, as well as a BA (Hons) in Business.

Our team is currently made up of 4 full time and 19 part-time members of staff including 8 clinical managers and 9 keyworkers. Our staff consists of a clinical psychologist, counselling psychologist, a child and adolescent psychotherapist and a family therapist, giving our girls coverage for a broad number of issues similar to the composition of a local authority team. We maintain a high level of professional supervision for all clinical staff, including weekly case supervision and monthly external clinical supervision with child and adolescent psychotherapists or clinical psychologists. In addition, we provide regular professional training for all staff to ensure the high level of skill and competence that we expect from all those working for Noa. We have a team of 46 dedicated volunteers from across the community, many of whom serve as mentors to our girls.

### **Clinical training programme**

We have implemented a clinical training programme to train up more female members of the community in therapeutic and social work fields through the sponsorship of qualifications and provision of paid internships. We know there is vast untapped talent in the community. As well as enabling us to retain and recruit staff and thereby increase our own capacity, by encouraging and producing more qualified women in these fields, the entire community will be positively impacted by having access to more therapists and professionals who are from within the community, who they feel can understand and relate to them.

**NOA GIRLS**  
**COMPANY LIMITED BY GUARANTEE**  
**TRUSTEES' ANNUAL REPORT (INCORPORATING THE DIRECTOR'S REPORT)**  
*(continued)*  
**PERIOD FROM 1 MAY 2020 TO 31 MARCH 2021**

**Funding**

As with most not-for-profits, our greatest day-to-day concern is maintaining and building the funding base to support our current girls and future beneficiaries. The majority of our girls remain with Noa and are supported over a number of years and we need to make sure we have the means in place to support them throughout their journey. The majority of our funding comes from grants and sustainable funders which are a more reliable source of funds than one off donations but we are aware that we need to work carefully to ensure this stream of income is safeguarded and other possible funding is cultivated. Our investment in monitoring and evaluation is part of this, where we can quantitatively demonstrate our successes and the value of our work to present and future donors.

At the end of the period, Noa began preparing for its first online fundraising campaign in response to the increasing need in the community for our services and an unprecedented 58 girls on our waiting list. The campaign was subsequently very well received by both the general public and the girls in our service, positively raising the profile of mental health and providing us with the funds we needed to clear the waiting list and to build our infrastructure to sustainably grow to meet the ever-growing need in the community.

At the same time, we continue to try to maintain and grow our grant base. We have received grants from many institutions including The National Lottery, Children in Need, Comic Relief, Mayor of London, Henry Smith Charity, City Bridge Trust, The Charles Wolfson Charitable Trust, The Wolfson Jewish Education Fund, The Wohl Trust, The Pears Foundation, The John Lyon's Charity, The Rachel Charitable Trust, Jewish Child's Day, the Children's Aid Committee Charitable Fund, Barnet Council, Kirsh Foundation, Schreier Foundation and The Vernon, May and Joyce Cohen Charitable Trust. We express our thanks to the wonderful donors whose generosity enables us to undertake our important work.

**Location**

Our current premises are at maximum capacity impeding our ability to take on additional girls.

For the last 12 years, we have received free use of our premises thanks to the incredible kindness of a community donor. On their passing, a local charitable trust very generously purchased the premises along with the adjoining property for Noa's use under a 50-year rent-free lease for both properties. We are very excited that we now have the space to increase our capacity and develop further programming. We are in the process of applying for planning permission so that we can best utilise our larger premises to meet the girls' needs. Our planned development project will enable us to create a purpose-built, adolescent-friendly warm and safe environment where we can cater to many more girls in the community.

**Cooperation with other services**

We work closely with all the main organisations that work in our sector. These include JAMI, Norwood, The Boys' Clubhouse, Bikur Cholim and Jewish Women's Aid. This collaboration serves both to increase the services part of consortiums with Interlink and other mental health and adolescent charities in Stamford Hill. We sit on the Young Mental Health Partnership Advisory Board under the auspices of the Jewish Leadership Council.

**NOA GIRLS**  
**COMPANY LIMITED BY GUARANTEE**  
**TRUSTEES' ANNUAL REPORT (INCORPORATING THE DIRECTOR'S REPORT)**  
*(continued)*  
**PERIOD FROM 1 MAY 2020 TO 31 MARCH 2021**

**Education project**

Schools are at the front lines of the mental health crisis. Teachers and parents are faced daily with girls who are struggling, yet the lack sufficient time and resources to support them effectively. Early intervention can be critical to a girl's ability to move forward with her life in a healthy productive way.

As part of our mission that 'no girl should struggle alone', Noa launched a pilot education project, headed by Dr Liz Feigin, which has impacted hundreds of families, through our work with schools in NW London and Stamford Hill. Our education project guides teachers and parents in how to identify girls who may be struggling and help them access effective support. We have led staff inset days, run school workshops and interventions with pupils, and held parent education evenings. Each of our sessions is carefully tailored to the specific needs and sensitivities of the audiences of the different schools we work with and their parent bodies, generating awareness and sensitivity about challenges girls may be navigating. The project has received incredibly positive feedback from staff, parents and students alike.

|                       |            |
|-----------------------|------------|
| Students presented to | <b>795</b> |
| Staff presented to    | <b>512</b> |
| Parents presented to  | <b>600</b> |
| Schools we are in     | <b>7</b>   |

**NOA GIRLS**  
**COMPANY LIMITED BY GUARANTEE**  
**TRUSTEES' ANNUAL REPORT (INCORPORATING THE DIRECTOR'S REPORT)**  
*(continued)*  
**PERIOD FROM 1 MAY 2020 TO 31 MARCH 2021**

**ACHIEVEMENTS AND PERFORMANCE**

The charity received donations and grants and other income totalling £1,132,171 over the past 11 months and has continued to support girls at risk during the reporting period. The charity works with the girls one-to-one and creates a care plan for each of them which includes a key worker, mentor and, in many cases, therapy.

|  |            |
|--|------------|
| Girls supported in the period                    | <b>213</b> |
| Girls supported at Noa every week                | <b>125</b> |
| Referrals received in the period                 | <b>129</b> |
| Girls that received therapy at Noa in the period | <b>78</b>  |
| Girls currently on Noa waiting list              | <b>46</b>  |

The financial results of the charity for the period ended 31 March 2021 are fully reflected in the attached financial statements together with the notes thereon.

**Achievements against set objectives**

This period we have met a number of objectives that we set at the beginning of the year.

We again set ourselves an ambitious budget to enable us to take on additional girls and, at the same time to expand and improve the service we provide the girls. Our total expenditure for the period stood at £839,323. We have seen the addition of programmes such as our Eating Disorder Programme whilst strengthening our infrastructure with the employment of key hires in our senior management team and clinical staff.

As part of that expansion we continue to widen our funding base, both through new grants and additional sustainable funders. We are happy to report that we have successfully grown both these strands of funding. Our third strand of funding, that of government and local authority funding continues to be an area of focus with the successful attainment of funding from the CYP-IAPT programme providing funding for the salary and full and training of a therapist. We continue to receive funding from local authorities in both Barnet and Hackney for individual girls.

Finally, we have seen a growing acceptance and willingness to work with Noa from educational institutions and community organisations in Stamford Hill. This shift in perception is as a result of a concerted effort to work with heads of schools and leaders to enable us to reach the girls who most need our service.

**How performance and success are measured**

In the last few years, we have invested heavily (thanks to a part of the grant from the National Lottery Community Fund) in our monitoring and evaluation systems to enable us to measure, analyse and report our successes and progress. Formal systems are now in place such as Strength and Difficulties Questionnaire and the Trauma Symptom Checklist, all measurable and objectively comparable to other services. These systems can measure the intensity of a girl's challenges and progress made across many areas such as improved self-esteem, anxiety and depression levels and interpersonal relationships. Evaluation forms are filled in regularly and inform our ongoing services and innovation of new programmes. Our records show **high levels of attendance (89%)** and **engagement (98%)**, which is unusual for organisations working with adolescents and more so given the challenges the girls in our service face.

**NOA GIRLS**  
**COMPANY LIMITED BY GUARANTEE**  
**TRUSTEES' ANNUAL REPORT (INCORPORATING THE DIRECTOR'S REPORT)**  
*(continued)*  
**PERIOD FROM 1 MAY 2020 TO 31 MARCH 2021**

We are proud of the following feedback from our girls:

*Coming to Noa has made a positive impact on my life - 98% agreed*

*I feel that Noa and other services are working well together to support me - 93% agreed*

*Meetings with Noa staff have helped me develop my confidence and sense of self-worth - 97% agreed*

*I feel listened to - 100% agreed*

However, in parallel to the objective methodologies put in place, we have not lost sight of the fact that Noa is, at its heart, about the individual. Success will always be dependent on, and measured in the context of, the unique circumstances with which a girl comes to Noa. A constant stream of solicited and unsolicited feedback from the girls, their families, teachers, headteachers and other professional involved in the girls' care provide insight into the individual journeys and progress girls make and the impact it has on all those around them. A job held for over 6 months, a move to permanent safe housing, a year without hospitalisation, a university place won or a healthy meal plan maintained may all be major achievements and sustainable steps to a more positive future.

Our success as an organisation, is demonstrated by the high level of referrals we receive despite keeping an intentionally low profile to maintain the confidentiality and discretion of the girls and their families. We have met ambitious targets to expand to try to meet the need in the community, though we still have a waiting list of over 40 girls. Initiatives such as our family therapy project, our education project and our fundraising campaign after the reporting period, all demonstrate the movement of the community as a whole towards a more open and positive approach to mental health struggles and our determination to appropriately address this as a community. Similarly, our engagement with and access to community leaders and heads of school together with their high rate of referral, demonstrate that Noa has become a critical and trusted service to the community.

## **FINANCIAL REVIEW**

### **Reserves Policy**

The trustees aim to maintain reserves in order that they can continue to fulfil the objects of the charity.

As at 31 March 2021 the charity had total funds of £739,991, of which £213,985 are restricted funds and £526,006 are unrestricted funds. Unrestricted funds include £85,000 of designated funds set aside to cover future expansion and renovations for the charities premises, and £441,006 readily available for use. The trustees consider the level of funds to be adequate having regard to the planned level of charitable activities to be undertaken by the charity.

### **Risk management**

The trustees have identified and reviewed the major risks to which the charity is exposed, in particular those related to the operations and finance of the charity, and are satisfied that systems are in the place to manage those risks.

**NOA GIRLS**  
**COMPANY LIMITED BY GUARANTEE**  
**TRUSTEES' ANNUAL REPORT (INCORPORATING THE DIRECTOR'S REPORT)**  
*(continued)*  
**PERIOD FROM 1 MAY 2020 TO 31 MARCH 2021**

**PLANS FOR FUTURE PERIODS**

The trustees plan to continue to help adolescent girls at risk in the Orthodox Jewish Community by both continuing their current care plans and projects, whilst seeking to increase funding to develop new projects, in accordance with the charity's objectives.

In order to achieve these objectives, the trustees successfully raised significant and much needed funds at a fundraising event after the reporting period. The grants and donations received as a result of this event will be applied over the next year in the course of the charity's operations and programmes.

**TRUSTEES' RESPONSIBILITIES STATEMENT**

The trustees, who are also directors for the purposes of company law, are responsible for preparing the trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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

In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the applicable Charities SORP;
- make judgments and accounting estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements 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.

**AUDITOR**

Each of the persons who is a trustee at the date of approval of this report confirms that:

- so far as they are aware, there is no relevant audit information of which the charity's auditor is unaware; and
- they have taken all steps that they ought to have taken as a trustee to make themselves aware of any relevant audit information and to establish that the charity's auditor is aware of that information.

The auditor is deemed to have been re-appointed in accordance with section 487 of the Companies Act 2006.

**NOA GIRLS**  
**COMPANY LIMITED BY GUARANTEE**  
**TRUSTEES' ANNUAL REPORT (INCORPORATING THE DIRECTOR'S REPORT)**  
*(continued)*  
**PERIOD FROM 1 MAY 2020 TO 31 MARCH 2021**

**SMALL COMPANY PROVISIONS**

This report has been prepared in accordance with the provisions applicable to companies entitled to the small companies exemption.

The trustees' annual report was approved on 26 January 2022 and signed on behalf of the board of trustees by:



Mrs H M Smith  
Trustee

**NOA GIRLS**  
**COMPANY LIMITED BY GUARANTEE**  
**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF NOA GIRLS**  
**PERIOD FROM 1 MAY 2020 TO 31 MARCH 2021**

**OPINION**

We have audited the financial statements of Noa Girls (the 'charity') for the period ended 31 March 2021 which comprise the statement of financial activities (including income and expenditure account), statement of financial position, statement of cash flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 March 2021 and of its incoming resources and application of resources, including its income and expenditure, for the period then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- 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 financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and the provisions available for small entities, in the circumstances set out in note 25 to the financial statements, 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 financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements 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 financial statements 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.

**NOA GIRLS**  
**COMPANY LIMITED BY GUARANTEE**  
**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF NOA GIRLS**  
*(continued)*  
**PERIOD FROM 1 MAY 2020 TO 31 MARCH 2021**

**OTHER INFORMATION**

The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. 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.

**OPINIONS ON OTHER MATTERS PRESCRIBED BY THE COMPANIES ACT 2006**

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the trustees' report for the financial period for which the financial statements are prepared is consistent with the financial statements; and
- the trustees' report has been prepared in accordance with applicable legal requirements.

**MATTERS ON WHICH WE ARE REQUIRED TO REPORT BY EXCEPTION**

In the light of the knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the 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 financial statements 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 take advantage of the small companies' exemptions in preparing the directors' report and from the requirement to prepare a strategic report.

**NOA GIRLS**  
**COMPANY LIMITED BY GUARANTEE**  
**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF NOA GIRLS**  
*(continued)*  
**PERIOD FROM 1 MAY 2020 TO 31 MARCH 2021**

**RESPONSIBILITIES OF TRUSTEES**

As explained more fully in the trustees' responsibilities statement, the trustees (who are also the directors for the purposes of company law) are responsible for the preparation of the financial statements 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 financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, 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 trustees either intend to liquidate the charity or to cease operations, or have no realistic alternative but to do so.

**NOA GIRLS**  
**COMPANY LIMITED BY GUARANTEE**  
**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF NOA GIRLS**  
*(continued)*  
**PERIOD FROM 1 MAY 2020 TO 31 MARCH 2021**

**AUDITOR'S RESPONSIBILITIES FOR THE AUDIT OF THE FINANCIAL STATEMENTS**

Our objectives are to obtain reasonable assurance about whether the financial statements 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 financial statements.

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:

- We obtained an understanding of the legal and regulatory frameworks that are applicable to the charity through discussion with the trustees and senior management. We identified financial reporting legislation (including related companies legislation and charities legislation), taxation legislation, employment legislation, anti-bribery legislation, mental health care legislation and child safeguarding legislation as being most significant to these financial statements.
- We communicated these identified frameworks amongst our audit team and remained alert to any indications of non-compliance throughout the audit. We ensured that the engagement team had sufficient competence and capability to identify or recognise non-compliance with laws and regulations.
- We discussed with the trustees and senior management the policies and procedures regarding compliance with these legal and regulatory frameworks.
- We assessed the susceptibility of the charity's financial statements to material misstatement due to non-compliance with legal and regulatory frameworks, including how fraud might occur, by enquiry with the trustees and senior management during the planning and finalisation stages of our audit and by using proprietary disclosure checklists. The susceptibility to such material misstatement was determined to be low.
- Based on this understanding, we designed our audit procedures to identify non-compliance with the identified legal and regulatory frameworks, which were part of our procedures on the related financial statement items. Our procedures included reviewing the charity's internal control procedures, testing transactions outside the normal course of the business and journal entries, and discussions with the directors and senior management.

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. For example, the further removed non-compliance with laws and regulations (irregularities) is from the events and transactions reflected in the financial statements, the less likely the inherently limited procedures required by auditing standards would identify it. In addition, as with any audit, there remained a higher risk of non-detection of irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls. We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations.

**NOA GIRLS**  
**COMPANY LIMITED BY GUARANTEE**  
**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF NOA GIRLS**  
*(continued)*  
**PERIOD FROM 1 MAY 2020 TO 31 MARCH 2021**

As part of an audit in accordance with ISAs (UK), we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.
- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the charity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

**NOA GIRLS**  
**COMPANY LIMITED BY GUARANTEE**  
**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF NOA GIRLS**  
*(continued)*

**PERIOD FROM 1 MAY 2020 TO 31 MARCH 2021**

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

**USE OF OUR REPORT**

This report is made solely to the charity'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 charity'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 charity and the charity's members as a body, for our audit work, for this report, or for the opinions we have formed.



Mr B Leigh, FCA (Senior Statutory Auditor)

For and on behalf of  
Cohen Arnold  
Chartered Accountants & Statutory Auditor  
New Burlington House  
1075 Finchley Road  
LONDON  
NW11 0PU

*26 January 2022*

**NOA GIRLS**  
**COMPANY LIMITED BY GUARANTEE**  
**STATEMENT OF FINANCIAL ACTIVITIES**  
**(INCLUDING INCOME AND EXPENDITURE ACCOUNT)**  
**PERIOD FROM 1 MAY 2020 TO 31 MARCH 2021**

|   | Note | Period from 1 May 20 to 31 Mar 21 |                       |                         | Year to                       |
|---|------|-----------------------------------|-----------------------|-------------------------|-------------------------------|
|   |      | Unrestricted funds<br>£           | Restricted funds<br>£ | Total funds<br>£        | 30 Apr 20<br>Total funds<br>£ |
| <b>Income and endowments</b>            |      |                                   |                       |                         |                               |
| Donations and legacies                  | 5    | 558,739                           | 524,848               | <b>1,083,587</b>        | 684,355                       |
| Charitable activities                   | 6    | 1,666                             | –                     | <b>1,666</b>            | 5,858                         |
| Fundraising events                      | 7    | 46,918                            | –                     | <b>46,918</b>           | 160,726                       |
| <b>Total income</b>                     |      | <u>607,323</u>                    | <u>524,848</u>        | <u><b>1,132,171</b></u> | <u>850,939</u>                |
| <b>Expenditure</b>                      |      |                                   |                       |                         |                               |
| Expenditure on raising funds:           |      |                                   |                       |                         |                               |
| Costs of raising donations and legacies | 8    | (30,611)                          | (13,892)              | <b>(44,503)</b>         | (64,524)                      |
| Expenditure on charitable activities    | 9,10 | (284,090)                         | (510,730)             | <b>(794,820)</b>        | (613,521)                     |
| <b>Total expenditure</b>                |      | <u>(314,701)</u>                  | <u>(524,622)</u>      | <u><b>(839,323)</b></u> | <u>(678,045)</u>              |
| <b>Net income</b>                       |      | <u>292,622</u>                    | <u>226</u>            | <u><b>292,848</b></u>   | <u>172,894</u>                |
| Transfers between funds                 |      | 20,384                            | (20,384)              | –                       | –                             |
| <b>Net movement in funds</b>            |      | <u>313,006</u>                    | <u>(20,158)</u>       | <u><b>292,848</b></u>   | <u>172,894</u>                |
| <b>Reconciliation of funds</b>          |      |                                   |                       |                         |                               |
| Total funds brought forward             |      | 213,000                           | 234,143               | <b>447,143</b>          | 274,249                       |
| <b>Total funds carried forward</b>      |      | <u>526,006</u>                    | <u>213,985</u>        | <u><b>739,991</b></u>   | <u>447,143</u>                |

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

**NOA GIRLS  
COMPANY LIMITED BY GUARANTEE  
STATEMENT OF FINANCIAL POSITION**

**31 MARCH 2021**

|   | Note | 31 Mar 21<br>£  | £              | 30 Apr 20<br>£  | £              |
|---|------|-----------------|----------------|-----------------|----------------|
| <b>FIXED ASSETS</b>                                   |      |                 |                |                 |                |
| Tangible fixed assets                                 | 16   |                 | 65,800         |                 | 48,986         |
| <b>CURRENT ASSETS</b>                                 |      |                 |                |                 |                |
| Debtors   | 17   | 22,399          |                | 71,060          |                |
| Cash at bank and in hand                              |      | <u>722,007</u>  |                | <u>386,836</u>  |                |
|   |      | 744,406         |                | 457,896         |                |
| <b>CREDITORS: amounts falling due within one year</b> |      |                 |                |                 |                |
|   | 18   | <u>(70,215)</u> |                | <u>(59,739)</u> |                |
| <b>NET CURRENT ASSETS</b>                             |      |                 | <u>674,191</u> |                 | <u>398,157</u> |
| <b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>          |      |                 | <u>739,991</u> |                 | <u>447,143</u> |
| <b>NET ASSETS</b>                                     |      |                 | <u>739,991</u> |                 | <u>447,143</u> |
| <b>FUNDS OF THE CHARITY</b>                           |      |                 |                |                 |                |
| Restricted funds                                      |      |                 | 213,985        |                 | 234,143        |
| Unrestricted funds                                    |      |                 | <u>526,006</u> |                 | <u>213,000</u> |
| <b>Total charity funds</b>                            | 21   |                 | <u>739,991</u> |                 | <u>447,143</u> |

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

These financial statements were approved by the board of trustees and authorised for issue on 26 January 2022 and are signed on behalf of the board by:



Mrs H M Smith  
Trustee

The notes on pages 22 to 31 form part of these financial statements.

**NOA GIRLS**  
**COMPANY LIMITED BY GUARANTEE**  
**STATEMENT OF CASH FLOWS**  
**PERIOD FROM 1 MAY 2020 TO 31 MARCH 2021**

|   | <b>31 Mar 21</b> | <b>30 Apr 20</b> |
|---|------------------|------------------|
|   | <b>£</b>         | <b>£</b>         |
| <b>CASH FLOWS FROM OPERATING ACTIVITIES</b>             |                  |                  |
| Net income  | <b>292,848</b>   | 172,894          |
| <i>Adjustments for:</i>                                 |                  |                  |
| Depreciation of tangible fixed assets                   | <b>16,933</b>    | 10,683           |
| Accrued expenses  | <b>6,811</b>     | 2,663            |
| Deferred income   | <b>(20,000)</b>  | 20,000           |
| <i>Changes in:</i>                                      |                  |                  |
| Trade and other debtors                                 | <b>47,899</b>    | 4,784            |
| Trade and other creditors                               | <b>24,427</b>    | 21,389           |
| Cash generated from operations                          | <b>368,918</b>   | 232,413          |
| Net cash from operating activities                      | <b>368,918</b>   | 232,413          |
| <b>CASH FLOWS FROM INVESTING ACTIVITIES</b>             |                  |                  |
| Purchase of tangible assets                             | <b>(33,747)</b>  | (35,396)         |
| Net cash used in investing activities                   | <b>(33,747)</b>  | (35,396)         |
| <b>NET INCREASE IN CASH AND CASH EQUIVALENTS</b>        | <b>335,171</b>   | 197,017          |
| <b>CASH AND CASH EQUIVALENTS AT BEGINNING OF PERIOD</b> | <b>386,836</b>   | 189,819          |
| <b>CASH AND CASH EQUIVALENTS AT END OF PERIOD</b>       | <b>722,007</b>   | 386,836          |

The notes on pages 22 to 31 form part of these financial statements.

**NOA GIRLS**  
**COMPANY LIMITED BY GUARANTEE**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**PERIOD FROM 1 MAY 2020 TO 31 MARCH 2021**

**1. GENERAL INFORMATION**

The charity is a public benefit entity and a private company limited by guarantee, registered in England and Wales and a registered charity in England and Wales. The address of the registered office is 20 Russell Gardens, London, NW11 9NL.

**2. STATEMENT OF COMPLIANCE**

These financial statements have been prepared in compliance with FRS 102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland', 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) (Charities SORP (FRS 102)) and the Companies Act 2006.

**3. ACCOUNTING POLICIES**

**Change of reporting period**

The financial statements have been prepared for a period of 11 months to 31 March 2021 in order to align the charity's financial year with the periods of many of the grants it has received. The comparative amounts presented in the financial statements are not entirely comparable as they cover a 12 month period. The reporting period was changed in accordance with company law and guidance from the Charity Commission.

**Basis of preparation**

The financial statements have been prepared on the historical cost basis, as modified by the revaluation of certain financial assets and liabilities and investment properties measured at fair value through income or expenditure.

The financial statements are prepared in sterling, which is the functional currency of the entity.

The charity meets the definition of a public benefit entity under FRS 102.

**Going concern**

There are no material uncertainties about the charity's ability to continue.

**Judgements and key sources of estimation uncertainty**

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported. These estimates and judgements are continually reviewed and are based on experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. There were no significant judgements or estimates made in the preparation of these financial statements.

**NOA GIRLS**  
**COMPANY LIMITED BY GUARANTEE**  
**NOTES TO THE FINANCIAL STATEMENTS** *(continued)*  
**PERIOD FROM 1 MAY 2020 TO 31 MARCH 2021**

**3. ACCOUNTING POLICIES** *(continued)*

**Fund accounting**

Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the charity.

Designated funds are unrestricted funds earmarked by the trustees for particular future project or commitment.

Restricted funds comprise of funds received via grants for specific purposes and donation campaigns run for specific projects. Restricted funds are available for use by the trustees limited by the conditions attached to those funds.

**Designated funds**

The charity has designated a portion of its funds to cover estimated future renovations to its premises.

**Incoming resources**

All income is included in the statement of financial activities when entitlement has passed to the charity, it is probable that the economic benefits associated with the transaction will flow to the charity and the amount can be reliably measured. The following specific policies are applied to particular categories of income:

- income from donations are recognised when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably.
- income from grants are recognised when receipt is probable and entitlement is established having regard to conditions attached to the grants and any time frame imposed on the grant.
- income from donated goods and services provided to the charity are recognised at fair value in the period in which they are received, when they can be quantified. A corresponding amount is included within the relevant category of expenditure.

**Resources expended**

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is classified under headings of the statement of financial activities to which it relates:

- expenditure on raising funds includes the costs of all fundraising activities, events, non-charitable trading activities, and the sale of donated goods.
- expenditure on charitable activities includes all costs incurred by a charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities.

All costs are allocated to expenditure categories reflecting the use of the resource. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs are apportioned between the activities they contribute to on a reasonable, justifiable and consistent basis.

**NOA GIRLS**  
**COMPANY LIMITED BY GUARANTEE**  
**NOTES TO THE FINANCIAL STATEMENTS** *(continued)*  
**PERIOD FROM 1 MAY 2020 TO 31 MARCH 2021**

**3. ACCOUNTING POLICIES** *(continued)*

**Tangible assets**

Tangible assets are initially recorded at cost, and subsequently stated at cost less any accumulated depreciation and impairment losses.

**Depreciation**

Depreciation is calculated so as to write off the cost or valuation of an asset, less its residual value, over the useful economic life of that asset as follows:

|                       |   |                   |
|-----------------------|---|-------------------|
| Land and buildings    | - | 10% straight line |
| Fixtures and fittings | - | 20% straight line |
| Equipment             | - | 20% straight line |

Depreciation of an asset begins when it is in the location and condition necessary for it to be capable of operating in the manner intended by the charity.

**Financial instruments**

A financial asset or a financial liability is recognised only when the entity becomes a party to the contractual provisions of the instrument.

Basic financial instruments are initially recognised at the amount receivable or payable including any related transaction costs, unless the arrangement constitutes a financing transaction, where it is recognised at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Current assets and current liabilities are subsequently measured at the cash or other consideration expected to be paid or received and not discounted.

**4. LIMITED BY GUARANTEE**

The charity is a company limited by guarantee and has no share capital. The liability of each member in the event of winding up is limited to £10.

**5. DONATIONS AND LEGACIES**

|                                   | Unrestricted<br>Funds<br>£ | Restricted<br>Funds<br>£ | <b>Total Funds<br/>2021<br/>£</b> |
|-----------------------------------|----------------------------|--------------------------|-----------------------------------|
| <b>DONATIONS</b>                  |                            |                          |                                   |
| Donations received                | 381,956                    | 20,500                   | <b>402,456</b>                    |
| <b>GRANTS</b>                     |                            |                          |                                   |
| Grants receivable                 | 176,783                    | 483,085                  | <b>659,868</b>                    |
| Local authority grants receivable | –                          | 21,263                   | <b>21,263</b>                     |
|                                   | <u>558,739</u>             | <u>524,848</u>           | <u><b>1,083,587</b></u>           |

**NOA GIRLS**  
**COMPANY LIMITED BY GUARANTEE**  
**NOTES TO THE FINANCIAL STATEMENTS** *(continued)*  
**PERIOD FROM 1 MAY 2020 TO 31 MARCH 2021**

**5. DONATIONS AND LEGACIES** *(continued)*

|                                   | Unrestricted<br>Funds<br>£ | Restricted<br>Funds<br>£ | Total Funds<br>2020<br>£ |
|-----------------------------------|----------------------------|--------------------------|--------------------------|
| <b>DONATIONS</b>                  |                            |                          |                          |
| Donations received                | 236,672                    | –                        | 236,672                  |
| <b>GRANTS</b>                     |                            |                          |                          |
| Grants receivable                 | –                          | 406,143                  | 406,143                  |
| Local authority grants receivable | –                          | 41,540                   | 41,540                   |
|                                   | <u>236,672</u>             | <u>447,683</u>           | <u>684,355</u>           |

Included within donations received is an amount of £44,660 relating to the provision of rent-free premises to the charity.

**6. CHARITABLE ACTIVITIES**

|   | Unrestricted<br>Funds<br>£ | <b>Total Funds<br/>2021<br/>£</b> | Unrestricted<br>Funds<br>£ | Total Funds<br>2020<br>£ |
|---|----------------------------|-----------------------------------|----------------------------|--------------------------|
| Sale of goods/services made or provided by the beneficiaries of the charity | <u>1,666</u>               | <u>1,666</u>                      | <u>5,858</u>               | <u>5,858</u>             |

**7. FUNDRAISING EVENTS**

|                    | Unrestricted<br>Funds<br>£ | <b>Total Funds<br/>2021<br/>£</b> | Unrestricted<br>Funds<br>£ | Total Funds<br>2020<br>£ |
|--------------------|----------------------------|-----------------------------------|----------------------------|--------------------------|
| Fundraising events | <u>46,918</u>              | <u>46,918</u>                     | <u>160,726</u>             | <u>160,726</u>           |

**8. COSTS OF RAISING DONATIONS AND LEGACIES**

|  | Unrestricted<br>Funds<br>£ | Restricted<br>Funds<br>£ | <b>Total Funds<br/>2021<br/>£</b> |
|--|----------------------------|--------------------------|-----------------------------------|
| Costs of generating income - Fundraising | <u>30,611</u>              | <u>13,892</u>            | <u>44,503</u>                     |

|  | Unrestricted<br>Funds<br>£ | Restricted<br>Funds<br>£ | Total Funds<br>2020<br>£ |
|--|----------------------------|--------------------------|--------------------------|
| Costs of generating income - Fundraising | <u>64,524</u>              | <u>–</u>                 | <u>64,524</u>            |

The costs of generating income includes wages and salaries and associated costs for staff involved in raising funds and donations and grants for the charity, the administrative costs of raising funds and the cost of fundraising events.

**NOA GIRLS**  
**COMPANY LIMITED BY GUARANTEE**  
**NOTES TO THE FINANCIAL STATEMENTS** *(continued)*  
**PERIOD FROM 1 MAY 2020 TO 31 MARCH 2021**

**9. EXPENDITURE ON CHARITABLE ACTIVITIES BY FUND TYPE**

|                              | Unrestricted<br>Funds<br>£ | Restricted<br>Funds<br>£ | Total Funds<br>2021<br>£ |
|------------------------------|----------------------------|--------------------------|--------------------------|
| Direct charitable activities | 191,531                    | 484,644                  | <b>676,175</b>           |
| Support costs                | 92,559                     | 26,086                   | <b>118,645</b>           |
|                              | <u>284,090</u>             | <u>510,730</u>           | <u><b>794,820</b></u>    |
|                              | Unrestricted<br>Funds<br>£ | Restricted<br>Funds<br>£ | Total Funds<br>2020<br>£ |
| Direct charitable activities | 179,544                    | 342,611                  | 522,155                  |
| Support costs                | 91,163                     | 203                      | 91,366                   |
|                              | <u>270,707</u>             | <u>342,814</u>           | <u>613,521</u>           |

**10. EXPENDITURE ON CHARITABLE ACTIVITIES BY ACTIVITY TYPE**

|                              | Activities<br>undertaken<br>directly<br>£ | Support costs<br>£ | Total funds<br>2021<br>£ | Total fund<br>2020<br>£ |
|------------------------------|---|--------------------|--------------------------|-------------------------|
| Direct charitable activities | 676,175                                   | 95,725             | <b>771,900</b>           | 593,761                 |
| Governance costs             | –   | 22,920             | <b>22,920</b>            | 19,760                  |
|                              | <u>676,175</u>                            | <u>118,645</u>     | <u><b>794,820</b></u>    | <u>613,521</u>          |

**11. ANALYSIS OF SUPPORT COSTS**

|                  | Activities<br>undertaken<br>directly<br>£ | Total 2021<br>£       | Total 2020<br>£ |
|------------------|---|-----------------------|-----------------|
| Staff costs      | 95,725                                    | <b>95,725</b>         | 71,606          |
| Governance costs | 22,920                                    | <b>22,920</b>         | 19,760          |
|                  | <u>118,645</u>                            | <u><b>118,645</b></u> | <u>91,366</u>   |

**12. NET INCOME**

Net income is stated after charging/(crediting):

|                                       | 31 Mar 21<br>£       | 30 Apr 20<br>£ |
|---------------------------------------|----------------------|----------------|
| Depreciation of tangible fixed assets | <u><b>16,933</b></u> | <u>10,683</u>  |

**NOA GIRLS**  
**COMPANY LIMITED BY GUARANTEE**  
**NOTES TO THE FINANCIAL STATEMENTS** *(continued)*  
**PERIOD FROM 1 MAY 2020 TO 31 MARCH 2021**

**13. AUDITORS REMUNERATION**

|  | <b>Period from<br/>1 May 20 to<br/>31 Mar 21<br/>£</b> | Year to<br>30 Apr 20<br>£ |
|--|--|---------------------------|
| Fees payable for the audit of the financial statements   | <u>19,800</u>  | <u>–</u>                  |
| Fees payable to the charity's auditor and its associates for other services:<br>Other non-audit services | <u>6,360</u>   | <u>22,280</u>             |

**14. STAFF COSTS**

The total staff costs and employee benefits for the reporting period are analysed as follows:

|   | <b>Period from<br/>1 May 20 to<br/>31 Mar 21<br/>£</b> | Year to<br>30 Apr 20<br>£ |
|---|--|---------------------------|
| Wages and salaries                      | 451,888  | 357,515                   |
| Social security costs                   | 38,480   | 25,471                    |
| Employer contributions to pension plans | <u>8,456</u>   | <u>6,956</u>              |
|   | <u>498,824</u>   | <u>389,942</u>            |

During the period the charity had 65 (2020: 55) volunteers assisting with direct charitable activities and 21 (2020: 18) volunteers assisting with fundraising.

The average head count of employees during the period was 22 (2020: 18). The average number of full-time equivalent employees during the period is analysed as follows:

|                          | <b>31 Mar 21<br/>No.</b> | 30 Apr 20<br>No. |
|--------------------------|--------------------------|------------------|
| Key management personnel | 2                        | 1                |
| Charitable activities    | 11                       | 9                |
| Support staff            | <u>1</u>                 | <u>1</u>         |
|                          | <u>14</u>                | <u>11</u>        |

The average number of full time-time equivalent employees during the period was 14 (2020: 11).

The number of employees whose remuneration for the year fell within the following bands, were:

|                    | <b>31 Mar 21<br/>No.</b> | 30 Apr 20<br>No. |
|--------------------|--------------------------|------------------|
| £60,000 to £69,999 | <u>1</u>                 | <u>–</u>         |

**Key Management Personnel**

Key management personnel include all persons that have authority and responsibility for planning, directing and controlling the activities of the charity. The total compensation paid to key management personnel for services provided to the charity was £108,370 (2020:£56,667).

**NOA GIRLS**  
**COMPANY LIMITED BY GUARANTEE**  
**NOTES TO THE FINANCIAL STATEMENTS** *(continued)*  
**PERIOD FROM 1 MAY 2020 TO 31 MARCH 2021**

**15. TRUSTEE REMUNERATION AND EXPENSES**

No remuneration or other benefits from employment with the charity or a related entity were received by the trustees.

No trustees expenses have been incurred.

**16. TANGIBLE FIXED ASSETS**

|                         | Land and<br>buildings<br>£ | Fixtures and<br>fittings<br>£ | Equipment<br>£ | <b>Total<br/>£</b>   |
|-------------------------|----------------------------|-------------------------------|----------------|----------------------|
| <b>Cost</b>             |                            |                               |                |                      |
| At 1 May 2020           | 31,032                     | –                             | 36,600         | <b>67,632</b>        |
| Additions               | –                          | 19,425                        | 14,322         | <b>33,747</b>        |
| Disposals               | –                          | –                             | (4,222)        | <b>(4,222)</b>       |
| <b>At 31 March 2021</b> | <u>31,032</u>              | <u>19,425</u>                 | <u>46,700</u>  | <u><b>97,157</b></u> |
| <b>Depreciation</b>     |                            |                               |                |                      |
| At 1 May 2020           | 3,103                      | –                             | 15,543         | <b>18,646</b>        |
| Charge for the period   | 3,103                      | 3,885                         | 9,945          | <b>16,933</b>        |
| Disposals               | –                          | –                             | (4,222)        | <b>(4,222)</b>       |
| <b>At 31 March 2021</b> | <u>6,206</u>               | <u>3,885</u>                  | <u>21,266</u>  | <u><b>31,357</b></u> |
| <b>Carrying amount</b>  |                            |                               |                |                      |
| <b>At 31 March 2021</b> | <u>24,826</u>              | <u>15,540</u>                 | <u>25,434</u>  | <u><b>65,800</b></u> |
| At 30 April 2020        | <u>27,929</u>              | <u>–</u>                      | <u>21,057</u>  | <u>48,986</u>        |

**17. DEBTORS**

|                                | <b>31 Mar 21</b>     | 30 Apr 20     |
|--------------------------------|----------------------|---------------|
|                                | £                    | £             |
| Trade debtors                  | <b>15,519</b>        | 63,055        |
| Prepayments and accrued income | <b>6,880</b>         | 7,642         |
| Other debtors                  | –                    | 363           |
|                                | <u><b>22,399</b></u> | <u>71,060</u> |

**18. CREDITORS: amounts falling due within one year**

|                                 | <b>31 Mar 21</b>     | 30 Apr 20     |
|---------------------------------|----------------------|---------------|
|                                 | £                    | £             |
| Trade creditors                 | <b>14,222</b>        | –             |
| Accruals and deferred income    | <b>38,971</b>        | 52,922        |
| Social security and other taxes | <b>15,096</b>        | 5,929         |
| Other creditors                 | <b>1,926</b>         | 888           |
|                                 | <u><b>70,215</b></u> | <u>59,739</u> |

**NOA GIRLS**  
**COMPANY LIMITED BY GUARANTEE**  
**NOTES TO THE FINANCIAL STATEMENTS** *(continued)*  
**PERIOD FROM 1 MAY 2020 TO 31 MARCH 2021**

**19. DEFERRED INCOME**

|                           | <b>31 Mar 21</b> | <b>30 Apr 20</b> |
|---------------------------|------------------|------------------|
|                           | <b>£</b>         | <b>£</b>         |
| Amount deferred in period | <u>–</u>         | <u>20,000</u>    |

Deferred income comprises grants to which the charity was entitled at the period end that substantively relate to the following year.

**20. PENSIONS AND OTHER POST RETIREMENT BENEFITS**

**Defined contribution plans**

The amount recognised in income or expenditure as an expense in relation to defined contribution plans was £8,456 (2020: £6,956).

**21. ANALYSIS OF CHARITABLE FUNDS**

**Unrestricted funds**

|                  | At<br>1 May 2020 | Income<br>£    | Expenditure<br>£ | Transfers<br>£ | At<br>31 March 20<br>21<br>£ |
|------------------|------------------|----------------|------------------|----------------|------------------------------|
| General funds    | 143,000          | 607,323        | (314,701)        | 5,384          | <b>441,006</b>               |
| Designated funds | 70,000           | –              | –                | 15,000         | <b>85,000</b>                |
|                  | <u>213,000</u>   | <u>607,323</u> | <u>(314,701)</u> | <u>20,384</u>  | <u><b>526,006</b></u>        |

|                  | At<br>1 May 2019 | Income<br>£    | Expenditure<br>£ | Transfers<br>£ | At<br>30 April 2020<br>£ |
|------------------|------------------|----------------|------------------|----------------|--------------------------|
| General funds    | 128,011          | 403,256        | (335,231)        | (53,036)       | 143,000                  |
| Designated funds | –                | –              | –                | 70,000         | 70,000                   |
|                  | <u>128,011</u>   | <u>403,256</u> | <u>(335,231)</u> | <u>16,964</u>  | <u>213,000</u>           |

**NOA GIRLS**  
**COMPANY LIMITED BY GUARANTEE**  
**NOTES TO THE FINANCIAL STATEMENTS** *(continued)*  
**PERIOD FROM 1 MAY 2020 TO 31 MARCH 2021**

**21. ANALYSIS OF CHARITABLE FUNDS** *(continued)*

**Restricted funds**

|                          | At<br>1 May 2020 | Income         | Expenditure      | Transfers       | At<br>31 March 2021 |
|--------------------------|------------------|----------------|------------------|-----------------|---------------------|
|                          | £                | £              | £                | £               | £                   |
| Various restricted funds | <u>234,143</u>   | <u>524,848</u> | <u>(524,622)</u> | <u>(20,384)</u> | <u>213,985</u>      |

|                          | At<br>1 May 2019 | Income         | Expenditure      | Transfers       | At<br>30 April 2020 |
|--------------------------|------------------|----------------|------------------|-----------------|---------------------|
|                          | £                | £              | £                | £               | £                   |
| Various restricted funds | <u>146,238</u>   | <u>447,683</u> | <u>(342,814)</u> | <u>(16,964)</u> | <u>234,143</u>      |

**22. ANALYSIS OF NET ASSETS BETWEEN FUNDS**

|                            | Unrestricted<br>Funds | Restricted<br>Funds | Total Funds<br>2021    |
|----------------------------|-----------------------|---------------------|------------------------|
|                            | £                     | £                   | £                      |
| Tangible fixed assets      | 65,800                | –                   | <b>65,800</b>          |
| Current assets             | 530,421               | 213,985             | <b>744,406</b>         |
| Creditors less than 1 year | <u>(70,215)</u>       | <u>–</u>            | <b><u>(70,215)</u></b> |
| <b>Net assets</b>          | <u>526,006</u>        | <u>213,985</u>      | <b><u>739,991</u></b>  |

|                            | Unrestricted<br>Funds | Restricted<br>Funds | Total Funds<br>2020    |
|----------------------------|-----------------------|---------------------|------------------------|
|                            | £                     | £                   | £                      |
| Tangible fixed assets      | 48,986                | –                   | 48,986                 |
| Current assets             | 223,753               | 234,143             | 457,896                |
| Creditors less than 1 year | <u>(59,739)</u>       | <u>–</u>            | <b><u>(59,739)</u></b> |
| <b>Net assets</b>          | <u>213,000</u>        | <u>234,143</u>      | <b><u>447,143</u></b>  |

**23. ANALYSIS OF CHANGES IN NET DEBT**

|                          | At<br>1 May 2020 | Cash flows     | At<br>31 Mar 2021     |
|--------------------------|------------------|----------------|-----------------------|
|                          | £                | £              | £                     |
| Cash at bank and in hand | <u>386,836</u>   | <u>335,171</u> | <b><u>722,007</u></b> |

**24. RELATED PARTIES**

During the period, the charity received donations aggregating £10,179 (2020: £13,253) from the trustees and key management personnel.

**NOA GIRLS**  
**COMPANY LIMITED BY GUARANTEE**  
**NOTES TO THE FINANCIAL STATEMENTS** *(continued)*  
**PERIOD FROM 1 MAY 2020 TO 31 MARCH 2021**

**25. ETHICAL STANDARDS**

In common with many businesses of the charity's size and nature the charity uses its auditors to prepare and submit returns to the tax authorities, assist with the preparation of the financial statements and provide tax advice.