

PHOEBE

England & Wales · Charity number 1135541

Details

Other names ZIMBABWE WOMEN'S RESOURCE CENTRE

Status Registered

Legal form Other

Registered 2010-04-15

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

Contact

Address Phoebe
6 Great Colman Street
Ipswich
IP4 2AD

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Email office@phoebecentre.org.uk

Website www.phoebecentre.org.uk

Activities

Objects: 1 THE RELIEF OF POVERTY, SICKNESS AND DISTRESS FOR WOMEN OF ZIMBABWEAN ORIGIN IN PARTICULAR, BUT NOT EXCLUSIVELY, IN THE AREA OF SUFFOLK2 TO ADVANCE THE EDUCATION OF WOMEN OF ZIMBABWEAN ORIGIN IN PARTICULAR, BUT NOT EXCLUSIVELY, IN THE AREA OF SUFFOLK

Activities: We offer specialist advice, information, casework, advocacy, counselling, freedom programme and ESOL classes for women. We help BME women find safe temporary accommodation when fleeing domestic violence. We signpost women for immigration advice. We have weekly children's activities promoting confidence and building self esteem of all girls in Suffolk . We work with vulnerable women in Zimbabwe.

Classification

- **How:** Provides Buildings/facilities/open Space, Provides Services, Provides Advocacy/advice/information, Other Charitable Activities
- **What:** General Charitable Purposes, Education/training, The Advancement Of Health Or Saving Of Lives, The Prevention Or Relief Of Poverty, Overseas Aid/famine Relief, Accommodation/housing, Arts/culture/heritage/science, Recreation, Other Charitable Purposes
- **Who:** Children/young People, People Of A Particular Ethnic Or Racial Origin, The General Public/mankind

Geography

- **Area of benefit:** SUFFOLK
- Zimbabwe
- Suffolk

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£278,370	£338,189	-	-
2024-03-31	£540,056	£395,315	£639,443	17
2023-03-31	£395,338	£402,705	-	-
2022-03-31	£562,182	£304,886	£502,069	10
2021-03-31	£387,000	£164,000	-	-

Trustees

Name	Role	Appointed
Sanna Chinenyanga	Chair	2023-06-07
Ivy Yamba Chikoti		2022-08-05
Keren Obumneke Ozor		2024-11-05
Tanyaradzwa Tapera		2022-12-14
Yemisrach Zekarias		2021-12-15

PHOEBE

England & Wales - Charity number 1135541

Accounts

Charity registration number : 1135541

P.H.O.E.B.E

PROMOTION OF HEALTH, OPPORTUNITY, EQUALITY, BENEVOLENCE & EMPOWERMENT FOR BLACK AND ETHNIC MINORITY WOMEN AND CHILDREN

ANNUAL REPORT 2024-2025



P.H.♀.E.B.E

PROMOTION OF HEALTH, OPPORTUNITY, EQUALITY,
BENEVOLENCE AND EMPOWERMENT OF BLACK
AND MINORITISED WOMEN AND CHILDREN



ABOUT US

In pursuit of its charitable purposes, the organisation carried out a wide range of activities. PHOEBE considers that these activities, summarised below, benefit Black and minority women and youth who are affected by gender-based violence and other harmful cultural practices by providing support, guidance, specialist advocacy, education, and training in order to combat abuse, homelessness, poverty, isolation, depression, inequality, and vulnerability.

PHOEBE's holistic, person-centred, and trauma-informed approach offered various areas of charitable activity, including specialist domestic abuse advocacy, immigration advice, counselling, support groups, a food pantry, maternity safe spaces, life skills workshops, classes and training, awareness raising, outreach, and youth programmes.

To achieve its aims, PHOEBE provided services free of charge in multiple languages, offered a safe and confidential space for Black and minority women, youth, and other multi-agency partners, and employed a culturally competent team. We operated at full capacity, and our services were consistently oversubscribed, delivering specialist support tailored to the multiple needs presented by the communities we served.

We are active members of IMKAAN, Women's Aid, and Community Action Suffolk, and we maintain affiliations with many vital networks working towards achieving better outcomes for Black and minority women and their children.

OUR MISSION AND VALUES

PHOEBE envisions a community in which Black and minoritised women and children experience a better quality of life. Our vision is to facilitate the following:

Health – a person's mental or physical condition

We view physical and mental health as equally important and actively work to promote both, so that Black and minoritised women and girls can lead happy, healthy lives despite adverse life outcomes.

Opportunity – a time or set of circumstances that makes it possible to do something

We are committed to providing Black and minoritised women and children with a way out of personal circumstances that prevent them from nurturing their skills and achieving what they desire most.

Equality – the state of being equal

We are working towards an equitable future where Black and minoritised women and children do not have to struggle to access mainstream support and opportunities.

Benevolence – the quality of being well-meaning; kindness

We are driven by our desire to make a positive impact on the lives of Black and minoritised women and children who are underserved and overlooked.

Empowerment – the process of becoming stronger and more confident

We believe in providing the tools for Black and minoritised women and girls to realise their true potential and increase their ability to advocate for themselves.

Overview of PHOEBE projects



Domestic Abuse

Black and minority women are more likely to experience domestic abuse, with 7.9% of women from mixed ethnic backgrounds reporting abuse, compared to 4.7% of white women – Crime Survey for England and Wales (2023).

This year we are proud to have 2 qualified IDVAs (Independent Domestic Violence Advisors) and one more in training through SafeLives to support the ever-increasing number of DV cases. Through our IDVAs and VAWG outreach workers, we have ensured the continuous provision of Domestic Abuse (DA) services to minoritised and migrant women in Suffolk. This includes legal advice signposting, referrals to protection services, and specialist support on housing and benefits. We have seen an increase in victims on skilled worker visas and with legal immigration status. Additionally, we have helped these women escape violent situations and rebuild their lives.

We have been successful in assisting victims in accessing crucial support services. As members of Women's Aid, we have accessed the Flee Fund, and we have been able to apply for financial support on behalf of women struggling to flee violent circumstances. Our grandmothers also offer a vital space for guidance and maternal support to women fleeing violence. Having navigated the effects of immigration and violence themselves, they provide valuable advice and a sense of community for these survivors. Furthermore, the grandmothers help instil important moral values in the children of these women, offering them much-needed stability and nurturing.



Gender Justice and Intersectional Practice Conference

"1 in 4 migrant women have experienced gender-based violence, yet they are less likely to access support services due to cultural and systemic barriers."

– Kakela Sime, Research on Gender-Based Violence Experiences among Migrant Women in the UK

To mark 16 Days of Activism Against Gender-Based Violence 2024, we held our first Gender Justice & Intersectional Practice Conference. Understanding the impact of fostering solidarity between like-minded groups, this conference served as an advocacy tool, challenging the hostile environment caused by racist and anti-migrant narratives.

Our first conference saw around 130 attendees including healthcare professionals, local government, domestic abuse and welfare practitioners, and social workers. As a result of our first conference, we hope to see:

- The development of strategic partnerships and alliances that are set up to meet the intersecting needs of Black and minoritised migrant women.
- Increased discussions on protection and support mechanisms for Black and migrant women that are culturally-competent and trauma-informed.
- Improved understanding of the intersectional nature of Black and migrant women's experiences of abuse and why they are more vulnerable
- Improved practice amongst service providers structural systems in order to address systemic racism and neglect of Black and minoritised women.

A comprehensive report can be found;

<https://mailchi.mp/87a68f426d29/phoebes-conference-newsletter-10478763>



Counselling



We offered counselling support services to women through our dedicated counselling support worker. She has provided on-demand counselling and advice to help women navigate mental and emotional challenges. She implemented phone counselling sessions for clients who were unable to make it to the centre and ensured welfare checks and follow ups. As a result, the women have reported feeling empowered and more confident in trying new things, as well as better equipped to manage their everyday challenges.

We have seen an increasing number of self-referrals and referrals from partner organisations, allowing us to provide these women with tailored professional support and advice. However, we continue to face the challenge of encouraging them to attend appointments and follow-up support. To address this, our support workers consistently conduct welfare checks to ensure their well-being and inform them about the range of services available, both at our centre and within the community.

Recognising the challenges some women face in communicating due to language barriers, we have employed a Portuguese women's support worker. She provides translation services and advocacy to the growing number of Portuguese-speaking women in our organisation.



Establishing a Refuge Space for Minoritised Women and Children Fleeing Domestic Violence

"Just 5% of refuge spaces listed in the UK are accessible to women with no recourse to public funds (NRPF)."

– End Violence Against Women Coalition, 2020

As of the 26th March 2025 we successfully purchased a second building which will be renovated into a safe refuge space for women and children fleeing domestic violence. This space is a direct response to the critical need for culturally appropriate, accessible, and immediate refuge for Black ethnic minoritised women with no recourse to public funds in Suffolk.

Prior to this, many women fleeing domestic violence were forced to wait long periods for refuge space or were unable to access safe housing at all. This left them vulnerable to further harm, with limited options for support. Our acquisition of this space will ensure that women in desperate need of refuge no longer face these barriers.

This space is particularly crucial for the women who walk through our doors on a regular basis with insecure immigration status. These women are excluded from welfare benefits and publicly funded services, making their situation even more dire when fleeing violence. Our safe refuge space will offer them the protection, dignity, and culturally appropriate support they need in their time of crisis whilst waiting for a review of their immigration status.

Furthermore, this refuge aims to directly combat the systemic racism faced by these women, who often experience racial discrimination within existing support systems. We have had victims who reported to have not had their specific needs considered when providing them advice. By providing a culturally sensitive environment, we will ensure the support they received are tailored to them as ethnic minoritised women thereby promoting racial justice and empowering these women to rebuild their lives free from violence.

The need for establishing this refuge space is not only a vital step towards safeguarding minoritised women fleeing domestic violence but also a key initiative in fighting racial injustice, offering a lifeline to those who have been historically underserved and excluded from the support they need.

ESOL Classes

58% of refugees and migrants in the UK identified loneliness as their biggest challenge when attempting to settle into a new country.

– Foreign Affairs Review

This year, we have continued to provide support for a total of 35 migrant, refugee, and asylum-seeking women at both beginner and intermediate levels. These sessions have allowed us to cultivate a multi-cultural, women-only space where learners feel both safe and supported.

Throughout the course of the year, we observed that many of these women experience social isolation and face difficulties in integrating into society. They often feel shy and overwhelmed by the lack of a support system, which significantly impacts their mental wellbeing. In response, our ESOL coordinator has continually reached out to the ladies for a welfare checks and has encouraged participation in additional services in the centre, such as Zumba, outdoor walks, and the foodbank, to help alleviate this isolation.

Our ESOL coordinator has also ensured that the classes are engaging by incorporating relatable activities, such as cooking, trips, and baking. These activities create a comfortable learning environment, allowing the women to enjoy the sessions while also learning practical English skills. As a result of these efforts, we have seen an increase in the women's confidence in speaking, reading and listening. They are more likely to access support services independently, attend GP appointments, and form lasting friendships that extend beyond the organization. Many of these women have shared that they enjoy going for walks and using English in their everyday interactions, such as when shopping.

The main challenge we face in these classes is the reluctance of new members to consistently attend sessions. Some husbands have reported that their wives feel lonely and shy about attending, as they don't have a friend to accompany them for moral support. To address this, we are conducting regular welfare checks with the women to offer support and encouragement.

Additionally, we encourage past ESOL learners who have become proficient in English to serve as volunteers and role models and sources of inspiration. We also actively encourage the women to participate in other services offered at the centre, helping them build connections, form friendships, and feel more comfortable and confident within the community.



Testimonials



In one word, how did you feel coming to PHOEBE in your own language?

Wordcloud Poll 33 responses 13 participants





Children and Young People



Strong Black Girls

Black women are significantly underrepresented in the UK's highest income bracket, with less than 0.1% of UK-born Black women reaching the top 1% of earners.- London School of Economics

The Strong Black Girls project, initiated by P.H.O.E.B.E in 2021, has played a significant role in improving the self-esteem and empowerment of young Black girls within the Suffolk area. Tailored specifically for Black girls, the project has been running successfully with a steadily growing turnout. Through targeted advertising on social media and word of mouth, the number of young Black girls attending these sessions has steadily increased over the year, demonstrating the growing demand for spaces that cater to their unique needs.

These weekly sessions are continuously led by young adults, who are incentivised for their leadership and mentorship, and are designed to provide a holistic experience. Some of the activities held in the form of trips, games and indoor activities. Each session includes a warm meal and snacks to help address the hunger and poverty challenges faced by many participants. This practical support ensures that the girls are nourished and able to engage fully in the activities, while also addressing an important societal issue of hunger and poverty alleviation. One of the most beneficial aspects of these sessions as reported by the participants is the creation of a safe, inclusive space where the voices of young Black girls are heard, valued, and represented. Often, Black girls face unique challenges related to race, gender, and other socio-economic factors. The Strong Black Girls sessions provide a platform for them to openly discuss these challenges, engage in collective problem-solving, and advocate for the changes needed within their communities and beyond. This platform not only addresses their immediate concerns but also empowers them to take an active role in creating systemic changes, combating underrepresentation, and ensuring they feel seen and heard in environments where they might otherwise feel marginalised.

The impact of these sessions extends beyond the individual. They provide a supportive community where young Black girls can mentor each other, share personal experiences, and offer guidance. This sense of sisterhood cultivates both personal and professional growth, fostering a deeper understanding and celebration of their unique cultural

heritage. It has become a space where these young girls can explore and embrace their identity without fear of judgment, leading to an increase in self-confidence and a positive self-image.

Ultimately, the Strong Black Girls project has not only been beneficial to the participants but also the wider community. By empowering young Black girls, the project is helping to build a stronger, more inclusive society. These sessions ensure that the girls are equipped with the tools to navigate the world with confidence, while also contributing to creating lasting change within the community. Through these efforts we aim to foster a new generation of young women who are proud of their identities, empowered to make a difference, and supported by a network of peers who share their experiences.





Self Esteem & Misogyny

Boys exposed to misogynist content are five times more likely to believe that hurting people is acceptable.

– Women's Aid and ORB International, 2023



As part of our campaign to advocate for the elimination of violence against women and girls, we have continued to engage with 2 primary schools in Ipswich and 2 in West Suffolk. We have provided young girls between the ages of 8 and 11 with lessons focused on positive self-esteem, based on resources from the Dove Self-Esteem Project.

This year, we also introduced lessons on misogyny for boys aged 8-11 at one of our partner primary schools. The workshops are based upon ENOUGH campaign launched in 2019 by home office ([Enough. Campaign to Tackle Violence Against Women & Girls Launches](#)) in conjunction with the National Education Union (NEU) campaign launched in 2017 and gave rise to Prevent Sexism and Sexual Harassment Programmes which urged schools, education bodies and Government to take urgent action to tackle sexism in schools. Recognising the importance of early intervention, we identified the need to educate boys about challenging and removing harmful stereotypes from a young age. Additionally, these lessons aim to encourage boys to speak openly about their emotions, as mental health and well-being are equally important for both girls and boys. **13**

Children Holiday Clubs

Children who stay occupied during the holidays are less likely to engage in risky behaviours, with studies showing that structured activities reduce the risk of crime and antisocial behaviour – National Institute of Justice.



Through our holiday clubs, we aimed to address the challenges faced by young people in our community, particularly during school holidays. We have consistently and successfully organised holiday club activities, providing children with opportunities for peer-to-peer interaction, physical activities and games amongst others. Our activities and services have been able to facilitate a space where children from disadvantaged backgrounds can have fun away from any challenges, they might be having at home which includes domestic violence, poverty, and taking on parental responsibilities.

These activities help reduce idleness and the associated risk of involvement in crime, while also serving as a platform for learning moral values and fostering positive self-esteem.

Many of the children attending come from families where both parents work full-time to make ends meet. The holiday clubs offer parents relief from childcare challenges by allowing them to register their children for a few hours of care during the school breaks.





Additionally, we have also been able to sustain our community kitchen which allows us to provide a hot meal to children and young people during sessions at our centre. This is extremely important during a time of increased food poverty, deprivation, and a high cost of living. Children have been provided with weekly food parcels to take home, further supporting families and alleviating the impact of poverty. This has also allowed us to incorporate activities that revolve around food such as baking which children enjoy, other activities offered include trips, park walks, arts and crafts, dancing, and games.

The purchase of our minibus has enabled us to take young people on trips to explore the green spaces of Suffolk, fostering a deeper connection with nature while helping to form long-lasting friendships. To ensure sustainability of these activities, we have engaged and trained young volunteers, who have taken on leadership roles in planning and running these activities. These young volunteers serve as positive role models, inspiring the younger participants and helping to instil a sense of aspiration and ambition in their peers.



Youth Club

Regular physical activity helps prevent and manage diseases like cardiovascular conditions, cancer, and diabetes, while also reducing symptoms of depression and anxiety in children.

– World Health Organisation

We have held weekly youth club activities on Fridays, where young people engage with their peers, share their experiences and struggles, and participate in positive activities within a safe space. This initiative has helped decrease the risk of young people engaging in anti-social behaviour and gang involvement. Our free activities offer an alternative to these negative lifestyles, while fostering the development of skills that empower children and young people to succeed in education and employment, ultimately setting them up for positive future outcomes.

Additionally, we have organised sporting activities such as football, tag rugby, and other park games, aiming to channel their energy into making a positive contribution to society. We also encourage the youths to explore societal issues, conduct research, and present their findings through discussions, with a focus on addressing challenges faced by young people from minoritised backgrounds.

Our grandmothers and adult chaperones, who often support these sessions, provide invaluable guidance and serve as a voice of reason, helping the youths develop self-respect, respect for others, and the confidence to navigate the emotional and physical stresses they encounter daily.

In March, based on the youths' needs and preferences (from feedback and surveys), they participated in leadership training sessions on Fridays and Saturdays to build on their skills and take on volunteer roles within the organisation. As a result, we've seen an increase in the number of young people stepping into leadership positions and setting the pace for positive community engagement within our organisation.



Physical and Mental Wellbeing



P.H.O.E.B.E continues to run projects which promote the physical health and general wellbeing of women and children from minoritised groups in the Ipswich area.

Ambling women's walk

Through our Women's Walk, we aimed to bridge the gap between migrant women, green spaces, and Suffolk's heritage. We have continued to organize weekly walks, welcoming attendees from Black, minoritised, and migrant backgrounds.

The goal has been to engage women with the national landscape—women who would typically not have access to these sites due to factors such as lack of awareness or financial constraints. During these walks, participants have reported feeling a stronger connection to nature and to each other, helping to overcome isolation and loneliness.

Due to the cold weather in the winter months, we were unable to organize outdoor walks. However, we encouraged more women to engage in our weekly Zumba sessions, which combine the love of dance with exercise, making it both enjoyable and beneficial. Our Zumba sessions is coordinated by a qualified instructor who incorporates varied level of dance exercises to meet the needs and abilities of the women both young and old.



Sewing Club



We have been offering weekly sewing club sessions for our grandmothers, led by a skilled professional who demonstrates and introduces new techniques in sewing. They have engaged in multiple sewing projects. During the winter months, the grandmothers embraced a new challenge: crocheting, which was taught by one of their own. This space provides a safe and supportive environment where the grandmothers, many of whom live alone, can socialise with their peers, share a cup of tea, and sometimes enjoy a hot meal. This initiative has helped in combating loneliness and significantly contributed to their mental well-being.

As part of fostering mental well-being, we have actively created opportunities to celebrate and support the women in our organisation. By providing spaces where they can come together and socialise with their peers, we encourage connection and a sense of community. A great example of this was our Women's Day celebration, where women were invited to relax, create cards for themselves, enjoy a pampering session, and share a meal. As a result, participants shared that they were able to laugh, unwind, and escape the pressures of everyday life in a judgment-free environment.

Suffolk Black Mothers and Babies

Black women are 4 times more likely than white women to die during childbirth - MBRRACE



Our black mothers and babies project is a response to Black, minoritised, and migrant women experiencing poor care during pregnancy, birth and post-labour, with some reporting direct and indirect racism. Black women report that they receive little information about their birth choices and maternity rights. Additionally, they are more likely to experience perinatal mental illness and overall face a higher risk of maternal mortality. We are thankful to NHS Suffolk and Essex for the sponsoring of and help in creating this project.

Our mothers and Babies project aims to improve experiences and outcomes by addressing barriers, enhancing cultural competence, and strengthening support systems. The group continues to meet every week at our centre where we organise a range of sessions to support new mothers. They are supported by our grandmothers some of whom are retired midwives, who have received training from the NHS as part of our Black Maternity Grandmothers project, continue to lead weekly sessions for new and expectant mothers. They offer guidance and support through our baby clinics, as well as home and hospital visits. In the past year we have seen an increase in the number of women needing maternal support and guidance through referrals from partner organisations and word of mouth referrals.

In partnership with the NHS, health visitors and midwives, we have introduced antenatal classes at the Centre, as well as a monthly baby clinic, to better support new and expecting mothers. These clinics are held weekly, where we weigh-ins and valuable support, advice, and guidance on maternal and baby health and well-being.

To help alleviate poverty during the ongoing economic crisis, we provide essential baby items, such as diapers and wipes, on a weekly basis during these sessions. Additionally, we continue to strengthen our connections with healthcare providers, midwives, and local organisations to ensure holistic support for the women we serve.



West Suffolk-We have also expanded our services to West Suffolk, extending maternity and postnatal care to more families in need. Through culturally tailored outreach programs, we have successfully built stronger relationships with ethnic minoritised women, including those who have recently relocated to the UK.

Women have expressed feeling more supported during their pregnancy journeys, especially with the added guidance from our grandmothers, which has helped create a more nurturing and culturally sensitive environment.

Some of the challenges faced this year include limited English proficiency among our beneficiaries, which has made it difficult for them to access relevant maternity resources. To address this, we encourage participants to attend appointments with trusted friends who are proficient in English. In cases where they don't have anyone available, we use Google Translate to assist with communication.

Additionally, some women face difficulties in consistently attending sessions due to unfamiliarity with our new service in West Suffolk, competing priorities, or external barriers such as childcare and transportation. To overcome these challenges, we have actively used our social media platforms to promote our services and have conducted home visits to encourage these beneficiaries to attend sessions.



Food Bank

Research shows that Black households are 2.5 times more likely to experience food insecurity than white households, highlighting the vital role of food banks in supporting BAME communities.

Our food bank project alleviates the burden faced by disadvantaged and minority families due to rising living costs. It has consistently been in high demand, with an increasing number of families attending each week approximately 50 women/week. From our observations, the ongoing economic crisis and rising cost of living have led to a higher demand for food support. To meet this need, we ensure that food parcels are provided every Tuesday and Fridays at the Centre and Saturdays to families who, due to current circumstances, are unable to access the centre.

Our Food bank continue to provide an immediate lifeline, offering nutritious food that eases the burden of daily survival to women who have been isolated and financially deprived by their perpetrators. with limited or no access to resources especially with the fear of being deported due to their immigration. This access allows these women to focus on other urgent needs, such as securing safety or finding stable housing, without the added stress of how they will feed themselves. Victims fleeing violence, combined with economic hardship, has a profound impact on mental health. For these women, the stress of not knowing where their next meal will come from or how they will care for their children has worsen feelings of anxiety, depression, and hopelessness. Our food bank does not only provide food but also offer a sense of community and support. These women have reported to have reduced feelings of isolation, especially for those who have no family in the UK or social networks. Knowing that they can always come to PHOEBE where their circumstances are understood has improved mental well-being and offered hope.





A significant challenge we face with women from migrant backgrounds is their unfamiliarity with some of the foods supplied to the centre by donors. To address this, we run our Avocado Counselling Café. This initiative will use their love for food and cooking as a tool to raise awareness about common ingredients found in grocery stores, how to prepare them, and how to prevent food waste in the kitchen.

These sessions not only help participants build practical skills but also provide a safe space for socialisation, emotional support, and guidance. They offer much-needed assistance for victims of domestic violence as they work to regain their independence and rebuild their lives. The café serves as a nurturing environment where women can connect, learn, and heal, all while overcoming the trauma of their past experiences.



ANNUAL REPORT 2024-2025

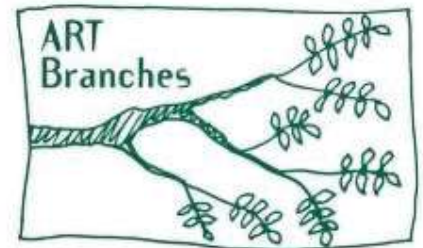
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PROMOTION OF HEALTH, OPPORTUNITY, EQUALITY,
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www.phoebecentre.co.uk





East Suffolk and North Essex NHS Foundation Trust



Suffolk & Essex Coast & Heaths National Landscape



Dedham Vale National Landscape & Stour Valley



Funded by UK Government

Delivered by THE NATIONAL LOTTERY COMMUNITY FUND

CHARITY REGISTRATION NUMBER: 1135541

PHOEBE

Unaudited independently examined accounts

31 March 2025

PHOEBE

Financial statements

Year ended 31 March 2025

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PHOEBE

Trustees' annual report

Year ended 31 March 2025

The trustees present their report and the unaudited financial statements of the charity for the year ended 31 March 2025.

The financial statements have been prepared in accordance with the accounting policies set out in notes to the accounts and comply with the charity's governing document, the Charities Act 2011 and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland published in October 2019.

Reference and administrative details

Registered charity name	PHOEBE
Charity registration number	1135541
Principal office	6 Great Colman Street Ipswich Suffolk IP4 2AD

The trustees

The trustees who served during the year and at the date of approval were as follows:

S Chinenyanga (Chair)
I Chikoti
K Ozor (Appointed 05/11/2024)
T Tapera
Y Zekarias
S Aezad (Resigned 05/11/2024)

Independent examiner	A Robinson FCA Lovewell Blake LLP Chartered accountants First Floor Suite 2 Hillside Business Park Bury St Edmunds IP32 7EA
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PHOEBE

Trustees' annual report *(continued)*

Year ended 31 March 2025

Objectives and activities

About PHOEBE

PHOEBE, sometimes marketed as P.H.O.E.B.E (Promotion of Health, Opportunity, Equality, Benevolence, and Empowerment) with either term used throughout these accounts, is a registered charity, with established strong roots within the Ipswich community, offering by and for specialist advice, advocacy, support and counselling services to black, Asian, minority ethnic, and migrant women in Suffolk area.

Objectives and activities

The object of the charity is set out in the charity's constitution as the relief of poverty, sickness and distress for women, particularly (but not exclusively) those coming from black and minority ethnic communities in Suffolk.

PHOEBE offers specialist advice, information, casework, advocacy, counselling, freedom programme and ESOL classes for women. PHOEBE helps BME women find safe temporary accommodation when fleeing domestic violence. We signpost women for immigration advice. PHOEBE has weekly children's activities promoting confidence and building self esteem of all girls in Suffolk. PHOEBE works with vulnerable women in Zimbabwe.

Public benefit

In shaping our objectives for the year and planning our activities, the Trustees have considered the Charity Commissions guidance on public benefit when setting the objectives for the year.

The Trustees confirm that they have complied with the duty in section 4 of the Charities Act 2011.

PHOEBE

Trustees' annual report *(continued)*

Year ended 31 March 2025

Achievements and performance

PHOEBE has maintained its deeply-committed mission towards bringing to the fore the voices of the most vulnerable and marginalised, who often face violence with no recourse to institutional, community or even individual support.

Beyond merely numbers, we seek to assess the tangible impact of our activities and the feedback we've received from our service users. Our experiences have led us to conclude that BME women and children and especially those from disadvantaged communities experience improved levels of general wellbeing and an improved quality of life after accessing PHOEBE services.

Our service users also experience greater independence, self-development, confidence, and improved mental health as a result of engagement with our services. In the past year, we have also contributed to the tangible stability and safety of women by enabling their access to financial support and services.

Establishing Permanency

This year the charity continued to create safe spaces for women and children fleeing domestic violence in the East of England by providing a secure and permanent establishment in the heart of Ipswich. By purchasing a second building, we feel that we can embed one of our key objectives for the charity, without the risk of upheaval for the charity or woman seeking refuge on a regular basis. This has however left the charity in need of cash resources at the year end date, which is expanded further in the financial review of these accounts.

We feel this is a significant and positive impact on the future of the charity enabling us to achieve our long-standing goals and in the short term; provide a direct response to the critical need for culturally appropriate, accessible and immediate refuge for Black ethnic minoritised woman with no resources to public funds in Suffolk. **Domestic Abuse**

This year we are proud to have 2 qualified IDVAs (Independent Domestic Violence Advisors) and one more in training through SafeLives to support the ever-increasing number of DV cases. Through our IDVAs and VAWG outreach workers, we have ensured the continuous provision of Domestic Abuse (DA) services to minoritised and migrant women in Suffolk.

If you wish to read more regarding our Domestic Abuse project please see the annual report preceding these accounts.

Gender Justice and Intersectional Practice Conference

To mark 16 Days of Activism Against Gender-Based Violence 2024, we held our first Gender Justice & Intersectional Practice Conference. Understanding the impact of fostering solidarity between like-minded groups, this conference served as an advocacy tool, challenging the hostile environment caused by racist and anti-migrant narratives.

If you wish to read more regarding our Gender Justice and Intersectional Practice Conference project please see the annual report preceding these accounts.

Counselling

We offered counselling support services to women through our dedicated counselling support worker. She has provided on-demand counselling and advice to help women navigate mental and emotional challenges.

If you wish to read more regarding our Counselling project please see the annual report preceding these accounts.

PHOEBE

Trustees' annual report *(continued)*

Year ended 31 March 2025

Establishing a Refuge Space for Minoritised Women and Children Fleeing Domestic Violence

As of the 26th March 2025 we successfully purchased a second building which will be renovated into a safe refuge space for women and children fleeing domestic violence. This space is a direct response to the critical need for culturally appropriate, accessible, and immediate refuge for Black ethnic minoritised women with no recourse to public funds in Suffolk.

If you wish to read more regarding our Establishing a Refuge Space for Minoritised Women and Children Fleeing Domestic Violence project please see the annual report preceding these accounts.

ESOL Classes

This year, we have continued to provide support for a total of 35 migrant, refugee, and asylum-seeking women at both beginner and intermediate levels. These sessions have allowed us to cultivate a multi-cultural, women-only space where learners feel both safe and supported.

If you wish to read more regarding our ESOL Classes project please see the annual report preceding these accounts

Strong Black Girls

The Strong Black Girls project has played a significant role in improving the self-esteem and empowerment of young Black girls within the Suffolk area. Tailored specifically for Black girls, the project has been running successfully with a steadily growing turnout.

If you wish to read more regarding our Strong Black Girls project please see the annual report preceding these accounts.

Self Esteem & Misogyny

As part of our campaign to advocate for the elimination of violence against women and girls, we have continued to engage with 2 primary schools in Ipswich and 2 in West Suffolk. We have provided young girls between the ages of 8 and 11 with lessons focused on positive self-esteem, based on resources from the Dove Self-Esteem Project.

If you wish to read more regarding our Self Esteem & Misogyny project please see the annual report preceding these accounts.

Children Holiday Clubs

Through our holiday clubs, we aimed to address the challenges faced by young people in our community, particularly during school holidays. We have consistently and successfully organised holiday club activities, providing children with opportunities for peer-to-peer interaction, physical activities and games amongst others.

Youth Club

We have held weekly youth club activities on Fridays, where young people engage with their peers, share their experiences and struggles, and participate in positive activities within a safe space. This initiative has helped decrease the risk of young people engaging in anti-social behaviour and gang involvement. Our free activities offer an alternative to these negative lifestyles, while fostering the development of skills that empower children and young people to succeed in education and employment, ultimately setting them up for positive future outcomes.

Physical and Mental Wellbeing

P.H.O.E.B.E continues to run projects which promote the physical health and general wellbeing of women and children from minoritised groups in the Ipswich area.

PHOEBE

Trustees' annual report *(continued)*

Year ended 31 March 2025

Sewing Club

We have been offering weekly sewing club sessions for our grandmothers, led by a skilled professional who demonstrates and introduces new techniques in sewing. They have engaged in multiple sewing projects. During the winter months, the grandmothers embraced a new challenge: crocheting, which was taught by one of their own. This space provides a safe and supportive environment where the grandmothers, many of whom live alone, can socialise with their peers, share a cup of tea, and sometimes enjoy a hot meal. This initiative has helped in combating loneliness and significantly contributed to their mental well-being.

Suffolk Black Mothers and Babies

Our black mothers and babies project is a response to Black, minoritised, and migrant women experiencing poor care during pregnancy, birth and post-labour, with some reporting direct and indirect racism. Black women report that they receive little information about their birth choices and maternity rights. Additionally, they are more likely to experience perinatal mental illness and overall face a higher risk of maternal mortality. We are thankful to NHS Suffolk and Essex for the sponsoring of and help in creating this project.

Food Bank

Our food bank project alleviates the burden faced by disadvantaged and minority families due to rising living costs. It has consistently been in high demand, with an increasing number of families attending each week approximately 50 women/week.

If you wish to read more regarding our projects please see the annual report preceding these accounts.

Financial review

The charity's financial activities for the year are shown in the statement of financial activities within these financial statements. These show principal sources of funds for the domestic violence, self-esteem and ESOL projects, and for student social worker placements. This funding has enabled the charity to successfully operate the projects and provide the services detailed in the trustees report.

Total income amounted to £278,370 (2024: £540,056) of which £258,548 (2024: 501,370) related to donations and grants. Total expenditure totalled £338,189 (2024: £395,315). Cash balances reduced significantly at the year end to £6,795 (2024: £169,900) as a result of the purchase of freehold property.

After the year's activities a balance of unrestricted funds amounted to £433,804 (2024: £474,279).

Reserves policy

The charity's reserves policy is to maintain reserves at a level adequate to protect its ongoing work. This policy is reviewed annually. The charity aims to hold sufficient reserves to cover three months' running costs plus statutory redundancy costs, being a minimum of £35,607 (2024: £40,753).

As at the year end date, the total unrestricted reserves amounted to £433,804 (2024: £474,279) which remains to be carried forward. The charity's free reserves which more accurately reflect unrestricted reserves less those committed to capital expenditure amount to £56,391 (2024: £258,399). The charity continues to seek additional funding to ensure that it can maintain and extend its vital work.

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

PHOEBE

Trustees' annual report *(continued)*

Year ended 31 March 2025

Plans for future periods

PHOEBE will continue to advocate for the rights and lived realities of BME women and girls of all ages and backgrounds and ensure their concerns do not go unheard. We will continue providing services for women and children of primarily BME and immigrant communities.

If you wish to read more regarding our plans for the future please see the annual report preceding these accounts.

The trustees feel that the additional security provided by the second property will aid in the long term future plans of the charity. It is considered a much needed resource for the woman and girls in the community, in Suffolk and in the East of England.

Structure, governance and management

PHOEBE is an unincorporated charity originally established under its constitution on 8 March 2007 as the Zimbabwe Womens' Resource Centre. It became a registered charity (number 1135541) on 15 April 2010 and is governed by its constitution adopted 8 March 2008 and as amended on 2 October 2012 and by its trustees who meet on a regular basis. The current trustees are as stated in the reference and administrative details to these accounts.

Recruitment and appointment of Trustees

The trustees are elected at the Annual General Meeting. One third of the trustees retire at the Annual General Meeting and are eligible for immediate re-election.

Further trustees may be appointed at any time, at the discretion of the trustees. A new trustee would receive copies of the constitution, the latest annual report and accounts and relevant guidance publications from the Charity Commission.

True and fair override

The financial statements have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair view'. This departure has involved following the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland issued in October 2019 rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

Independent examiner reappointment

A resolution to appoint A Robinson FCA of Lovewell Blake LLP as independent examiner will be proposed at the next Annual General Meeting.

The trustees' annual report was approved on ...26/6/2025..... and signed on behalf of the board of trustees by:



S Chinenyanga (Chair)
Trustee

PHOEBE

Independent examiner's report to the trustees of PHOEBE

Year ended 31 March 2025

I report to the charity trustees on my examination of the financial statements of the charity for the year ended 31 March 2025 which comprise the statement of financial activities, balance sheet, statement of cash flows and the related notes.

Responsibilities and basis of report

As the charity's trustees you are responsible for the preparation of the financial statements in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the charity's financial statements carried out under section 145 of the Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

Since the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants in England and Wales (ICAEW), which is one of the listed bodies.

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the charity as required by section 130 of the Act; or
2. the financial statements do not accord with those records; or
3. the financial statements do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination.

PHOEBE

Independent examiner's report to the trustees of PHOEBE *(continued)*

Year ended 31 March 2025

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Your attention is drawn to the fact that the Charity has prepared the accounts (financial statements) in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) in preference to the Accounting and Reporting by Charities: Statement of Recommended Practice issued on 1 April 2005 which is referred to in the extant regulations but has since been withdrawn.

I understand that this has been done in order for the accounts to provide a true and fair view in accordance with the Generally Accepted Accounting Practice effective for reporting periods beginning on or after 1 January 2015.

Abigail Robinson

A Robinson FCA
Independent Examiner

Lovewell Blake LLP
Chartered accountants
First Floor Suite
2 Hillside Business Park
Bury St Edmunds
IP32 7EA
27/6/2025

PHOEBE**Statement of financial activities****Year ended 31 March 2025**

			2025		2024
	Note	Unrestricted funds £	Restricted funds £	Total funds £	Total funds £
Income and endowments					
Donations, grants and legacies	4	113,069	145,479	258,548	501,370
Other trading activities	5	150	9,700	9,850	37,123
Investment income		1,773	–	1,773	371
Other income		1,817	6,382	8,199	1,192
Total income		<u>116,809</u>	<u>161,561</u>	<u>278,370</u>	<u>540,056</u>
Expenditure					
Raising funds					
Costs of other trading activities		655	29	684	2,979
Charitable activities	6	141,773	195,732	337,505	392,336
Total expenditure		<u>142,428</u>	<u>195,761</u>	<u>338,189</u>	<u>395,315</u>
Net (expenditure)/income before transfer of funds		(25,619)	(34,200)	(59,819)	144,741
Transfers between funds		(14,856)	14,856	–	–
Net movement in funds		(40,475)	(19,344)	(59,819)	144,741
Reconciliation of funds					
Total funds brought forward		474,279	165,164	639,443	494,702
Total funds carried forward		<u>433,804</u>	<u>145,820</u>	<u>579,624</u>	<u>639,443</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 12 to 20 form part of these financial statements.

PHOEBE**Balance sheet****31 March 2025**

	Note	2025		2024	
		£	£	£	£
Fixed assets					
Tangible fixed assets	9		523,233		371,751
Current assets					
Debtors	10	126,250		146,556	
Cash at bank and in hand		<u>6,795</u>		<u>169,900</u>	
		133,045		316,456	
Creditors: Amounts falling due within one year	11	<u>(76,654)</u>		<u>(48,764)</u>	
Net current assets			<u>56,391</u>		<u>267,692</u>
Total assets less current liabilities			<u>579,624</u>		<u>639,443</u>
Net assets			<u>579,624</u>		<u>639,443</u>
Funds of the charity					
Restricted funds			145,820		165,164
Unrestricted funds			<u>433,804</u>		<u>474,279</u>
Total charity funds	13		<u>579,624</u>		<u>639,443</u>

These financial statements were approved by the board of trustees and authorised for issue on 26/6/2025, and are signed on behalf of the board by:



S Chinenyanga (Chair)
Trustee

The notes on pages 12 to 20 form part of these financial statements.

PHOEBE**Statement of cash flows****Year ended 31 March 2025**

	2025	2024
	£	£
Cash flows from operating activities		
Net (expenditure)/income	(59,819)	144,741
<i>Adjustments for:</i>		
Depreciation of tangible fixed assets	18,081	16,013
Other interest receivable and similar income	(1,773)	(371)
<i>Changes in:</i>		
Trade and other debtors	20,306	(92,588)
Trade and other creditors	27,890	42,025
Cash generated from operations	4,685	109,820
Interest received	1,773	371
Net cash from operating activities	<u>6,458</u>	<u>110,191</u>
Cash flows from investing activities		
Purchase of tangible assets	(169,563)	(13,671)
Net cash used in investing activities	<u>(169,563)</u>	<u>(13,671)</u>
Net (decrease)/increase in cash and cash equivalents	(163,105)	96,520
Cash and cash equivalents at beginning of year	169,900	73,380
Cash and cash equivalents at end of year	<u>6,795</u>	<u>169,900</u>

The notes on pages 12 to 20 form part of these financial statements.

PHOEBE

Notes to the financial statements

Year ended 31 March 2025

1. General information

The charity is a public benefit entity and a registered charity in England and Wales and is unincorporated. The operational address and principal office is 6 Great Colman Street, Ipswich, Suffolk, IP4 2AD.

2. Statement of compliance

The charity constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland issued in October 2019, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Charities Act 2011 and UK Generally Accepted Accounting Practice.

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.

Going concern

The accounts have been prepared on the going concern basis and the trustees believe that no material uncertainties exist. The trustees have considered the level of funds held and the expected income and expenditure for the next 12 months from authorising these financial statements. The budgeted income and expenditure is sufficient with the level of reserves for the charity to be able to continue as a going concern.

Income tax

The activities of PHOEBE are exempt from United Kingdom Income and Corporation taxation, provided that the income is applied to charitable purposes.

Fund accounting

Unrestricted funds are available for use at the discretion of the trustees to further any of the charity's purposes.

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

Restricted funds are subjected to restrictions on their expenditure declared by the donor or through the terms of an appeal, and fall into one of two sub-classes: restricted income funds or endowment funds.

PHOEBE

Notes to the financial statements *(continued)*

Year ended 31 March 2025

3. Accounting policies *(continued)*

Income

All incoming is included in the Statement of Financial Activities when the charity is legally entitled to the income and the amount can be quantified with reasonable accuracy. The following specific policies are applied to particular categories of income:

Voluntary income is received in the way of grants, legacies, donations and gifts and is included in full in the statement of financial activities when receivable. Grants, where entitlement is conditional on the delivery of a specific performance by the charity, are recognised when it is considered probable that the income will be received.

Income from trading activities includes income earned from fundraising events and trading activities to raise funds for the charity. Income is received in exchange for supplying goods and services in order to raise funds and is recognised when entitlement has occurred.

Donated services and facilities are included at the value to the charity where this can be quantified. The value of services provided by volunteers has not been included in these accounts.

Investment income where necessary consists of bank interest and is accounted for when receivable.

Expenditure

All expenditure is accounted for on an accruals basis as a liability is incurred. Expenditure includes any VAT that cannot be recovered and is reported as part of the expenditure to which it relates.

Cost of raising funds comprise of the costs associated with attracting voluntary income and the cost of trading for fundraising purposes.

Charitable expenditure comprises of those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Governance costs are included within charitable expenditure. These are costs associated with the constitutional and statutory requirement of the charity and include the accountants fees and costs linked to the strategic management of the charity.

All costs are allocated between the expenditure categories of the Statement of Financial Activities on a basis designed to reflect the use of resources.

Tangible assets

Tangible assets are initially recorded at cost, and subsequently stated at cost less any accumulated depreciation and impairment losses. Any tangible assets carried at revalued amounts are recorded at the fair value at the date of revaluation less any subsequent accumulated depreciation and subsequent accumulated 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:

Freehold property	-	2% straight line
Office Equipment	-	25% or 33% straight line

PHOEBE

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.

For the purposes of impairment testing, when it is not possible to estimate the recoverable amount of an individual asset, an estimate is made of the recoverable amount of the cash-generating unit to which the asset belongs. The cash-generating unit is the smallest identifiable group of assets that includes the asset and generates cash inflows that largely independent of the cash inflows from other assets or groups of assets.

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.

Debt instruments are subsequently measured at amortised cost.

4. Donations, grants and legacies

	Unrestricted Funds £	Restricted Funds £	Total Funds 2025 £
Donations			
Donations	2,358	929	3,287
Grants			
Grants	<u>110,711</u>	<u>144,550</u>	<u>255,261</u>
	<u>113,069</u>	<u>145,479</u>	<u>258,548</u>
	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
Donations			
Donations	12,196	2,141	14,337
Grants			
Grants	<u>303,584</u>	<u>183,449</u>	<u>487,033</u>
	<u>315,780</u>	<u>185,590</u>	<u>501,370</u>

PHOEBE

Notes to the financial statements *(continued)*

Year ended 31 March 2025

5. Other trading activities

	Unrestricted Funds £	Restricted Funds £	Total Funds 2025 £
Fundraising events	<u>150</u>	<u>9,700</u>	<u>9,850</u>
	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
Fundraising events	<u>33,623</u>	<u>3,500</u>	<u>37,123</u>

PHOEBE**Notes to the financial statements** *(continued)***Year ended 31 March 2025****6. Expenditure on charitable activities**

	Unrestricted funds £	Restricted funds £	Total funds 2025 £
Wages and salaries	76,423	137,527	213,950
Staff training and welfare	1,015	3,814	4,829
Project activity costs and events	19,725	30,372	50,097
Other office costs	2,742	773	3,515
Rent and rates	8,402	6,647	15,049
Insurance	2,607	–	2,607
Post and stationery	1,227	–	1,227
Software and systems	7,198	1,166	8,364
Support Costs	22,434	15,433	37,867
	<u>141,773</u>	<u>195,732</u>	<u>337,505</u>

	Unrestricted funds £	Restricted funds £	Total funds 2024 £
Wages and salaries	58,902	152,296	211,198
Staff training and welfare	3,153	2,226	5,379
Project activity costs and events	39,786	48,174	87,960
Other office costs	2,576	653	3,229
Rent and rates	17,044	12,418	29,462
Insurance	816	–	816
Post and stationery	2,625	–	2,625
Software and systems	10,529	–	10,529
Small equipment	382	703	1,085
Support costs	24,766	15,287	40,053
	<u>160,579</u>	<u>231,757</u>	<u>392,336</u>

Analysis of support costs

	2025 £	2024 £
Independent examiners fee	3,960	3,318
Legal and professional	8,702	12,455
Property maintenance, repairs and replacements	7,124	8,267
Depreciation	<u>18,081</u>	<u>16,013</u>
	<u>37,867</u>	<u>40,053</u>

PHOEBE

Notes to the financial statements *(continued)*

Year ended 31 March 2025

7. Staff costs

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

	2025	2024
	£	£
Wages and salaries	200,582	197,303
Social security	10,166	10,447
Pension	3,202	3,447
	<u>213,950</u>	<u>211,197</u>

The average head count of employees during the year was 15 (2024: 17).

No employee received employee benefits of more than £60,000 during the year (2024: Nil).

8. Trustee remuneration and expenses

The key management personnel of the charity comprise the trustees and the charity manager. The total amount of employee benefits received in respect of key management personnel for non trustee related services amounted £50,935 (2024: £50,935). Seven trustees (2024: three trustees) were reimbursed amounts totalling £2,938 (2024: £328) during the year in relation to volunteering expenses and other non trustee related services.

9. Tangible fixed assets

	Freehold property £	Office Equipment £	Total £
Cost			
At 1 April 2024	358,416	57,202	415,618
Additions	169,563	–	169,563
At 31 March 2025	<u>527,979</u>	<u>57,202</u>	<u>585,181</u>
Depreciation			
At 1 April 2024	13,256	30,611	43,867
Charge for the year	10,559	7,522	18,081
At 31 March 2025	<u>23,815</u>	<u>38,133</u>	<u>61,948</u>
Carrying amount			
At 31 March 2025	<u>504,164</u>	<u>19,069</u>	<u>523,233</u>
At 31 March 2024	<u>345,160</u>	<u>26,591</u>	<u>371,751</u>

10. Debtors

	2025	2024
	£	£
Trade debtors	–	306
Prepayments and accrued income	126,250	146,250
	<u>126,250</u>	<u>146,556</u>

PHOEBE**Notes to the financial statements** *(continued)***Year ended 31 March 2025****11. Creditors: Amounts falling due within one year**

	2025	2024
	£	£
Trade creditors	2,050	–
Accruals and deferred income	73,720	48,174
Social security and other taxes	884	590
	<u>76,654</u>	<u>48,764</u>

12. Deferred income

	2025	2024
	£	£
At 1 April 2024	45,000	–
Amount released to income	(45,000)	–
Amount deferred in year	70,000	45,000
At 31 March 2025	<u>70,000</u>	<u>45,000</u>

Deferred income relates to conditional grant income received in the year on behalf of projects being completed in following years.

PHOEBE**Notes to the financial statements** *(continued)***Year ended 31 March 2025****13. Analysis of charitable funds****Year ended 31 March 2025****Restricted funds**

	At 1 Apr 2024	Income	Expenditure	Transfers	At 31 Mar 2025
	£	£	£	£	£
Domestic Violence Project	131,644	138,512	(162,372)	5,211	112,995
Children & Youth Project	33,520	19,650	(28,369)	8,024	32,825
PHOEBE Zimbabwe	–	3,399	(5,020)	1,621	–
	<u>165,164</u>	<u>161,561</u>	<u>(195,761)</u>	<u>14,856</u>	<u>145,820</u>

Unrestricted funds

General Funds	<u>474,279</u>	<u>116,809</u>	<u>(142,428)</u>	<u>(14,856)</u>	<u>433,804</u>
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Year ended 31 March 2024**Restricted funds**

	At 1 Apr 2023	Income	Expenditure	Transfers	At 31 Mar 2024
	£	£	£	£	£
Domestic Violence Project	132,583	161,640	(187,106)	24,527	131,644
Children & Youth Project	34,215	23,204	(25,033)	1,134	33,520
PHOEBE Zimbabwe	–	4,651	(20,163)	15,512	–
	<u>166,798</u>	<u>189,495</u>	<u>(232,302)</u>	<u>41,173</u>	<u>165,164</u>

Unrestricted funds

General Funds	<u>327,904</u>	<u>350,561</u>	<u>(163,013)</u>	<u>(41,173)</u>	<u>474,279</u>
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Restricted fund purposes:

Domestic Violence Project - This represents funding towards women of the BAME community fleeing domestic violence and included a contribution towards new equipment and premises additions held within the tangible fixed assets of the charity. This fund is otherwise spent and complete with the remaining value representing the net book value of assets yet to be depreciated.

Children & Youth Project - This represents funding towards self-esteem workshops to young girls in schools and the local community and included a contribution towards premises additions held within the tangible fixed assets of the charity. This fund is otherwise spent and complete with the remaining value representing the net book value of assets yet to be depreciated.

PHOEBE Zimbabwe - This represents funding towards women and girls facing issues such as domestic violence and mental health, primarily from black and minority ethnic communities in Zimbabwe. Any overspend is made up from general reserves in each accounting year.

PHOEBE

Notes to the financial statements *(continued)*

Year ended 31 March 2025

14. Analysis of net assets between funds

Year ended 31 March 2025

	Fixed Assets £	Net current assets £	Total £
Restricted funds	145,820	–	145,820
Unrestricted funds	377,413	56,391	433,804
	<u>523,233</u>	<u>56,391</u>	<u>579,624</u>

Year ended 31 March 2024

	Fixed Assets £	Net current assets £	Total £
Restricted funds	155,871	9,293	165,164
Unrestricted funds	215,880	258,399	474,279
	<u>371,751</u>	<u>267,692</u>	<u>639,443</u>

15. Analysis of changes in net debt

	At 1 Apr 2024 £	Cash flows £	At 31 Mar 2025 £
Cash at bank and in hand	169,900	(163,105)	6,795

16. Related parties

During the year the charity incurred costs of £5,020 (2024: £20,163) received income of £3,399 (2024: £4,651) and made net expenditure after payments of £1,621 (2024: £15,512) from PHOEBE Zimbabwe, a related party charity which has an independent trustee board but has key management personnel in common with PHOEBE. At the year end there was a deficit of £1,621 (2024: £15,512) in the restricted fund which was cleared to £Nil using the general funds of the charity.

During the year the charity paid M Camara, a family member to the Trustee F Camara, amounts totalling £Nil (2024: £441) relating to volunteer expenses.

There were no other related party transactions in this or the prior year.

PHOEBE

England & Wales - Charity number 1135541

Accounts



Charity registration number: 1135541

P.H.O.E.B.E

PROMOTION OF HEALTH,
OPPORTUNITY EQUALITY,
BENEVOLENCE & EMPOWERMENT FOR
BLACK AND ETHNIC MINORITY WOMEN
AND CHILDREN

Annual Report 2024

ANNUAL REPORT

2024



P.H.O.E.B.E

PROMOTION OF HEALTH, OPPORTUNITY, EQUALITY,
BENEVOLENCE AND EMPOWERMENT OF BLACK
AND MINORITISED WOMEN AND CHILDREN



ABOUT US

In pursuit of its charitable purposes, the organisation carried out a wide range of activities. PHOEBE considers that these activities, summarised below, benefit the Black and minoritised women and youth who are affected by Gender-Based Violence and other cultural harmful practices by receiving support, guidance, specialist advocacy, education, and training in order to fight abuse, homelessness, poverty, isolation, depression, inequality, and vulnerability.

PHOEBE holistic, person-centred, and trauma-informed approach offered various areas of charitable activity including specialist Domestic Abuse Advocacy, Immigration Advice, Counselling, Support Groups, Food Pantry, Maternity Safe Spaces, Life Skills workshops, Classes, and Trainings, Awareness Raising, Outreach and Youth programmes.

To achieve its aims, PHOEBE provided services free of charge in multiple languages, a safe and confidential space for black and minoritised women, youth and other multi-agency partners and employed a culturally competent team.

We operated to capacity and our services were always oversubscribed, delivering specialist services appropriate to the multiple needs the communities that we supported presented with.

We are active members of IMKAAN and have affiliations with many vital networks working towards achieving better outcomes for Black and minoritised women and their children.

OUR MISSION AND VALUES

Phoebe envisions a community in which black and minoritised women and children experience better quality of life. Our vision is to facilitate the following:

Health - *a person's mental or physical condition*

- We see physical and mental health equally important as each other and actively work to promote both so that black and minoritised women and girls can lead happy, healthy lives despite adverse life outcomes.

Opportunity - *a time or set of circumstances that makes it possible to do something*

- We are committed to providing black and minoritised women and children with a way out of personal circumstances that prevent them from nurturing skills and achieving what they desire most.

Equality - *the state of being equal*

- We are working towards an equitable future where black and minoritised women and children do not have to struggle to access mainstream support and opportunities.

Benevolence - *the quality of being well meaning; kindness*

- We are driven by our desire to make a positive impact on the lives of black and minoritised women and children who are underserved and overlooked.

Empowerment - *the process of becoming stronger and more confident*

- We believe in providing the tools for black and minoritised women and girls to realise their true potential and increase their ability to advocate for themselves.

Overview of PHOEBE projects

ESOL Classes

This year, we have continued to hold ESOL classes for a total of 47 migrant, refugee and asylum-seeking women, at both beginner and intermediate levels. Through these sessions we have developed a multi-cultural, women-only space where learners feel safe and supported.

For many women, beginning these classes have been challenging; learners are often uncomfortable in a new environment, shy to speak out and nervous about their lack of English-speaking capabilities. However, our qualified language teacher has done an excellent job in forming friendships with the students and building their confidence. She has used a range of teaching methods to sustain interest and engagement in the classes, such as interactive games to make learning memorable. The classes have addressed both linguistic and cultural aspects to foster a holistic understanding of the language within the broader context of life in British communities. This year we have covered: formal and informal language, different word groups, expressing a range of emotions, topics relating to British culture, as well as basic and advanced grammar. We have also incorporated digital access courses into our ESOL sessions, to improve women's employability through skills development.

As a result of our classes, women's English speaking, listening and reading has improved. The end of term assessments reflect their progress, with the average mark for the class being 78%. Women are now confident in engaging in conversations, explain problems in detail and understand what others are saying to them. Overall, learners are now equipped with the necessary tools to navigate a range of social contexts, and many are comfortable in filling out forms by themselves. Women have showed dedication to their learning and engagement during class; as a result we have managed to keep retention rates high throughout the year, and some learners are now going to college to further improve their English. Alongside the invaluable language learning skills, our classes have been an opportunity to socialize and make lasting connections with other women.



Domestic Abuse

Over the past year our qualified IDVAs have continued to provide domestic violence casework and advice to approximately 100 women. There is a constant high demand for these services and in response, we have increased our capacity by training more of our staff members to become IDVAs through SafeLives.

Sustaining our regular service provision means that women have been able to build trusting relationships with our workers and with each other. We continue to support women experiencing domestic violence through legal advice, referrals to protection services, specialist advice on housing, and benefits. We also provide counselling sessions to women who are struggling with their mental health. We continue to work with migrant, refugee and asylum-seeking women, offering a one-stop shop where they are met with compassion and people who can help them to overcome the multiple challenges we face. We are able to provide immigration advice, information on their rights in the UK, and employment preparation, such as volunteering opportunities and helping to build a job profile. We have also increased our outreach to women in rural areas, in the anticipation that despite needing support, they will not know where to go.

Our key achievements this year have been to successfully remove a number of women from violent situations and support them in living independently of abusive partners. We have helped to find new housing for women who need to escape violence at home and liaised with police to ensure they can leave safely and retrieve their belongings. We have supported expectant mothers through our mothers and babies group, where clients can confide in our IDVAs and forge connections with other mums. We have also linked clients to our grandmothers who provide hands on maternity support to new and expectant mothers who are experiencing violence. We have advocated for women at hospital and doctor appointments, also providing home visits as part of our community outreach. Through our legal immigration support services we have helped women apply for DDVC so they can live independently of their spousal visa and access public funds. We have also helped women to secure indefinite leave to remain under the domestic violence law.

This year we are proud to have been made a member of the National Women's Justice Coalition, an alliance of 26 organisations who are experts in delivering support to women affected by the criminal justice system. In the coming year we hope to participate in their work on sharing best practice. We have also joined the 180 member services of Women's Aid, which will provide P.H.O.E.B.E with quality accreditation, bespoke training for workers and support for our clients, along with increased involvement in campaigning and influencing law and policy.



Children & Young People

Through our projects we have reached 212 young people over the past year. Our work offers opportunities for children from disadvantaged backgrounds to have fun away from any challenges their parents might be facing and ensures black and minoritised young people are not prevented from accessing extra-curricular activities. We now have a team solely dedicated to youth projects – as a result young people interact regularly with the same session leaders and are therefore more likely to feel comfortable in seeking advice or asking for help if they need to.

Strong Black Girls

This year we have continued to hold our Strong Black Girls group every week after school on a Wednesday. We have helped to create a sense of solidarity among young girls, exploring problems they may face as young black women and helping them to know that they're not going through it alone. This year we have encouraged older girls to become session leaders for the young children, helping to develop their leadership skills and personal capabilities. We were visited by ITV during Black History Month and were featured for a 3 minute TV segment on the work we were doing in teaching girls on Black female role models. Girls have commented that these sessions have helped them to feel more comfortable in themselves, feel more empowered, made them feel excited for their future, and inspired them to chase their dreams. In addition to these sessions we have continued to deliver our self-esteem workshops in schools, where qualified staff engage girls in activities to help them understand what self-confidence and self-esteem means.



Black Boys Dunk

One of the proudest achievements from this year was our youth group recording a podcast with BBC Suffolk on topics which are important to them. The group continues to meet every Friday after school as an opportunity to meet up with friends, chat and engage in fun activities together. For boys aged 16 to 18, we have continued to rent out a space for our Black Boys Dunk project at the local sports centre every Saturday afternoon, where participants can come to play basketball and football with friends for free.

This year we have continued to provide a schedule of free activities for children and young people every half-term and school holiday. This means parents are able to continue working and don't have to miss out on pay or are forced to spend on childcare or holiday clubs. This summer we had two timetables, one for children aged 10+ and one for those aged 5 to 9, meaning that activities are age appropriate and engaging. Earlier this year we purchased a minivan, allowing us to arrange trips to green spaces, the beach, museums and art spaces. Having a kitchen at our centre means that we are able to provide children with hot, nutritious meals, and additionally involve them in learning how to cook and bake. We continue to welcome a number of children with learning disabilities, behavioural issues and those who are neurodivergent – in the coming year we will be working to build our capacity to better cope with their individual needs and requirements.

Suffolk Black Maternity Project

Our black mothers and babies project is a response to Black, minoritised, and migrant women experiencing poor care during pregnancy, birth and post-labour, with some reporting direct and indirect racism. Black women report that they receive little information about their birth choices and maternity rights. Additionally they are more likely to experience perinatal mental illness and overall face a higher risk of maternal mortality.

In response, we have continued to facilitate supportive community spaces which provide access to specialised support and advice. The group meets every week at our centre where we organise a range of sessions to support new mothers. They are supported by our grandmothers, some of whom are retired midwives. They have been essential in advocating for mothers in medical spaces and supporting them while they learn to take care of their new babies.



This year we have held baby clinics to provide support with feeding and weaning, infant massage and weight check-ups. These sessions are facilitated by NHS professionals, such as the NSFT Perinatal Mental Health Service Team, ESNEFT Community Midwifery Team, ESNEFT Health Visiting Team and the Infant Feeding Coordinator. These clinics have helped to bridge the gap between mainstream healthcare providers and the minority community. Other sessions focus on baby play, sensory activities and story time. Mothers have also been able to access essential baby products such as nappies, wipes, formula and food through our free baby bank.

We aim for this group to help prevent isolation and loneliness amongst new mothers. By encouraging socialising with other new mothers and babies, we have helped women to develop a support network. This year we have organised weekly stroller walks in the local park and surrounding countryside, helping mothers to stay active in the post-partum stage and promote positive mental health. We have also hosted Mental Health Awareness Sessions at our centre, led by Wellbeing Suffolk.



Financial Support

Due to the cost of living crisis, the number of local residents accessing support from P.H.O.E.B.E remains high. We are witnessing women struggle to meet essential household costs as well as clothes, shoes and practical items. We continue to give out food vouchers to support struggling households and now run a foodbank from our centre every Tuesday, reaching 161 families over the past year. The foodbank in the morning is followed by a lunch, where a hot meal is prepared in our kitchen to share with members of the community. Volunteers have been carefully tending to our garden at the centre throughout the year and we've been thrilled to incorporate homegrown herbs and vegetables into these delicious meals.

We continue to hold drop-in centres to help women who are struggling financially. Our trained workers offering specialised advice on housing and benefits, helping to fill out forms and assessments to ensure women receive the financial support they are entitled to. Some of our clients are carers and we have worked alongside Suffolk Family Carers to complete assessments and ensure women receive carers allowance. We have witnessed a significant increase in the migrant population in Suffolk over the past few years, with hundreds of asylum seeking and refugee families requiring support. This year we have been able to provide skills development opportunities to refugee women by taking on volunteers which are living in Suffolk refugee hotels.

Physical and Mental Health

P.H.O.E.B.E continues to run projects which promote the physical health and general wellbeing of women and children from minoritised groups in the Ipswich area. Throughout the year our Ambling African Women have met regularly for ventures into the Suffolk countryside and seaside. Officially launched last summer, this group is a partnership between Suffolk County Council's Green Access Team and Areas of Outstanding Natural Beauty. The project aims to break down socioeconomic barriers which prevent black and minority women from accessing opportunities for physical activity and visiting green spaces. We regularly release a schedule of walks to a number of different places across Suffolk, with women of all ages encouraged to sign up and join in. The response to Ambling African Women has been overwhelmingly positive; women enjoy the opportunity to socialise, stay active, and discover beautiful places which they wouldn't otherwise have visited. In May, we were happy to participate in the Suffolk Walking Festival by leading a walk through the beautiful landscapes surrounding Snape Maltings and the River Alde. We have also had the pleasure of our walks being featured on the social media channels of Discover Suffolk and Areas of Outstanding Natural Beauty in Suffolk.

We continue to hold weekly Zumba classes at our centre every Tuesday which is taught by a qualified instructor and is consistently well attended by members of the community. We have begun to incorporate stretching and pelvic floor physiotherapy exercises into these sessions as well, which are led by qualified NHS professionals.

Throughout the year we have worked to increase understanding of women's health issues including cervical cancer through community awareness sessions at our centre. This is in response to research which highlights that women from ethnic minority groups are more likely to be disengaged with and overdue for cervical screening. We have partnered with local health groups to disseminate information on early detection and gynaecological cancer symptoms and provide support to women who need encouragement to book and attend their screening appointments. Earlier in the year we also hosted a visit from Sickle Cell Suffolk to increase awareness of the disorder amongst the Black community. The session promoted understanding of how participating in blood donations as a Black woman a powerful positive impact on those living with Sickle Cell and we hope to hold more events such as this in the future.



Black Maternity Grandmothers

For the older women in our community, we have held weekly sessions throughout the year to provide opportunities where they can meet and socialise. We recognise that feelings of loneliness and isolation increase in older age and contribute to a decline in both physical and mental health. We take an inter-generational approach to many of our projects, recognising the mutual benefits that come from involving our older women on projects for mothers and young people.

This year, many of our older women have undergone maternity training with the NHS as part of our Black Maternity Grandmothers project. These grandmothers are retired nurses or midwives who offer support and guidance to new and expectant mothers through our baby clinics and home visits. As trained support figures, grandmothers can help to pick up on issues at an early stage and signpost mothers to the correct place for further help. In turn, older women value the company and companionship from being at our centre.

This year Grandmothers have been leading our weekly foodbank and hot lunch on Tuesdays, providing an essential service to households in the community who are struggling financially. They have also been holding a gardening club, ensuring that the garden in our centre is well maintained and looked after. Although our weekly sewing club is open to all ages, it is mostly the Grandmothers who attend to knit, crochet and sew a range of different crafting projects, providing them with an opportunity to socialise with friends and meet new faces. Their creations have been showcased and sold to the community during outreach events. Additionally we have provided regular opportunities to engage in physical activities, and many older women attend our weekly Zumba sessions and Ambling African Women walks.









ANNUAL REPORT 2024

P.H.♀.E.B.E

PROMOTION OF HEALTH, OPPORTUNITY, EQUALITY,
BENEVOLENCE AND EMPOWERMENT OF BLACK
AND MINORITISED WOMEN AND CHILDREN



www.phoebecentre.co.uk



PHOEBE

Financial statements

Year ended 31 March 2024

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Statement of cash flows	9
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PHOEBE

Trustees' annual report

Year ended 31 March 2024

The trustees present their report and the unaudited financial statements of the charity for the year ended 31 March 2024.

The financial statements have been prepared in accordance with the accounting policies set out in notes to the accounts and comply with the charity's governing document, the Charities Act 2011 and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland published in October 2019.

Reference and administrative details

Registered charity name	PHOEBE
Charity registration number	1135541
Principal office	6 Great Colman Street Ipswich Suffolk IP4 2AD

The trustees

The trustees who served during the year and at the date of approval were as follows:

S Layne (Chair)
S Chinenyanga (Treasurer)
S Aezad
F Camara
I Chikoti
T Tapera
J Oyelahan
M Walker
Y Zekarias

Independent examiner	L Thurston FCCA Lovewell Blake LLP Chartered accountants First Floor Suite 2 Hillside Business Park Bury St Edmunds IP32 7EA
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PHOEBE

Trustees' annual report *(continued)*

Year ended 31 March 2024

Objectives and activities

About PHOEBE

PHOEBE, sometimes marketed as P.H.O.E.B.E (Promotion of Health, Opportunity, Equality, Benevolence, and Empowerment) with either term used throughout these accounts, is a registered charity, with established strong roots within the Ipswich community, offering by and for specialist advice, advocacy, support and counselling services to black, Asian, minority ethnic, and migrant women in Suffolk area.

Objectives and activities

The object of the charity is set out in the charity's constitution as the relief of poverty, sickness and distress for women, particularly (but not exclusively) those coming from black and minority ethnic communities in Suffolk.

PHOEBE offers specialist advice, information, casework, advocacy, counselling, freedom programme and ESOL classes for women. PHOEBE helps BME women find safe temporary accommodation when fleeing domestic violence. We signpost women for immigration advice. PHOEBE has weekly children's activities promoting confidence and building self esteem of all girls in Suffolk. PHOEBE works with vulnerable women in Zimbabwe.

Public benefit

In shaping our objectives for the year and planning our activities, the trustees have considered the Charity Commission's guidance on Public Benefit including, The Public Benefit Requirement (PB1), Running a Charity (PB2) and Reporting (PB3).

PHOEBE

Trustees' annual report *(continued)*

Year ended 31 March 2024

Achievements and performance

PHOEBE has maintained its deeply-committed mission towards bringing to the fore the voices of the most vulnerable and marginalised, who often face violence with no recourse to institutional, community or even individual support.

Beyond merely numbers, we seek to assess the tangible impact of our activities and the feedback we've received from our service users. Our experiences have led us to conclude that BME women and children and especially those from disadvantaged communities experience have improved levels of general wellbeing and an improved quality of life after accessing PHOEBE services.

Our service users also experience greater independence, self-development, confidence, and improved mental health as a result of engagement with our services. In the past year, we have also contributed to the tangible stability and safety of women by enabling their access to financial support and services.

Domestic Abuse

Over the past year our qualified IDVAs have continued to provide domestic violence casework and advice to approximately 100 women. There is a constant high demand for these services and in response, we have increased our capacity by training more of our staff members to become IDVAs through SafeLives.

If you wish to read more regarding our Domestic Abuse project please see the annual report preceding these accounts.

Strong Black Girls

This year we have continued to hold our Strong Black Girls group every week after school on a Wednesday. We have helped to create a sense of solidarity among young girls, exploring problems they may face as young black women and helping them to know that they're not going through it alone.

If you wish to read more regarding our Strong Black Girls project please see the annual report preceding these accounts.

Black Boys Dunk

For boys aged 16 to 18, we have continued to rent out a space for our Black Boys Dunk project at the local sports centre every Saturday afternoon, where participants can come to play basketball and football with friends for free.

If you wish to read more regarding our Strong Black Girls project please see the annual report preceding these accounts.

Suffolk Black Maternity Project

This year we have held baby clinics to provide support with feeding and weaning, infant massage and weight check-ups. These sessions are facilitated by NHS professionals, such as the NSFT Perinatal Mental Health Service Team, ESNEFT Community Midwifery Team, ESNEFT Health Visiting Team and the Infant Feeding Coordinator.

If you wish to read more regarding our Suffolk Black Maternity Project project please see the annual report preceding these accounts.

PHOEBE

Trustees' annual report *(continued)*

Year ended 31 March 2024

Financial review

The charity's financial activities for the year are shown in the statement of financial activities within these financial statements. These show principal sources of funds for the domestic violence, self-esteem and ESOL projects, and for student social worker placements. This funding has enabled the charity to successfully operate the projects and provide the services detailed in the trustees report.

Reserves policy

The charity's reserves policy is to maintain reserves at a level adequate to protect its ongoing work. This policy is reviewed annually. The charity aims to hold sufficient reserves to cover three months' running costs plus statutory redundancy costs.

As at the year end date, the unrestricted reserves amounted to £474,279 (2023: £327,904) which remains to be carried forward. The charity continues to seek additional funding to ensure that it can maintain and extend its vital work.

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

Plans for future periods

PHOEBE will continue to advocate for the rights and lived realities of BME women and girls of all ages and backgrounds and ensure their concerns do not go unheard. We will continue providing services for women and children of primarily BME and immigrant communities.

If you wish to read more regarding our plans for the future please see the annual report preceding these accounts.

PHOEBE

Trustees' annual report *(continued)*

Year ended 31 March 2024

Structure, governance and management

PHOEBE is an unincorporated charity originally established under its constitution on 8 March 2007 as the Zimbabwe Womens' Resource Centre. It became a registered charity (number 1135541) on 15 April 2010 and is governed by its constitution adopted 8 March 2008 and as amended on 2 October 2012 and by its trustees who meet on a regular basis. The current trustees are as stated in the reference and administrative details to these accounts.

Recruitment and appointment of Trustees

The trustees are elected at the Annual General Meeting. One third of the trustees retire at the Annual General Meeting and are eligible for immediate re-election.

Further trustees may be appointed at any time, at the discretion of the trustees. A new trustee would receive copies of the constitution, the latest annual report and accounts and relevant guidance publications from the Charity Commission.

True and fair override

The financial statements have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair view'. This departure has involved following the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland issued in October 2019 rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

Independent examiner reappointment

A resolution to appoint L Thurston FCCA of Lovewell Blake LLP as independent examiner will be proposed at the next Annual General Meeting.

The trustees' annual report was approved on 28/11/2024 and signed on behalf of the board of trustees by:

Sanna Chinenyanga

S Chinenyanga (Treasurer)
Trustee

PHOEBE

Independent examiner's report to the trustees of PHOEBE

Year ended 31 March 2024

I report to the charity trustees on my examination of the financial statements of the charity for the year ended 31 March 2024 which comprise the statement of financial activities, balance sheet, statement of cash flows and the related notes.

Responsibilities and basis of report

As the charity's trustees you are responsible for the preparation of the financial statements in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the charity's financial statements carried out under section 145 of the Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

Since the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Association of Chartered Certified Accountants, which is one of the listed bodies.

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the charity as required by section 130 of the Act; or
2. the financial statements do not accord with those records; or
3. the financial statements do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Your attention is drawn to the fact that the Charity has prepared the accounts (financial statements) in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) in preference to the Accounting and Reporting by Charities: Statement of Recommended Practice issued on 1 April 2005 which is referred to in the extant regulations but has since been withdrawn.

I understand that this has been done in order for the accounts to provide a true and fair view in accordance with the Generally Accepted Accounting Practice effective for reporting periods beginning on or after 1 January 2015.



L Thurston FCCA
Independent Examiner

Lovewell Blake LLP
Chartered accountants
First Floor Suite
2 Hillside Business Park
Bury St Edmunds
IP32 7EA
29/11/2024

PHOEBE

Statement of financial activities

Year ended 31 March 2024

			2024		2023
	Note	Unrestricted funds £	Restricted funds £	Total funds £	Total funds £
Income and endowments					
Donations, grants and legacies	4	315,780	185,590	501,370	395,338
Other trading activities	5	33,623	3,500	37,123	–
Investment income		371	–	371	–
Other income		787	405	1,192	–
Total income		<u>350,561</u>	<u>189,495</u>	<u>540,056</u>	<u>395,338</u>
Expenditure					
Raising funds					
Costs of other trading activities		2,434	545	2,979	–
Charitable activities	6	160,579	231,757	392,336	402,705
Total expenditure		<u>163,013</u>	<u>232,302</u>	<u>395,315</u>	<u>402,705</u>
Net income/(expenditure) before transfer of funds		187,548	(42,807)	144,741	(7,367)
Transfers between funds		(41,173)	41,173	–	–
Net movement in funds		146,375	(1,634)	144,741	(7,367)
Reconciliation of funds					
Total funds brought forward		327,904	166,798	494,702	502,069
Total funds carried forward		<u>474,279</u>	<u>165,164</u>	<u>639,443</u>	<u>494,702</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 10 to 19 form part of these financial statements.

PHOEBE

Balance sheet

31 March 2024

	Note	2024		2023	
		£	£	£	£
Fixed assets					
Tangible fixed assets	9		371,751		374,093
Current assets					
Debtors	10	146,556		53,968	
Cash at bank and in hand		169,900		73,380	
		<u>316,456</u>		<u>127,348</u>	
Creditors: Amounts falling due within one year	11	<u>(48,764)</u>		<u>(6,739)</u>	
Net current assets			<u>267,692</u>		<u>120,609</u>
Total assets less current liabilities			<u>639,443</u>		<u>494,702</u>
Net assets			<u>639,443</u>		<u>494,702</u>
Funds of the charity					
Restricted funds			165,164		166,798
Unrestricted funds			474,279		327,904
Total charity funds	13		<u>639,443</u>		<u>494,702</u>

These financial statements were approved by the board of trustees and authorised for issue on 28/11/2024, and are signed on behalf of the board by:

Sanna Chinenyanga

S Chinenyanga (Treasurer)
Trustee

The notes on pages 10 to 19 form part of these financial statements.

PHOEBE

Statement of cash flows

Year ended 31 March 2024

	2024 £	2023 £
Cash flows from operating activities		
Net income/(expenditure)	144,741	(7,367)
<i>Adjustments for:</i>		
Depreciation of tangible fixed assets	16,013	14,784
Other interest receivable and similar income	(371)	–
Accrued income	(91,832)	(5,239)
<i>Changes in:</i>		
Trade and other debtors	(306)	2,893
Trade and other creditors	41,575	1,951
Cash generated from operations	109,820	7,022
Interest received	371	–
Net cash from operating activities	<u>110,191</u>	<u>7,022</u>
Cash flows from investing activities		
Purchase of tangible assets	(13,671)	(117,125)
Net cash used in investing activities	<u>(13,671)</u>	<u>(117,125)</u>
Net increase/(decrease) in cash and cash equivalents	96,520	(110,103)
Cash and cash equivalents at beginning of year	73,380	183,483
Cash and cash equivalents at end of year	<u>169,900</u>	<u>73,380</u>

The notes on pages 10 to 19 form part of these financial statements.

PHOEBE

Notes to the financial statements

Year ended 31 March 2024

1. General information

The charity is a public benefit entity and a registered charity in England and Wales and is unincorporated. The operational address and principal office is 6 Great Colman Street, Ipswich, Suffolk, IP4 2AD.

2. Statement of compliance

The charity constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland issued in October 2019, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Charities Act 2011 and UK Generally Accepted Accounting Practice.

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.

Going concern

The accounts have been prepared on the going concern basis and the trustees believe that no material uncertainties exist. The trustees have considered the level of funds held and the expected income and expenditure for the next 12 months from authorising these financial statements. The budgeted income and expenditure is sufficient with the level of reserves for the charity to be able to continue as a going concern.

Income tax

The activities of PHOEBE are exempt from United Kingdom Income and Corporation taxation, provided that the income is applied to charitable purposes.

Fund accounting

Unrestricted funds are available for use at the discretion of the trustees to further any of the charity's purposes.

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

Restricted funds are subjected to restrictions on their expenditure declared by the donor or through the terms of an appeal, and fall into one of two sub-classes: restricted income funds or endowment funds.

PHOEBE

Notes to the financial statements *(continued)*

Year ended 31 March 2024

3. Accounting policies *(continued)*

Income

All incoming is included in the Statement of Financial Activities when the charity is legally entitled to the income and the amount can be quantified with reasonable accuracy. The following specific policies are applied to particular categories of income:

Voluntary income is received in the way of grants, legacies, donations and gifts and is included in full in the statement of financial activities when receivable. Grants, where entitlement is conditional on the delivery of a specific performance by the charity, are recognised when it is considered probable that the income will be received.

Donated services and facilities are included at the value to the charity where this can be quantified. The value of services provided by volunteers has not been included in these accounts.

Investment income where necessary consists of bank interest and is accounted for when receivable.

Expenditure

All expenditure is accounted for on an accruals basis as a liability is incurred. Expenditure includes any VAT that cannot be recovered and is reported as part of the expenditure to which it relates.

Cost of raising funds comprise of the costs associated with attracting voluntary income and the cost of trading for fundraising purposes.

Charitable expenditure comprises of those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Governance costs are included within charitable expenditure. These are costs associated with the constitutional and statutory requirement of the charity and include the accountants fees and costs linked to the strategic management of the charity.

All costs are allocated between the expenditure categories of the Statement of Financial Activities on a basis designed to reflect the use of resources.

Tangible assets

Tangible assets are initially recorded at cost, and subsequently stated at cost less any accumulated depreciation and impairment losses. Any tangible assets carried at revalued amounts are recorded at the fair value at the date of revaluation less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

An increase in the carrying amount of an asset as a result of a revaluation, is recognised in other recognised gains and losses, unless it reverses a charge for impairment that has previously been recognised as expenditure within the statement of financial activities. A decrease in the carrying amount of an asset as a result of revaluation, is recognised in other recognised gains and losses, except to which it offsets any previous revaluation gain, in which case the loss is shown within other recognised gains and losses on the statement of financial activities.

PHOEBE

Notes to the financial statements *(continued)*

Year ended 31 March 2024

3. Accounting policies *(continued)*

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:

Freehold property	-	2% straight line
Office Equipment	-	25% or 33% straight line

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.

For the purposes of impairment testing, when it is not possible to estimate the recoverable amount of an individual asset, an estimate is made of the recoverable amount of the cash-generating unit to which the asset belongs. The cash-generating unit is the smallest identifiable group of assets that includes the asset and generates cash inflows that largely independent of the cash inflows from other assets or groups of assets.

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.

Debt instruments are subsequently measured at amortised cost.

4. Donations, grants and legacies

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
Donations			
Donations	12,196	2,141	14,337
Grants			
Grants	303,584	183,449	487,033
	<u>315,780</u>	<u>185,590</u>	<u>501,370</u>

PHOEBE

Notes to the financial statements *(continued)*

Year ended 31 March 2024

4. Donations, grants and legacies *(continued)*

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Donations			
Donations	10,880	11,442	22,322
Grants			
Grants	<u>121,315</u>	<u>251,701</u>	<u>373,016</u>
	<u>132,195</u>	<u>263,143</u>	<u>395,338</u>

5. Other trading activities

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
Fundraising events	<u>33,623</u>	<u>3,500</u>	<u>37,123</u>
	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Fundraising events	<u>—</u>	<u>—</u>	<u>—</u>

PHOEBE

Notes to the financial statements *(continued)*

Year ended 31 March 2024

6. Expenditure on charitable activities

	Unrestricted funds £	Restricted funds £	Total funds 2024 £
Wages and salaries	58,902	152,296	211,198
Staff training and welfare	3,153	2,226	5,379
Project activity costs and events	39,786	48,174	87,960
Other office costs	2,576	653	3,229
Rent and rates	17,044	12,418	29,462
Insurance	816	–	816
Post and stationery	2,625	–	2,625
Software and systems	10,529	–	10,529
Small equipment	382	703	1,085
Support costs	24,766	15,287	40,053
	<u>160,579</u>	<u>231,757</u>	<u>392,336</u>

	Unrestricted funds £	Restricted funds £	Total funds 2023 £
Wages and salaries	47,239	165,735	212,974
Telephone	1,553	1,125	2,678
Staff training and welfare	2,659	4,064	6,723
Project activity costs and events	27,701	70,657	98,358
Other office costs	2,891	6,570	9,461
Rent and rates	1,217	2,792	4,009
Insurance	–	415	415
Post and stationery	1,255	851	2,106
Software and systems	5,580	8,373	13,953
Small equipment	7,083	3,666	10,749
Support costs	12,105	29,174	41,279
	<u>109,283</u>	<u>293,422</u>	<u>402,705</u>

Analysis of support costs

	2024 £	2023 £
Independent examiners fee	3,318	2,724
Legal and professional	12,455	13,941
Property maintenance, repairs and replacements	8,267	9,830
Depreciation	16,013	14,784
	<u>40,053</u>	<u>41,279</u>

PHOEBE

Notes to the financial statements *(continued)*

Year ended 31 March 2024

7. Staff costs

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

	2024	2023
	£	£
Wages and salaries	197,303	197,776
Social security	10,447	11,747
Pension	3,447	3,451
	<u>211,197</u>	<u>212,974</u>

The average head count of employees during the year was 17 (2023: 15).

No employee received employee benefits of more than £60,000 during the year (2023: Nil).

8. Trustee remuneration and expenses

The key management personnel of the charity comprise the trustees and the charity manager. The total amount of employee benefits received in respect of key management personnel for non trustee related services amounted £50,935 (2023: £49,070). Three trustees (2023: one trustee) were reimbursed expenses totalling £328 (2023: £156) during the year.

9. Tangible fixed assets

	Freehold property £	Office Equipment £	Total £
Cost			
At 1 April 2023	358,416	43,531	401,947
Additions	–	13,671	13,671
At 31 March 2024	<u>358,416</u>	<u>57,202</u>	<u>415,618</u>
Depreciation			
At 1 April 2023	6,088	21,766	27,854
Charge for the year	7,168	8,845	16,013
At 31 March 2024	<u>13,256</u>	<u>30,611</u>	<u>43,867</u>
Carrying amount			
At 31 March 2024	<u>345,160</u>	<u>26,591</u>	<u>371,751</u>
At 31 March 2023	<u>352,328</u>	<u>21,765</u>	<u>374,093</u>

10. Debtors

	2024	2023
	£	£
Trade debtors	306	–
Prepayments and accrued income	146,250	53,968
	<u>146,556</u>	<u>53,968</u>

PHOEBE

Notes to the financial statements *(continued)*

Year ended 31 March 2024

11. Creditors: Amounts falling due within one year

	2024	2023
	£	£
Trade creditors	–	252
Accruals and deferred income	48,174	2,724
Social security and other taxes	590	786
Wages payable	–	2,977
	<u>48,764</u>	<u>6,739</u>

12. Deferred income

	2024	2023
	£	£
Amount deferred in year	<u>45,000</u>	<u>–</u>

Deferred income relates to conditional grant income received in the year on behalf of projects being completed in following years.

PHOEBE

Notes to the financial statements *(continued)*

Year ended 31 March 2024

13. Analysis of charitable funds

Year ended 31 March 2024

Restricted funds

	At 1 Apr 2023	Income	Expenditure	Transfers	At 31 Mar 2024
	£	£	£	£	£
Domestic Violence Project	132,583	161,640	(187,106)	24,527	131,644
Children & Youth Project	34,215	23,204	(25,033)	1,134	33,520
PHOEBE Zimbabwe	–	4,651	(20,163)	15,512	–
	<u>166,798</u>	<u>189,495</u>	<u>(232,302)</u>	<u>41,173</u>	<u>165,164</u>

Unrestricted funds

General Funds	<u>327,904</u>	<u>350,561</u>	<u>(163,013)</u>	<u>(41,173)</u>	<u>474,279</u>
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Year ended 31 March 2023

Restricted funds

	At 1 Apr 2022	Income	Expenditure	Transfers	At 31 Mar 2023
	£	£	£	£	£
Domestic Violence Project	214,643	201,582	(174,427)	(109,215)	132,583
Self Esteem Project	41,566	34,500	(84,902)	43,051	34,215
ESOL Project	3,835	8,625	(11,117)	(1,343)	–
PHOEBE Zimbabwe	–	18,436	(22,976)	4,540	–
	<u>260,044</u>	<u>263,143</u>	<u>(293,422)</u>	<u>(62,967)</u>	<u>166,798</u>

Unrestricted funds

General Funds	<u>242,025</u>	<u>132,195</u>	<u>(109,283)</u>	<u>62,967</u>	<u>327,904</u>
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PHOEBE

Notes to the financial statements *(continued)*

Year ended 31 March 2024

Restricted fund purposes:

Domestic violence project - This represents funding towards women of the BAME community fleeing domestic violence and included a contribution towards new equipment and premises additions held within the tangible fixed assets of the charity. This fund is otherwise spent and complete with the remaining value representing the net book value of assets yet to be depreciated.

Children & Youth project - This represents funding towards self-esteem workshops to young girls in schools and the local community and included a contribution towards premises additions held within the tangible fixed assets of the charity. This fund is otherwise spent and complete with the remaining value representing the net book value of assets yet to be depreciated.

PHOEBE Zimbabwe - This represents funding towards women and girls facing issues such as domestic violence and mental health, primarily from black and minority ethnic communities in Zimbabwe. Any overspend is made up from general reserves in each accounting year.

The following restricted projects have been completed:

ESOL project - This represents funding towards women who come into this country wishing to adapt and be actively involved in the local community and wider social groups. Those who do not speak English have limited access to education, work in low paid, physically demanding jobs, and present a high risk of becoming victims of misinformation, exploitation, abuse, and modern slavery.

14. Analysis of net assets between funds

Year ended 31 March 2024

	Fixed Assets £	Net current assets £	Total £
Restricted funds	155,871	9,293	165,164
Unrestricted funds	215,880	258,399	474,279
	<u>371,751</u>	<u>267,692</u>	<u>639,443</u>

Year ended 31 March 2023

	Fixed Assets £	Net current assets £	Total £
Restricted funds	166,798	–	166,798
Unrestricted funds	207,295	120,609	327,904
	<u>374,093</u>	<u>120,609</u>	<u>494,702</u>

15. Analysis of changes in net debt

	At 1 Apr 2023 £	Cash flows £	At 31 Mar 2024 £
Cash at bank and in hand	<u>73,380</u>	<u>96,520</u>	<u>169,900</u>

PHOEBE

Notes to the financial statements *(continued)*

Year ended 31 March 2024

16. Related parties

During the year the charity incurred costs of £20,163 (2023: £22,976) received income of £4,651 (2023: £18,436) and made net expenditure after payments of £15,512 (2023: £4,540) from PHOEBE Zimbabwe, a related party charity which has an independent trustee board but has key management personnel in common with PHOEBE. At the year end there was a deficit of £15,512 (2023: £4,540) in the restricted fund which was cleared to £Nil using the general funds of the charity.

During the year the charity paid M Camara, a family member to the Trustee F Camara, amounts totalling £441 (2023: £Nil) relating to volunteer expenses.

There were no other related party transactions in this or the prior year.

Lovewell Blake LLP
First Floor Suite
2 Hillside Business Park
Bury St Edmunds
Suffolk
IP32 7EA

Dear Sirs

Financial statements for the year ended 31 March 2024

The following representations are made on the basis of enquires with those individuals, including management and staff, with relevant knowledge and experience such as we consider necessary in connection with your independent examination of the charity's financial statements for the year ended 31 March 2024. These enquiries have included inspection of supporting documentation where appropriate and are sufficient to satisfy ourselves that we can make each of the following representations. All representations are made to the best of our knowledge and belief.

General

We acknowledge that the work performed by you is substantially less in scope than an audit performed in accordance with International Standards on Auditing (UK) and that you do not express an audit opinion.

We confirm that the charity was entitled to exemption under section 144 of the Charities Act 2011, being that gross income for the year does not exceed £1m or £250,000 if gross assets exceed £3.26m, from the requirement to have its financial statements for the financial year ended 31 March 2024 audited.

We confirm we have declared all income, including legacies, of which we are aware at the year end, whether received during the year or following the year end.

We have fulfilled our responsibilities as trustees, as set out in the terms of our engagement letter dated 3 January 2020 under the Charities Act 2011, for preparing financial statements in accordance with applicable law and United Kingdom Accounting Standards (UK Generally Accepted Accounting Practice), for being satisfied that they give a true and fair view and for making accurate representations to you.

All the transactions undertaken by the charity have been properly reflected and recorded in the accounting records.

All the accounting records have been made available to you for the purpose of your independent examination. We have provided you with unrestricted access to all appropriate persons within the charity, and with all other records and related information requested, including minutes of all management and trustees' meetings and correspondence with The Charity Commission.

The financial statements are free of material misstatements, including omissions.

Internal control and fraud

We acknowledge our responsibility for the design, implementation and maintenance of internal control systems to prevent and detect fraud and error, and we believe that we have appropriately fulfilled these responsibilities. We have disclosed to you the results of our risk assessment that the financial statements may be misstated as a result of fraud.

We have disclosed to you all instances of known or suspected fraud affecting the entity involving those individuals, including management and employees, who have a significant role in internal control or others that have a material effect on the financial statements.

We have also disclosed to you all information in relation to allegations of fraud or suspected fraud affecting the entity's financial statements communicated by current or former employees, analysts, regulators or others.

Assets and liabilities

The charity has satisfactory title to all assets and there are no liens or encumbrances on the charity's assets, except for those that are disclosed in the notes to the financial statements.

All actual liabilities, contingent liabilities and guarantees given to third parties have been recorded or disclosed as appropriate.

We have no plans or intentions that may materially alter the carrying value and, where relevant, the fair value measurements or classification of assets and liabilities reflected in the financial statements.

Accounting estimates

The methods, data and significant assumptions used by us in making accounting estimates, and their related disclosures, are appropriate to achieve recognition, measurement and disclosure that is reasonable in the context of the applicable financial reporting framework.

Bank accounts

We have disclosed to you all bank accounts operated by the charity.

Legal claims

We have disclosed to you all claims in connection with litigation that have been, or are expected to be, received and such matters, as appropriate, have been properly accounted for and disclosed in the financial statements.

Laws and regulations

We have disclosed to you all known instances of non-compliance or suspected non-compliance with laws and regulations whose effects should be considered when preparing the financial statements.

Related parties

Related party relationships and transactions have been appropriately accounted for and disclosed in the financial statements. We have disclosed to you all relevant information concerning such relationships and transactions and are not aware of any other matters which require disclosure in order to comply with legislative and accounting standards requirements.

Serious incidents

We confirm that no serious incident reports have been submitted to the Charity Commission, nor any events considered for submission, during the year or in the period to the date of signing of the balance sheet.

Subsequent events

All events subsequent to the date of the financial statements which require adjustment or disclosure have been properly accounted for and disclosed.

Going concern

We believe that the charity’s financial statements should be prepared on a going concern basis, on the grounds that current and future sources of funding or support will be more than adequate for the charity’s needs. We also confirm our plans for future action(s) required to enable the charity to continue as a going concern are feasible. We have considered a period of twelve months from the date of approval of the financial statements. We believe that no further disclosures relating to the charity’s ability to continue as a going concern need to be made in the financial statements.

Grants and donations

All grants, donations and other income, the receipt of which is subject to specific terms or conditions, have been notified to you. There have been no breaches of terms or conditions in the application of such income.

Each trustee has taken all steps that they ought to have taken as a trustee in order to make themselves aware of any relevant information and to establish that you are aware of that information.

Yours faithfully

Sanna Uinenyanga

.....
Signed on behalf of the board of trustees of PHOEBE

Date: 28/11/2024

.....

Certificate Of Completion

Envelope Id: E91DA42D5A704412BFB985AFE492AB9D

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Source Envelope:

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Kyle Smith

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NORWICH, Norfolk NR7 0LB

k.smith@lovewell-blake.co.uk

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Record Tracking

Status: Original

Holder: Kyle Smith

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14 November 2024 | 12:05

k.smith@lovewell-blake.co.uk

Signer Events

Signature

Timestamp

Leigh Thurston

Completed

Sent: 14 November 2024 | 12:18

l.thurston@lovewell-blake.co.uk

Viewed: 14 November 2024 | 13:09

Lovewell Blake LLP

Signed: 14 November 2024 | 13:10

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Mollin Delve

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Sent: 14 November 2024 | 13:10

mollin.delve@phoebecentre.org.uk

Viewed: 22 November 2024 | 19:55

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Sanna Chinenyanga

Sanna Chinenyanga

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yschinny@hotmail.com

Resent: 26 November 2024 | 12:26

Security Level: Email, Account Authentication (None)

Viewed: 28 November 2024 | 10:38

Signature Adoption: Pre-selected Style

Signed: 28 November 2024 | 10:39

Using IP Address: 194.73.134.210

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Leigh Thurston

LThurst

Sent: 28 November 2024 | 10:39

l.thurston@lovewell-blake.co.uk

Viewed: 29 November 2024 | 12:23

Lovewell Blake LLP

Signed: 29 November 2024 | 12:23

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Editor Delivery Events

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Agent Delivery Events

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Intermediary Delivery Events	Status	Timestamp
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Certified Delivery Events	Status	Timestamp
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Imogen Corsby i.corsby@lovewell-blake.co.uk Lovewell Blake LLP Security Level: Email, Account Authentication (None) Electronic Record and Signature Disclosure: Not Offered via DocuSign	COPIED	Sent: 29 November 2024 12:23
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James Watson J.Watson@lovewell-blake.co.uk Security Level: Email, Account Authentication (None) Electronic Record and Signature Disclosure: Not Offered via DocuSign	COPIED	Sent: 29 November 2024 12:23 Viewed: 29 November 2024 12:45
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Witness Events	Signature	Timestamp
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Notary Events	Signature	Timestamp
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Envelope Summary Events	Status	Timestamps
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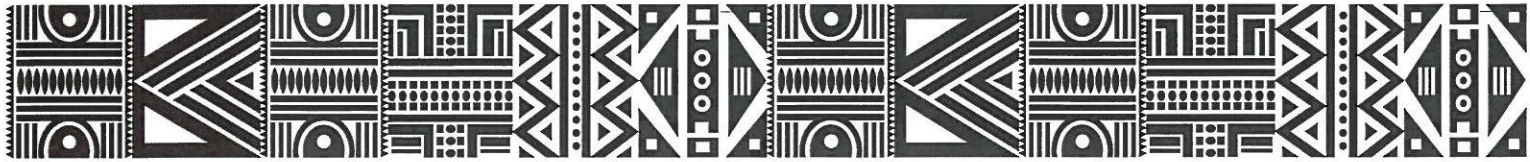
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Signing Complete	Security Checked	29 November 2024 12:23
Completed	Security Checked	29 November 2024 12:23

Payment Events	Status	Timestamps
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PHOEBE

England & Wales - Charity number 1135541


Accounts



ANNUAL REPORT

2023

P.H.O.E.B.E
PROMOTION OF HEALTH, OPPORTUNITY, EQUALITY,
 BENEVOLENCE AND EMPOWERMENT OF BLACK
 AND MINORITISED WOMEN AND CHILDREN



Charity registration number: 1135541

P.H.O.E.B.E
 PROMOTION OF HEALTH, OPPORTUNITY
 EQUALITY, BENEVOLENCE &
 EMPOWERMENT FOR BLACK AND ETHNIC
 MINORITY WOMEN AND CHILDREN

ANNUAL REPORT 2023



ABOUT US

In pursuit of its charitable purposes, the organisation carried out a wide range of activities. PHOEBE considers that these activities, summarised below, benefit the Black and minoritised women and youth who are affected by Gender-Based Violence and other cultural harmful practices by receiving support, guidance, specialist advocacy, education, and training in order to fight abuse, homelessness, poverty, isolation, depression, inequality, and vulnerability.

PHOEBE holistic, person-centred, and trauma-informed approach offered various areas of charitable activity including specialist Domestic Abuse Advocacy, Immigration Advice, Counselling, Support Groups, Food Pantry, Maternity Safe Spaces, Life Skills workshops, Classes, and Trainings, Awareness Raising, Outreach and Youth programmes.

To achieve its aims, PHOEBE provided services free of charge in multiple languages, a safe and confidential space for black and minoritised women, youth and other multi-agency partners and employed a culturally competent team.

We operated to capacity and our services were always oversubscribed, delivering specialist services appropriate to the multiple needs the communities that we supported presented with.

We are active members of IMKAAN and have affiliations with many vital networks working towards achieving better outcomes for Black and minoritised women and their children.

OUR MISSION AND VALUES

Phoebe envisions a community in which black and minoritised women and children experience better quality of life. Our vision is to facilitate the following:

Health - *a person's mental or physical condition*

- We see physical and mental health equally important as each other and actively work to promote both so that black and minoritised women and girls can lead happy, healthy lives despite adverse life outcomes.

Opportunity - *a time or set of circumstances that makes it possible to do something*

- We are committed to providing black and minoritised women and children with a way out of personal circumstances that prevent them from nurturing skills and achieving what they desire most.

Equality - *the state of being equal*

- We are working towards an equitable future where black and minoritised women and children do not have to struggle to access mainstream support and opportunities.

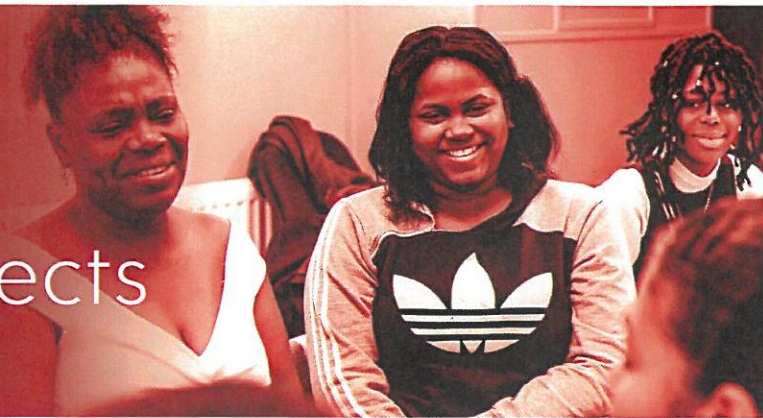
Benevolence - *the quality of being well meaning; kindness*

- We are driven by our desire to make a positive impact on the lives of black and minoritised women and children who are underserved and overlooked.

Empowerment - *the process of becoming stronger and more confident*

- We believe in providing the tools for black and minoritised women and girls to realise their true potential and increase their ability to advocate for themselves.

Overview of PHOEBE projects



Domestic Abuse

Out of 42,000 cases, SafeLives found that women from black and minoritised backgrounds are abused '1.5 times longer' than white counterparts before seeking help. - (SafeLives)
60% of domestic abuse survivors rehoused by Homefinder were from black and minoritised backgrounds. - (Homefinder UK)

Over the past year, PHOEBE supported 150 black and minoritised women made vulnerable by the systems of oppression there were forced to navigate through. There have been increases in enquiries from women experiencing coercive control, harassment, and financial abuse which are types of abuse designed to make victims dependent by isolating them from support, exploiting them, depriving them of independence and monitoring & controlling their everyday movements. The UK Home Office (2013) defines 'domestic violence' to broadly encompass '...any incident or pattern of incidents of controlling, coercive or threatening behaviour, violence or abuse...'; which can be perpetrated by both intimate partners or family members, '...regardless of gender or sexuality.' It includes within its definition psychological, physical, sexual, financial, and emotional abuse, as well as '...honour-based violence and Female Genital Mutilation (FGM)'.

Many women who accessed our services were destitute and had to wait for weeks to receive support from public funds. A high number asked for financial support and our response included enabling access to food vouchers and sourcing funding to provide them and their children with basic essentials whilst they waited for the support from Public Funds they were entitled to.

Throughout the last year, PHOEBE:

- Continued to deliver high quality and direct services for black and minoritised women and youth who have suffered or were at risk of suffering, gender-based violence.
- Offered services on a hybrid model, with online and face-to-face support available.
- Continued to raise awareness of the issues identified by the charity in its mission and increased the level of engagement of the local public with these issues.
- Urged the local government and policy makers for better services and the dedication of appropriate resources to tackling the issues identified by the charity.
- Invested in its people, systems, and operation to ensure that they effectively supported the charity's activities and development.

Welfare Project

One of the factors increasing the risk of severe loneliness is being from an ethnic minority community.
- (The Mental Health Foundation)

Black women are subject to more financial stress than women of other races which leads to increased risk of material deprivation. - (Essence, 2021)

Black and minoritised households are among the hardest hit by the cost-of-living crisis. As a result, the women, and children we have been supporting are facing further hardship and higher levels of food insecurity.

Combating food insecurity has been one of our top priorities as it does not only reflect in material deprivation that many Black and minoritised communities endure but also exacerbates health inequalities.

Although many survivors of Domestic Abuse were frightened to come forward and to leave abusive relationships because of insecure immigration status and so on, we have managed to reach out to many and offer practical support in accessing essentials for them and their children and in accessing public funds and resources available to help them restart a life free from abuse.

The women we supported faced fuel poverty, struggled to feed their families, and often faced transport and housing difficulties, all of which have been enhanced by the pandemic and the recent increase in living costs.

In order to respond to these needs, PHOEBEs Welfare provision provided vulnerable households with food parcels through our Freedom Food Pantry. We also provide gas and electricity top ups and support with children bus fares to/from school to reduce the financial burdens that these problems have caused on the families we support and to support children getting into school. We worked to offer support, hope, and security to those experiencing food poverty, isolation, and accessibility challenges.

As part of PHOEBEs Welfare Project, we continued to offer weekly ESOL (English for speakers of other Languages) classes. Accessing ESOL classes enabled the women we supported to create greater prospects for employment and a more independent life. The classes offered also enabled the women to connect with other people and in doing so breaking down barriers and prejudices and building confidence and relationships, making them feel integrated and part of the community. We provided childcare free of charge to enable women that have children under the school age to attend the classes.





Another aspect of our welfare provision is the promotion of physical and mental wellbeing.

PHOEBEs Ambling African Women group was created to bridge the gap between black, migrant, minoritised women and accessing green spaces. This involves us exploring the countryside weekly and walking a few miles which has mental as well as physical benefits. We have embraced a partnership between us, the Areas of Outstanding Natural Beauty, and Suffolk County Council's Green Access Team to deliver this project on a greater scale. In addition to this we have continued to hold twice weekly Zumba classes led by a professional instructor. This is a fun way for our women to increase their physical activity in a fun way that doesn't feel like exercise at all!

Our promotion of mental health besides the aforementioned activities involves our very new sewing club (Connecting Threads) and our gardening club. These activities allow women from all ages and backgrounds to come together and bond while enjoying relaxing activities. Social mixing and connecting with others is good for the soul and we watch everyone enjoy themselves every week creating blankets and baby clothes. We can't wait to be able to grow our own food and enjoy it together.

Outcomes achieved:

- Participants have reported improvements in physical and mental wellbeing
- Rising costs have been eased by providing food and other essentials to over 100 black and minoritised women and children
- Increase in access to healthy food
- Reported improvements in English language proficiency

Strong Black Girls

Black women are underrepresented in UK politics with 12 out of 220 female MPs in parliament being black. — (King's College London, 2020)

Black people in general appear less in media and black girls in media are often light skinned with lighter skin being associated with femininity. — (Refinery29, 2021)

Our Strong Black Girls programme aims to improve self-esteem and empower young black girls within the Suffolk area. Young Minds, a UK charity supporting young people with mental health issues, has indicated that black girls are at a higher risk of developing low self-esteem in comparison to other races because of the negative implications of discrimination and racism in the UK.

We delivered sessions that allowed young minoritised and migrant girls to develop a sense of belonging and take part in fun activities. Sessions also address cultural issues faced by the black community which, if not celebrated, highlighted, or educated in, can result in detrimental issues which stay embedded in the individual's subconscious.

Over the year, we were able to give black girls a space and platform where they can share their experiences, talk to someone, and learn from each other. Our Strong Black Girls will continue to grow into confident young women.

Outcomes achieved:

- Attendees developed closer relationships with each other, improving friendships
- Girls reported finding comfort in being part of a group where they can meet other girls and relate to each other
- Girls demonstrated an increase in social skills and a reduction in anti-social behaviours
- Girls developed a real sense of belonging which has increased their confidence
- Girls reported improved ability to use social media safely and responsibly



Suffolk Black Maternity Project

*Black women are 4 times more likely than white women to die during childbirth. - (MBRRACE)
Two thirds of black women in a study stated that racism caused them to feel unsafe while receiving maternity care. - (Birthrights)*

From our extensive interactions and work with Black and minoritised women in Suffolk, they have described their maternity experiences as tumultuous, filled with anxiety, stress and being incapable of making informed decisions about their maternal health. Black and minoritised mothers, therefore, reported reluctance to attend pre- and post-natal appointments making them susceptible to pregnancy-related complications, negative maternal outcomes, and post-partum depression.

The PHOEBE Suffolk Black Mothers and Babies Project assisted Black and minoritised mothers who experienced systematic and structural discrimination in the public health system, on the basis of gender, ethnic origin, race, and socioeconomic status. PHOEBE provided a support system through the provision of psycho-social interventions including counselling, peer to peer support groups, playgroups, outings, capacity building activities and workshops in order to combat the high maternal inequalities and pregnancy-related complications experienced by Black and minoritised mothers in Suffolk.

We have worked in partnership with the local NHS midwifery team to voice the concerns and experiences of the pregnant women and mothers we supported and to convey to these women all the information and guidance needed during their pregnancy and post-partum period, as to ensure they understood their rights and choices, the maternity processes in the UK and what support & resources was available to them.

As part of this project, we have launched a very successful program through which a group of grandmothers (retired midwives and nurses) from various cultural backgrounds, offered weekly support and guidance, home visits and maternity workshops to pregnant women and new mothers that were lacking support networks and guidance during this period of their lives.

Outcomes:

- Increased social connections for mothers who feel isolated and excluded from society
- Black and minoritised mothers have reported reduced stress and anxiety
- Enabled women to seek support from each other in a safe environment
- Reports of an increase in confidence and optimism about the future
- Provided practical support in the form of baby items and food

Children & Young People

40% of BME children go to school on an empty stomach. - (BME Youth)
In an OECD survey of 15-year-olds, the UK ranked 23rd for life satisfaction, out of a total of 28 countries. - (OECD)

Over the last year, PHOEBE has continued its youth provision aimed at young people aged 10 – 18. Research shows that minoritised youth are at an increased risk of deprivation and having needs go unmet. This is largely due to the overrepresentation of black and minoritised households in the most deprived areas which includes Ipswich. Children from these households are likely to lack access to basic needs which research has linked to offending, anti-social and/or violent behaviour.

We work closely with the young black and minoritised local community and have had many discussions about the most helpful things we can provide as an organisation that exists to alleviate the burden of challenges that they face. Moreover, as an organisation we shape our aims, objectives, and activities around what our local community needs. Through focus group style conversations and more informal interactions, we have come to understand the challenges that the youth in our local community face. The activities and experiences we facilitate are directly influenced by what our youth feel will genuinely benefit them and enrich their lives.

Our Suffolk girl's self – esteem project aims to improve the self-esteem and confidence of young girls through empowering, interactive sessions weekly. Young Minds, a UK charity supporting young people with mental health issues, has indicated that girls experience a major drop in self – esteem from ages 11 to 14 (Millennium Cohort Study). Workshops address societal issues which, if not educated on, can result in detrimental long – term effects.

PHOEBE also provides the much-needed facilities for young people aged 16 – 18 to take part in positive activities weekly. This acts as a deterrent from participating in anti – social behaviour. Sessions are co – designed by project staff and volunteers and we have covered topics from the importance of sleep to anxiety and mental health.

Outcomes:

- Enabled the social mixing of young people from all backgrounds
- Encouraged young people to develop employability and life skills
- Reported improvements in social skills and confidence
- Encouraged young people to be physically active
- Facilitated open conversations about mental health



Zimbabwe: WOMEN AND GIRLS RECOVERY PROJECT



Our work in Zimbabwe has continued in the community and in the schools. This is an on-going project that works with caregivers of women with mental ill health who are diagnosed with different mental disorders. This year we worked with women from Mabvuku and Dzivarasekwa. We have sessions once a week, where we discuss on various mental health issues like stress, depression, how to take care of the mentally ill. From the caregivers, few are chosen and trained to become peer educators, who will offer peer support to others in the community. Through these sessions the caregivers are able to open up and discuss the challenges that they face from taking care of their loved ones with mental disorders, such as stigma and discrimination from the society, medication expenses, sanitary wear for the mentally ill among others. We also conducted home visits, offering psychosocial support to the caregivers through helping doing household chores and offer counselling. After every session the women have different physical activities like playing soccer, running and dancing, this helps them to reduce stress, have fun and for their physical fitness.

We worked with 1500 children in four schools and this has had a huge impact on their lives, through the Girls Kick Out Depression project. The project focuses on young girls in schools ranging from 9 to 20 years. The project had both a preventative and curative purpose through raising awareness on depression. Currently we are working in Mabvuku primary, Mwanandishe, Courtney Selous and Simudzai primary.

The aim of this project is to empower young girls through educating them on skills like leadership skills, body and self-confidence as well as self-esteem.







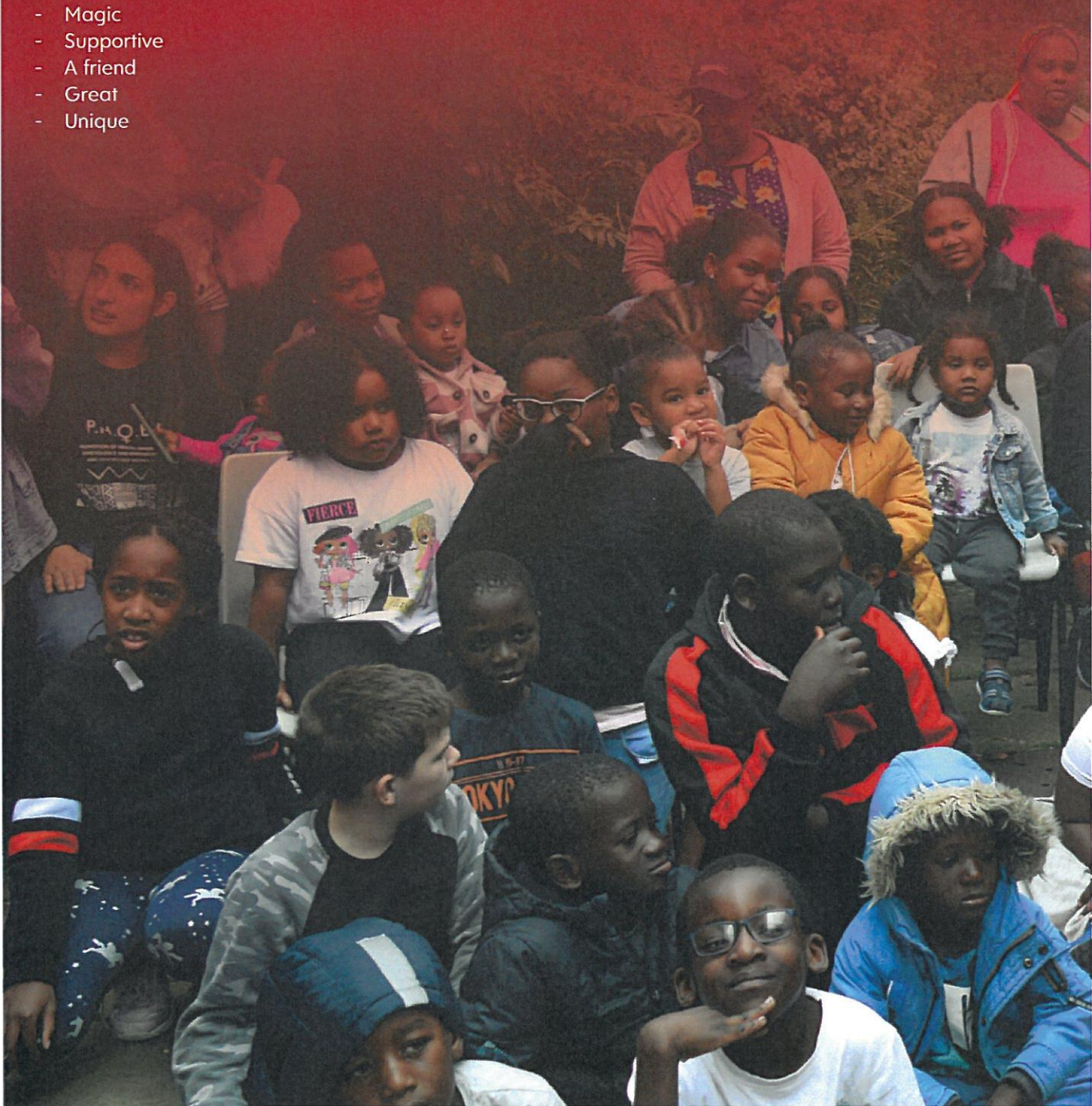
Testimonials

“I will be forever grateful for your support. I felt chained but now I feel free” – SB, PHOEBE service user

“You feel very lonely and trapped and no one understands the suffocation and fear you live in. Thank you for listening to me, believing in me and helping me” - SN, PHOEBE service user

Words women use to describe PHOEBE

- Magic
- Supportive
- A friend
- Great
- Unique





Our year in numbers

Women supported
through domestic
abuse: 150

Over
3,000

contact hours with women and children

Women we have helped
overcome food insecurity:

90+

Received grants from

41

FUNDERS

Women who
attended ESOL
throughout the
academic year:

91

SOCIAL MEDIA GROWTH



Instagram

450+ (380 last year)

735+ likes across posts



Twitter – 940+

(850 last year)

WOMEN'S
HEALTH
SESSIONS
DELIVERED:

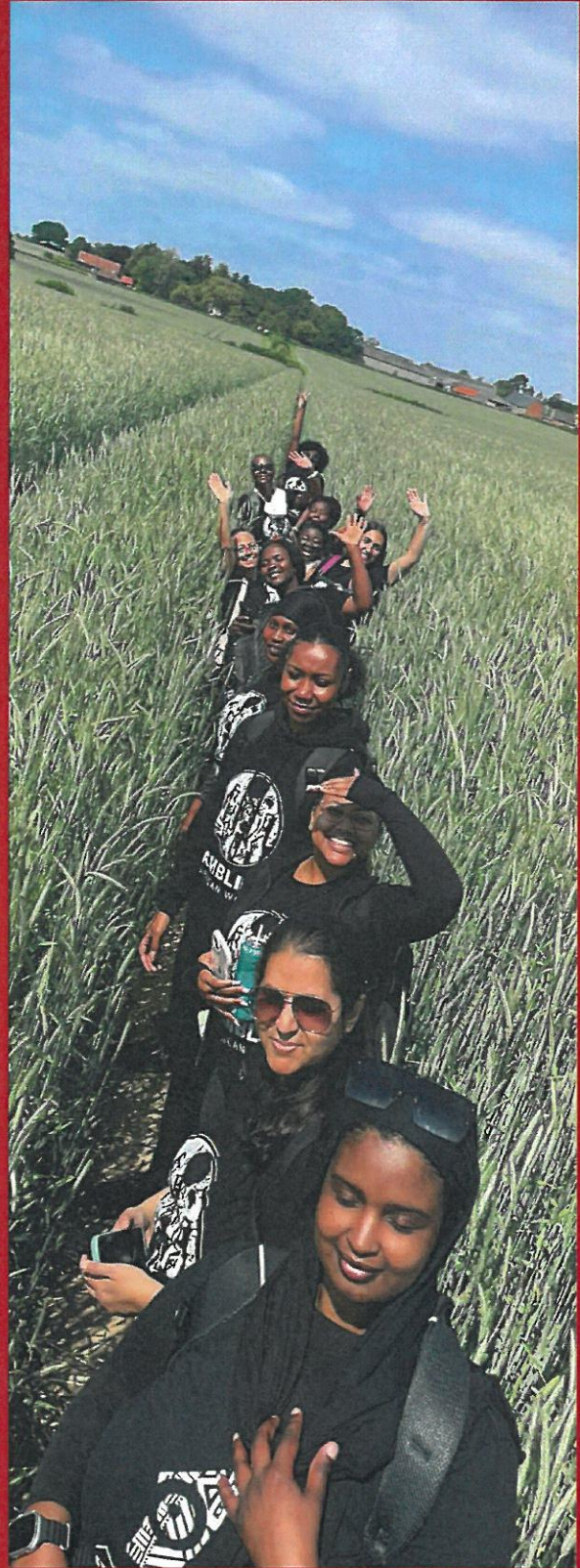
70

Attendees across

all projects: **385**

Goals for 2023-2024

- Advocate and feed into the development of a strategic plan for Black and minoritised women and youth, of which the development is centred around the Black experience and developed with Black-led organisations that are working with Black communities.
- Having further meetings with local and national institutions to hold them to account over workstreams and strategies to support Black and minoritised women and girls in the fight against Gender-Based Violence and Maternity Inequalities.
- Identify new routes to funding by engaging new funders and making them become more aligned to our causes.
- Expand our networks with global, national, and key sector stakeholders to ensure there is adequate representation of Black and minoritised communities feeding into initiatives, networks, and consultations.



ANNUAL REPORT 2023

P.H.♀.E.B.E

PROMOTION OF HEALTH, OPPORTUNITY, EQUALITY,
BENEVOLENCE AND EMPOWERMENT OF BLACK
AND MINORITISED WOMEN AND CHILDREN



www.phoebecentre.co.uk



PHOEBE

Financial statements

Year ended 31 March 2023

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Statement of cash flows	9
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PHOEBE

Trustees' annual report

Year ended 31 March 2023

The trustees present their report and the unaudited financial statements of the charity for the year ended 31 March 2023.

The financial statements have been prepared in accordance with the accounting policies set out in notes to the accounts and comply with the charity's governing document, the Charities Act 2011 and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland published in October 2019.

Reference and administrative details

Registered charity name	PHOEBE
Charity registration number	1135541
Principal office	6 Great Colman Street Ipswich Suffolk IP4 2AD

The trustees

The trustees who served during the year and at the date of approval were as follows:

	S Chinenyanga (Chair)
	S Aezad
	F Camara
	S Layne
	J Oyelahan
	M Walker
	Y Zekarias
Independent examiner	L Thurston FCCA Lovewell Blake LLP Chartered accountants First Floor Suite 2 Hillside Business Park Bury St Edmunds IP32 7EA

PHOEBE

Trustees' annual report *(continued)*

Year ended 31 March 2023

Objectives and activities

About PHOEBE

PHOEBE, sometimes marketed as P.H.O.E.B.E (Promotion of Health, Opportunity, Equality, Benevolence, and Empowerment) with either term used throughout these accounts, is a registered charity, with established strong roots within the Ipswich community, offering by and for specialist advice, advocacy, support and counselling services to black, Asian, minority ethnic, and migrant women in Suffolk area.

Objectives and activities

The object of the charity is set out in the charity's constitution as the relief of poverty, sickness and distress for women, particularly (but not exclusively) those coming from black and minority ethnic communities in Suffolk.

PHOEBE offers specialist advice, information, casework, advocacy, counselling, freedom programme and ESOL classes for women. PHOEBE helps BME women find safe temporary accommodation when fleeing domestic violence. We signpost women for immigration advice. PHOEBE has weekly children's activities promoting confidence and building self esteem of all girls in Suffolk. PHOEBE works with vulnerable women in Zimbabwe.

Public benefit

In shaping our objectives for the year and planning our activities, the trustees have considered the Charity Commission's guidance on Public Benefit including, The Public Benefit Requirement (PB1), Running a Charity (PB2) and Reporting (PB3).

PHOEBE

Trustees' annual report *(continued)*

Year ended 31 March 2023

Achievements and performance

PHOEBE has maintained its deeply-committed mission towards bringing to the fore the voices of the most vulnerable and marginalised, who often face violence with no recourse to institutional, community or even individual support.

Beyond merely numbers, we seek to assess the tangible impact of our activities and the feedback we've received from our service users. Our experiences have led us to conclude that BME women and children and especially those from disadvantaged communities experience have improved levels of general wellbeing and an improved quality of life after accessing PHOEBE services.

Our service users also experience greater independence, self-development, confidence, and improved mental health as a result of engagement with our services. In the past year, we have also contributed to the tangible stability and safety of women by enabling their access to financial support and services.

Domestic Abuse

PHOEBE supported women break free from abuse by offering specialist and culturally appropriate support to survivors. Ensuring that our assessment of their individual needs has in consideration the intersectional factors they face, we provided services and programmes that addressed their needs in a holistic manner and fought for their rights.

If you wish to read more regarding our Domestic Abuse project please see page 3 of the annual report preceding these accounts.

Welfare

BME women and their children supported by PHOEBE tend to be disproportionately affected by poverty and lack of access to essential resources. At PHOEBE, our welfare project bridged this gap.

If you wish to read more regarding our Welfare project please see page 4 of the annual report preceding these accounts.

Strong Black Girls

Many young black girls may feel insecure about their cultural identity and may face issues with self-acceptance and self-love. We want to make our girls feel confident in who they are by teaching them that all languages, cultures, hair types and skin colours are beautiful and worth celebrating.

If you wish to read more regarding our Strong Black Girls project please see page 6 of the annual report preceding these accounts.

Suffolk Black Maternity Project

In partnership with Suffolk and North East Essex Maternity and Neonatal services, our project offered support to Black, Asian, and migrant pregnant women and new mothers by offering practical help, counselling, guidance, and activities meant to improve their mental health, safe birthing and well-being and reduce social isolation.

If you wish to read more regarding our Suffolk Black Maternity Project project please see page 7 of the annual report preceding these accounts.

Zimbabwe: Women and Girls Recovery Project

Our work in Zimbabwe has gone from strength to strength. We managed to work with 5 Schools in Harare, namely Mabvuku Primary, Mabvuku High School, Mwanandishe Primary school, Tafara High School and Sumudzai.

PHOEBE

Trustees' annual report *(continued)*

Year ended 31 March 2023

If you wish to read more regarding our Zimbabwe Project project please see page 9 of the annual report preceding these accounts.

Financial review

The charity's financial activities for the year are shown in the statement of financial activities within these financial statements. These show principal sources of funds for the domestic violence, self-esteem and ESOL projects, and for student social worker placements. This funding has enabled the charity to successfully operate the projects and provide the services detailed in the trustees report.

Reserves policy

The charity's reserves policy is to maintain reserves at a level adequate to protect its ongoing work. This policy is reviewed annually. The charity aims to hold sufficient reserves to cover three months' running costs plus statutory redundancy costs.

As at the year end date, the unrestricted reserves amounted to £327,904 (2022: £242,025) which remains to be carried forward. The charity continues to seek additional funding to ensure that it can maintain and extend its vital work.

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

Plans for future periods

PHOEBE will continue to advocate for the rights and lived realities of BME women and girls of all ages and backgrounds and ensure their concerns do not go unheard. We will continue providing services for women and children of primarily BME and immigrant communities.

If you wish to read more regarding our plans for the future please see page 15 of the annual report preceding these accounts.

PHOEBE

Trustees' annual report *(continued)*

Year ended 31 March 2023

Structure, governance and management

PHOEBE is an unincorporated charity originally established under its constitution on 8 March 2007 as the Zimbabwe Womens' Resource Centre. It became a registered charity (number 1135541) on 15 April 2010 and is governed by its constitution adopted 8 March 2008 and as amended on 2 October 2012 and by its trustees who meet on a regular basis. The current trustees are as stated in the reference and administrative details to these accounts.

Recruitment and appointment of Trustees

The trustees are elected at the Annual General Meeting. One third of the trustees retire at the Annual General Meeting and are eligible for immediate re-election.

Further trustees may be appointed at any time, at the discretion of the trustees. A new trustee would receive copies of the constitution, the latest annual report and accounts and relevant guidance publications from the Charity Commission.

True and fair override

The financial statements have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair view'. This departure has involved following the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland issued in October 2019 rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

Independent examiner reappointment

A resolution to appoint L Thurston FCCA of Lovewell Blake LLP as independent examiner will be proposed at the next Annual General Meeting.

The trustees' annual report was approved on 13th December 2023 and signed on behalf of the board of trustees by:



S Chinenyanga (Chair)
Trustee

PHOEBE

Independent examiner's report to the trustees of PHOEBE

Year ended 31 March 2023

I report to the charity trustees on my examination of the financial statements of the charity for the year ended 31 March 2023 which comprise the statement of financial activities, balance sheet, statement of cash flows and the related notes.

Responsibilities and basis of report

As the charity's trustees you are responsible for the preparation of the financial statements in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the charity's financial statements carried out under section 145 of the Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

Since the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Association of Chartered Certified Accountants, which is one of the listed bodies.


I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the charity as required by section 130 of the Act; or
2. the financial statements do not accord with those records; or
3. the financial statements do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Your attention is drawn to the fact that the Charity has prepared the accounts (financial statements) in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) in preference to the Accounting and Reporting by Charities: Statement of Recommended Practice issued on 1 April 2005 which is referred to in the extant regulations but has since been withdrawn.

I understand that this has been done in order for the accounts to provide a true and fair view in accordance with the Generally Accepted Accounting Practice effective for reporting periods beginning on or after 1 January 2015.


L Thurston FCCA
Independent Examiner

Lovewell Blake LLP
Chartered accountants
First Floor Suite
2 Hillside Business Park
Bury St Edmunds
IP32 7EA

15 January 2024

PHOEBE

Statement of financial activities

Year ended 31 March 2023

		Unrestricted funds £	2023 Restricted funds £	Total funds £	2022 Total funds £
Income and endowments					
Donations and legacies	4	132,195	263,143	395,338	562,182
Total income		<u>132,195</u>	<u>263,143</u>	<u>395,338</u>	<u>562,182</u>
Expenditure					
Charitable activities	5	109,283	293,422	402,705	304,886
Total expenditure		<u>109,283</u>	<u>293,422</u>	<u>402,705</u>	<u>304,886</u>
Net (expenditure)/income before transfer of funds		22,912	(30,279)	(7,367)	257,296
Transfers between funds		62,967	(62,967)	–	–
Net movement in funds		<u>85,879</u>	<u>(93,246)</u>	<u>(7,367)</u>	<u>257,296</u>
Reconciliation of funds					
Total funds brought forward		<u>242,025</u>	<u>260,044</u>	<u>502,069</u>	<u>244,773</u>
Total funds carried forward		<u>327,904</u>	<u>166,798</u>	<u>494,702</u>	<u>502,069</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 10 to 18 form part of these financial statements.


PHOEBE

Balance sheet

31 March 2023

	Note	2023 £	£	2022 £	£
Fixed assets					
Tangible fixed assets	8		374,093		271,752
Current assets					
Debtors	9	53,968		51,418	
Cash at bank and in hand		<u>73,380</u>		<u>183,483</u>	
		127,348		234,901	
Creditors: Amounts falling due within one year	10	<u>(6,739)</u>		<u>(4,584)</u>	
Net current assets			<u>120,609</u>		<u>230,317</u>
Total assets less current liabilities			<u>494,702</u>		<u>502,069</u>
Net assets			<u>494,702</u>		<u>502,069</u>
Funds of the charity					
Restricted funds			166,798		260,044
Unrestricted funds			<u>327,904</u>		<u>242,025</u>
Total charity funds	11		<u>494,702</u>		<u>502,069</u>

These financial statements were approved by the board of trustees and authorised for issue on 23 December 2023, and are signed on behalf of the board by:


S Chinenyanga (Chair)
Trustee

The notes on pages 10 to 18 form part of these financial statements.

PHOEBE

Statement of cash flows

Year ended 31 March 2023

	2023 £	2022 £
Cash flows from operating activities		
Net (expenditure)/income	(7,367)	257,296
<i>Adjustments for:</i>		
Depreciation of tangible fixed assets	14,784	3,941
Accrued income	(5,239)	(19,925)
<i>Changes in:</i>		
Trade and other debtors	2,893	2,510
Trade and other creditors	1,951	(4,161)
Cash generated from operations	<u>7,022</u>	<u>239,661</u>
Net cash from operating activities	<u>7,022</u>	<u>239,661</u>
Cash flows from investing activities		
Purchase of tangible assets	(117,125)	(268,050)
Net cash used in investing activities	<u>(117,125)</u>	<u>(268,050)</u>
Net decrease in cash and cash equivalents	(110,103)	(28,389)
Cash and cash equivalents at beginning of year	<u>183,483</u>	<u>211,872</u>
Cash and cash equivalents at end of year	<u>73,380</u>	<u>183,483</u>

The notes on pages 10 to 18 form part of these financial statements.

PHOEBE

Notes to the financial statements

Year ended 31 March 2023

1. General information

The charity is a public benefit entity and a registered charity in England and Wales and is unincorporated. The address of the principal office is 6 Great Colman Street, Ipswich, Suffolk, IP4 2AD.

2. Statement of compliance

The charity constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland issued in October 2019, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Charities Act 2011 and UK Generally Accepted Accounting Practice.

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.

Going concern

The accounts have been prepared on the going concern basis and the trustees believe that no material uncertainties exist. The trustees have considered the level of funds held and the expected income and expenditure for the next 12 months from authorising these financial statements. The budgeted income and expenditure is sufficient with the level of reserves for the charity to be able to continue as a going concern.

Income tax

The activities of PHOEBE are exempt from United Kingdom Income and Corporation taxation, provided that the income is applied to charitable purposes.

Fund accounting

Unrestricted funds are available for use at the discretion of the trustees to further any of the charity's purposes.

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

Restricted funds are subjected to restrictions on their expenditure declared by the donor or through the terms of an appeal, and fall into one of two sub-classes: restricted income funds or endowment funds.

PHOEBE

Notes to the financial statements *(continued)*

Year ended 31 March 2023

3. Accounting policies *(continued)*

Income

All incoming is included in the Statement of Financial Activities when the charity is legally entitled to the income and the amount can be quantified with reasonable accuracy. The following specific policies are applied to particular categories of income:

Voluntary income is received in the way of grants, legacies, donations and gifts and is included in full in the statement of financial activities when receivable. Grants, where entitlement is conditional on the delivery of a specific performance by the charity, are recognised when it is considered probable that the income will be received.

Donated services and facilities are included at the value to the charity where this can be quantified. The value of services provided by volunteers has not been included in these accounts.

Investment income where necessary consists of bank interest and is accounted for when receivable.

Expenditure

All expenditure is accounted for on an accruals basis as a liability is incurred. Expenditure includes any VAT that cannot be recovered and is reported as part of the expenditure to which it relates.

Cost of raising funds comprise of the costs associated with attracting voluntary income and the cost of trading for fundraising purposes.

Charitable expenditure comprises of those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Governance costs are included within charitable expenditure. These are costs associated with the constitutional and statutory requirement of the charity and include the accountants fees and costs linked to the strategic management of the charity.

All costs are allocated between the expenditure categories of the Statement of Financial Activities on a basis designed to reflect the use of resources.

Tangible assets

Tangible assets are initially recorded at cost, and subsequently stated at cost less any accumulated depreciation and impairment losses. Any tangible assets carried at revalued amounts are recorded at the fair value at the date of revaluation less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

An increase in the carrying amount of an asset as a result of a revaluation, is recognised in other recognised gains and losses, unless it reverses a charge for impairment that has previously been recognised as expenditure within the statement of financial activities. A decrease in the carrying amount of an asset as a result of revaluation, is recognised in other recognised gains and losses, except to which it offsets any previous revaluation gain, in which case the loss is shown within other recognised gains and losses on the statement of financial activities.

PHOEBE

Notes to the financial statements *(continued)*

Year ended 31 March 2023

3. Accounting policies *(continued)*

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:

Freehold property	-	2% straight line
Office Equipment	-	25% or 33% straight line

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.

For the purposes of impairment testing, when it is not possible to estimate the recoverable amount of an individual asset, an estimate is made of the recoverable amount of the cash-generating unit to which the asset belongs. The cash-generating unit is the smallest identifiable group of assets that includes the asset and generates cash inflows that largely independent of the cash inflows from other assets or groups of assets.

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.

Debt instruments are subsequently measured at amortised cost.

4. Donations and legacies

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Donations			
Donations	10,880	11,442	22,322
Grants			
Grants receivable	<u>121,315</u>	<u>251,701</u>	<u>373,016</u>
	<u>132,195</u>	<u>263,143</u>	<u>395,338</u>

PHOEBE

Notes to the financial statements *(continued)*

Year ended 31 March 2023

4. Donations and legacies *(continued)*

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Donations			
Donations	10,250	9,870	20,120
Grants			
Grants receivable	184,827	357,235	542,062
	<u>195,077</u>	<u>367,105</u>	<u>562,182</u>

PHOEBE

Notes to the financial statements *(continued)*

Year ended 31 March 2023

5. Expenditure on charitable activities

	Unrestricted funds £	Restricted funds £	Total funds 2023 £
Wages and salaries	47,239	165,735	212,974
Telephone	1,553	1,125	2,678
Staff training and welfare	2,659	4,064	6,723
Project activity costs and events	27,701	70,657	98,358
Other office costs	2,891	6,570	9,461
Rent and rates	1,217	2,792	4,009
Insurance	–	415	415
Post and stationery	1,255	851	2,106
Software and systems	5,580	8,373	13,953
Small equipment	7,083	3,666	10,749
Support costs	12,105	29,174	41,279
	<u>109,283</u>	<u>293,422</u>	<u>402,705</u>

	Unrestricted funds £	Restricted funds £	Total funds 2022 £
Wages and salaries	3,169	168,274	171,443
Telephone	308	2,855	3,163
Staff training and welfare	962	13,376	14,338
Project activity costs and events	3,513	63,465	66,978
Other office costs	124	1,443	1,567
Rent and rates	–	9,561	9,561
Insurance	–	419	419
Post and stationery	989	1,328	2,317
Software and systems	200	18,890	19,090
Small equipment	274	493	767
Support costs	920	14,323	15,243
	<u>10,459</u>	<u>294,427</u>	<u>304,886</u>

Analysis of support costs

	2023 £	2022 £
Independent examiners fee	2,724	1,350
Legal and professional	13,941	9,952
Property maintenance, repairs and replacements	9,830	–
Depreciation	14,784	3,941
	<u>41,279</u>	<u>15,243</u>

PHOEBE

Notes to the financial statements *(continued)*

Year ended 31 March 2023

6. Staff costs

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

	2023	2022
	£	£
Wages and salaries	197,776	159,978
Social security	11,747	8,934
Pension	3,451	2,531
	<u>212,974</u>	<u>171,443</u>

The average head count of employees during the year was 15 (2022: 10).

No employee received employee benefits of more than £60,000 during the year (2022: Nil).

7. Trustee remuneration and expenses

The key management personnel of the charity comprise the trustees and the charity manager. The total amount of employee benefits received in respect of key management personnel for non trustee related services amounted £53,010 (2022: £43,418). Trustees were reimbursed expenses amounting to £156 (2022: £102) during the year.

8. Tangible fixed assets

	Freehold property £	Office Equipment £	Total £
Cost			
At 1 April 2022	241,291	43,531	284,822
Additions	117,125	–	117,125
At 31 March 2023	<u>358,416</u>	<u>43,531</u>	<u>401,947</u>
Depreciation			
At 1 April 2022	402	12,668	13,070
Charge for the year	5,686	9,098	14,784
At 31 March 2023	<u>6,088</u>	<u>21,766</u>	<u>27,854</u>
Carrying amount			
At 31 March 2023	<u>352,328</u>	<u>21,765</u>	<u>374,093</u>
At 31 March 2022	<u>240,889</u>	<u>30,863</u>	<u>271,752</u>

9. Debtors

	2023	2022
	£	£
Prepayments and accrued income	53,968	48,525
Other debtors	–	2,893
	<u>53,968</u>	<u>51,418</u>

PHOEBE

Notes to the financial statements *(continued)*

Year ended 31 March 2023

10. Creditors: Amounts falling due within one year

	2023	2022
	£	£
Trade creditors	252	300
Accruals and deferred income	2,724	2,520
Social security and other taxes	786	456
Wages payable	2,977	1,308
	<u>6,739</u>	<u>4,584</u>

PHOEBE

Notes to the financial statements *(continued)*

Year ended 31 March 2023

11. Analysis of charitable funds

Year ended 31 March 2023

	1 Apr 2022 £	Income £	Expenditure £	Transfers £	31 Mar 2023 £
Restricted funds					
Domestic violence project	214,643	201,582	(174,427)	(109,215)	132,583
Self esteem project	41,566	34,500	(84,902)	43,051	34,215
ESOL project	3,835	8,625	(11,117)	(1,343)	–
PHOEBE Zimbabwe	–	18,436	(22,976)	4,540	–
	<u>260,044</u>	<u>263,143</u>	<u>(293,422)</u>	<u>(62,967)</u>	<u>166,798</u>
Unrestricted funds					
General funds	242,025	132,195	(109,283)	62,967	327,904
Total funds	<u>502,069</u>	<u>395,338</u>	<u>(402,705)</u>	<u>–</u>	<u>494,702</u>

Year ended 31 March 2022

	1 Apr 2021 £	Income £	Expenditure £	Transfers £	31 Mar 2022 £
Restricted funds					
Domestic violence project	141,259	257,807	(184,424)	–	214,643
Self esteem project	37,718	90,078	(86,230)	–	41,566
ESOL project	3,071	4,000	(3,236)	–	3,835
PHOEBE Zimbabwe	(1,669)	15,220	(20,538)	(6,987)	–
	<u>180,379</u>	<u>367,105</u>	<u>(294,428)</u>	<u>(6,987)</u>	<u>260,044</u>
Unrestricted funds					
General funds	64,394	195,077	(10,459)	6,987	242,025
Total funds	<u>244,773</u>	<u>562,182</u>	<u>(304,886)</u>	<u>–</u>	<u>502,069</u>

Purpose of restricted funds

Domestic violence project - This represents funding towards women of the BAME community fleeing domestic violence and included a contribution towards new equipment and premises additions held within the tangible fixed assets of the charity. This fund is otherwise spent and complete with the remaining value representing the net book value of assets yet to be depreciated.

Self esteem project - This represents funding towards self-esteem workshops to young girls in schools and the local community and included a contribution towards premises additions held within the tangible fixed assets of the charity. This fund is otherwise spent and complete with the remaining

PHOEBE

Notes to the financial statements *(continued)*

Year ended 31 March 2023

value representing the net book value of assets yet to be depreciated.

ESOL project - This represents funding towards women who come into this country wishing to adapt and be actively involved in the local community and wider social groups. Those who do not speak English have limited access to education, work in low paid, physically demanding jobs, and present a high risk of becoming victims of misinformation, exploitation, abuse, and modern slavery.

PHOEBE Zimbabwe - This represents funding towards women and girls facing issues such as domestic violence and mental health, primarily from black and minority ethnic communities in Zimbabwe. Any overspend is made up from general reserves in each accounting year.

12. Analysis of net assets between funds

Year ended 31 March 2023

	Fixed Assets £	Net current assets £	Total £
Restricted funds	166,798	–	166,798
Unrestricted funds	207,295	120,609	327,904
	<u>374,093</u>	<u>120,609</u>	<u>494,702</u>

Year ended 31 March 2022

	Fixed Assets £	Net current assets £	Total £
Restricted funds	136,176	123,868	260,044
Unrestricted funds	135,576	106,449	242,025
	<u>271,752</u>	<u>230,317</u>	<u>502,069</u>

13. Analysis of changes in net debt

	At 1 Apr 2022 £	Cash flows £	At 31 Mar 2023 £
Cash at bank and in hand	<u>183,483</u>	<u>(110,103)</u>	<u>73,380</u>

14. Related parties

During the year the charity incurred costs of £22,976 (2022: £20,538) received income of £18,436 (2022: £15,420) and made net expenditure after payments of £4,540 (2022: £5,118) from PHOEBE Zimbabwe, a related party charity which has an independent trustee board but has key management personnel in common with PHOEBE. At the year end there was a deficit of £4,540 (2022: £6,987) in the restricted fund which was cleared to £Nil using the general funds of the charity.

PHOEBE

England & Wales - Charity number 1135541

Accounts



Charity registration number: 1135541

P.H.O.E.B.E
PROMOTION OF HEALTH, OPPORTUNITY
EQUALITY, BENEVOLENCE &
EMPOWERMENT FOR BLACK AND ETHNIC
MINORITY WOMEN AND CHILDREN

ANNUAL REPORT 2021 - 2022

ANNUAL REPORT

2021-2022



P.H.O.E.B.E

PROMOTION OF HEALTH, OPPORTUNITY, EQUALITY,
BENEVOLENCE AND EMPOWERMENT OF BLACK
AND ETHNIC MINORITY WOMEN AND CHILDREN



P.H.♀.E.B.E

PROMOTION OF HEALTH, OPPORTUNITY, EQUALITY,
BENEVOLENCE AND EMPOWERMENT OF BLACK
AND MINORITISED WOMEN AND CHILDREN



ABOUT US

Formerly known as the Zimbabwe Women's Resource Centre, P.H.O.E.B.E (Promotion of Health, Opportunity, Equality and Benevolence) is an Ipswich-based registered charity that offers specialist advice, information, casework, advocacy, support and counselling services to black and minoritised women and children.

We assist women fleeing domestic violence and educate them about their rights through free legal advice surgeries for Family Law. We support women to live free from violence by assisting them to access safe temporary accommodation, help applying for visas in their own name with the Home Office, domestic violence counselling, help within the courts and support to resettle and live independent lives. We also offer women-only English classes.

We're an intersectional organisation run by BME women for BME women and children and we're committed to working towards a future free of discrimination, abuse and racism. Join us and be a part of our journey.



Overview of PHOEBE projects

PHOEBE's work over the last financial year has increased immensely and we have managed to offer a wider service. We supported women and children in the following:

- Domestic abuse support and advocacy: Physical, sexual, emotional, and financial abuse from their partners
- Gender justice and immigration support: insecure visa status, cause many women to fear facing violence, cruel, inhuman, and degrading treatment were they to return to their homes in the UK and abroad in their countries.
- Black Maternity support and casework in partnership with Suffolk and Essex Neonatal NHS Services to address inequalities for women and their babies.
- COVID response in partnership with local authority services
- English as a second language classes, empowering women to seek independence and employment.
- Women's health project which included mental health, peer to peer support groups
- You Can't Break Me – women's prison project
- Strong Black Girls and girls self esteem project in schools.

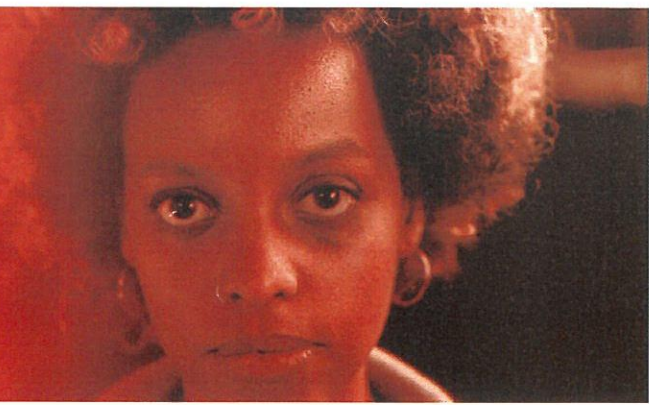
OUR INTERSECTIONAL APPROACH

PHOEBE maintains an intersectional approach in its practice because our women face multiple challenges. An “intersectional” approach views individuals as occupying multiple modes of identity — gender, age, ethnicity, sexual orientation, dis/ability, even immigration status — of which intersecting categories may increase their likelihood of experiencing violence and structural discrimination.

When addressing challenges of violence against women and girls (VAWG), we at PHOEBE believe that an intersectional approach is essential to addressing individual and community-wide cases. It is not sufficient to address the concerns of ‘women’ alone, since women represent such a vast, variegated and multifaceted group, with different needs, concerns and experiences along the privilege/identity axis.

As such, we aim to tackle these problems of violence against women and girls by providing a safe space for survivors and other BME women to disclose domestic abuse and access advocacy, support and legal services in order to break free from abuse.

Domestic Abuse Project



"I can't thank PHOEBE enough for all the help. I thought I would never be able to come out of it (domestic abuse)." – AH, PHOEBE service user

"I have been granted indefinite leave to remain thanks to your help. They will send my card within 7 working days. I am so grateful, thank you so much for your tireless effort and everything you did for me and A (daughter). I want to thank all of you, everybody at PHOEBE. May God bless you all" – NJ, PHOEBE service user

The UK Home Office (2013) defines 'domestic violence' to broadly encompass '...any incident or pattern of incidents of controlling, coercive or threatening behaviour, violence or abuse...', which can be perpetrated by both intimate partners or family members, '...regardless of gender or sexuality.' It includes within its definition psychological, physical, sexual, financial and emotional abuse, as well as '...honour based violence and Female Genital Mutilation (FGM).'

PHOEBE supported women break free from abuse by offering specialist and culturally appropriate support to survivors. Ensuring that our assessment of their individual needs has in consideration the intersectional factors they face, we provided services and programmes that addressed their needs in a holistic manner and fought for their rights.

PHOEBE continued its commitment to building the capacity of BME female survivors by providing classes, workshops and training that aim to develop their skills as well as increase their independence. Campaigning and outreach were also part of the work, we raised awareness about Violence Against Women and Girls in its various forms and brought attention to the additional risks and barriers BME women face when it comes to VAWG. We worked together to ensure more BME survivors are given the specialised support they need.

Outcomes

- **Safety and confidence:** Beneficiaries felt safer and confident to talk about domestic abuse and violence and leave abusive relationships.
- **Financial independence and capacity building:** Beneficiaries were financially independent and have necessary livelihood skills after the intervention.
- **Change of immigration status:** The immigration status of beneficiaries supported no longer depend on their abusive partners and were able to remain in the country of their choice.
- **Physical and mental wellbeing:** Beneficiaries increased awareness of their physical and mental well-being. Their physical and mental health needs were addressed properly.
- **Empowerment, participation and public awareness:** Beneficiaries felt empowered and actively participated in the intervention and there is increased public awareness regarding the domestic violence faced by women of BME and migrant backgrounds.

Welfare Project

"It is frustrating when you want to communicate, but you can't because you don't know the language. Since I started (PHOEBE's) classes, I have learnt vocabulary to start communicating with others. I can now ask where to find the things I am looking for in the supermarket"

— MD, PHOEBE service user

BME women and their children supported by PHOEBE tend to be disproportionately affected by poverty and lack of access to essential resources. At PHOEBE, our welfare project bridged this gap. Within this project, we helped ease the financial burdens migrant women and children face and ensured that their vulnerability was not used as a tool for abuse by partners. Through this project we supported families to access local systems, food vouchers, bus passes and food parcels to ease their financial burdens.

As part of this project, we also offer surgeries/drop-in sessions to support women practically as well as emotionally. These took place three times per week.

ESOL Classes

As part of PHOEBE support we continued to offer ESOL (English for speakers of other Languages) classes. These classes helped improve women's communication skills and consequently created greater prospects for employment and a more independent life. We provided childcare free of charge for the women that have children under the school age to enable them to attend.

Outcomes

- **Access to food and basic essentials during a crisis:** particularly for vulnerable families.
- **Language skills:** Vulnerable migrant women feel empowered and more independent through developing their language skills with our weekly ESOL classes and free training.
- **Advocacy and support:** Women receive advocacy on various issues pertaining to their health, employment, housing and immigration.



Girls Self Esteem Workshops

"Thank you for teaching me that I am not alone. You taught me how to see myself differently. Differently by being confident and proud of myself". – GS, PHOEBE service user

The body image dilemma for girls has continued and is worsening the mental health crisis in Suffolk. Schools, youth communities, and online platforms continue to be places where girls experience bullying/cyber-bullying, harassment, negative self-image from exposure to social media. At PHOBE, we've been working to tackle low self-esteem and promote body confidence and personal development in five schools this year, from primary to high school. We delivered girls self-esteem workshops across five schools in Suffolk. Our workshops are based upon the "Dove Campaign for Real Beauty" which was launched in 2004 and gave rise to the subsequent Dove Self-Esteem Programme.

We want our young people to grow into confident and capable adults. This year we have tried to incorporate modern themes that our young girls currently face such as Bullying, Forming friendships and Mental wellbeing. We deliver these workshops over 10 weeks with each session lasting an hour and these are ongoing. They allow girls to develop many key skills through a range of activities which are engaging, insightful, and practical, and which gives them a chance to express their feelings and emotions in a safe space surrounded by other girls of a similar age – facilitated by trained and supportive volunteers and staff.

Outcomes:

- **Activities and events:** High participation of girls engaging in activities, events, workshops, and volunteering in peer to peer programs.
- **Improved mental health:** Girls reporting and showing improved mental and body positivity from participating in the self-esteem workshops and counselling sessions.
- **Improved social skills:** Girls experiencing an increase in social skills and a reduction in anti-social behaviour.
- **Responsible social media usage:** Girls reporting improved ability to use social media safely and responsibly
- **Teacher training:** Guiding teachers and key personnel in handling self-esteem issues of BAME young students.



Strong Black Girls

"I have faced racism in school, it made me feel that I didn't belong anywhere. This group made me feel that I do belong anywhere and learn to appreciate myself." – FD, PHOEBE service user



PHOEBE hosted weekly interactive workshops that cover topics around self-esteem such as self image, self love, bullying, influence of peers etc. Many young black girls may feel insecure about their cultural identity and may face issues with self-acceptance and self-love. We want to make our girls feel confident in who they are by teaching them that all languages, cultures, hair types and skin colours are beautiful and worth celebrating. For example, our session on “Celebrating Diversity” included activities like flag making, country colouring and teaching each other new facts and words from our countries.

Outcomes:

- **Improved mental health:** Increased self-confidence and self-awareness of participants through education and awareness issues pertaining to reframing racial bias and cultural identity, body image and hair.
- **Leadership development:** Nurture, educate and offer opportunities for the girls to demonstrate leadership qualities through involvement in planning of events such as peer to peer activities.
- **Advocacy:** Amplification of our Strong Black Girls Movement through advocacy, awareness raising, lobbying and partnership building.
- **Career guidance:** Provided career guidance and support through arranged internships for girls aged 16 and over.

Suffolk Black Maternity Project

"I have no friends or family in Ipswich and feel lonely, that's why I love coming to the mothers' and babies' groups because my son gets to play with other children and has access to a variety of toys for play. I also get to meet and talk with other mothers." – AK, PHOEBE service user

As a result of deeply-entrenched structural biases, national research reports noted that black women are five times more likely to die during child birth than their counterparts. They often experience difficulties when seeking social support, experience challenges in seeking employment, reduced accessibility to healthcare (including the availability of HIV/AIDS treatment), and risk of destitution without recourse to public services.

In partnership with Suffolk and North East Essex Maternity and Neonatal services, our project offered support to Black, Asian, and migrant pregnant women and new mothers by offering practical help, counselling, guidance, and activities meant to improve their mental health, safe birthing and well-being and reduce social isolation.

Outcomes:

- **Improved mental health:** Women report that they are experiencing a reduction in stress and an improvement in general well-being after using services.
- **Improved maternity outcomes:** Women reporting positive birthing experiences and better maternity outcomes, as well as improved accessibility to services and support.
- **Professional training:** Professionals reporting more engagement with BAME women.



Our year in numbers

PHOEBE was able to support BAME survivors by providing specialist advocacy and information, counselling, helping women to identify abuse and know where to get further support from.

On average, PHOEBE supported

305

BAME survivors
with domestic abuse
advocacy per month.

250

children
attended
activities
and
self esteem
workshops

67 Women

ATTENDED WEEKLY ESOL PROVISION THROUGH THE ACADEMIC YEAR.

300

Over **300** vulnerable families
accessed our welfare support programmes to receive
support with food and other essentials.

Over **380 FOLLOWERS** on Instagram

Nearly **850 followers** on Twitter 

Achievements and Performance

PHOEBE has maintained its deeply-committed mission towards bringing to the fore the voices of the most vulnerable and marginalised, who often face violence with no recourse to institutional, community or even individual support.



Beyond merely numbers, we seek to assess the tangible impact of our activities and the feedback we've received from our service users. Our experiences have led us to conclude that BME women and children and especially those from disadvantaged communities experience have improved levels of general wellbeing and an improved quality of life after accessing PHOEBE services.

Our service users also experience greater independence, self-development, confidence, and improved mental health as a result of engagement with our services. In the past year, we have also contributed to the tangible stability and safety of women by enabling their access to financial support and services.



Our plans for the future

The specific experiences of ethnic minority and immigrant women are often not perceived in a coordinated and intersectional manner. This effectively invisibilizes the multiple intersecting forms of discrimination they face. As such, they are greatly at risk of and experience a complete lack of legal and social protection on part of safeguarding agencies, such as law enforcement and social services. These services themselves might lack the political will to engage fully with such communities and include such learnings regarding their cultural specificities within their policy-making (Lovatt et al., 2020).

Our approach will take into account the pressures faced by women when migrating and settling into a new environment. These can include shifts in gender roles and family responsibilities, which can in turn potentially intensify the kinds of violence they face within families, hence we aim to raise awareness of this.

Similarly, insecure immigration status, the presence of institutional discriminatory practices, structural barriers to social services and recourse to legal protection can prevent women from seeking help. Other practices, such as the criminalization of female genital mutilation (FGM) and compelling of doctors to mandatorily report all such cases to law enforcement, can actually deter immigrant women and girls from accessing essential healthcare services. Thus, their specific concerns remain underrepresented within national figures.

PHOEBE will continue to advocate for the rights and lived realities of BME women and girls of all ages and backgrounds and ensure their concerns do not go unheard. We will continue providing services for women and children of primarily BME and immigrant communities, including:

- **Domestic violence support**
- **ESOL classes**
- **Self Esteem Workshops**
- **Counselling**
- **Legal advice**
- **Practical support**

In the coming year, we aim to increase availability of mental health counselling sessions and to engage more with the community through outreach work.

Organisations fighting for the rights of ethnic minority and immigrant women — like ours — need more resources and funding in order to address the needs of their own communities and cultures. We will continue to fundraise to continue our work.

Zimbabwe Project

Our work in Zimbabwe has gone from strength to strength. We managed to work with 5 Schools in Harare, namely Mabvuku Primary, Mabvuku High School, Mwanandishe Primary school. Tafara High School and Sumudzai. We manage to recruit 500 girls and some schools in Kuwadzana and Dzivarasekwa, Which Kuwadzana 1 Primary, Fundo Primary and Kuwadzana 2 high. We had sessions about,

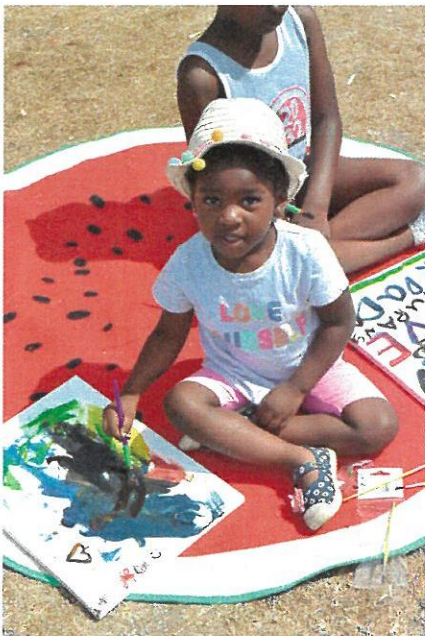
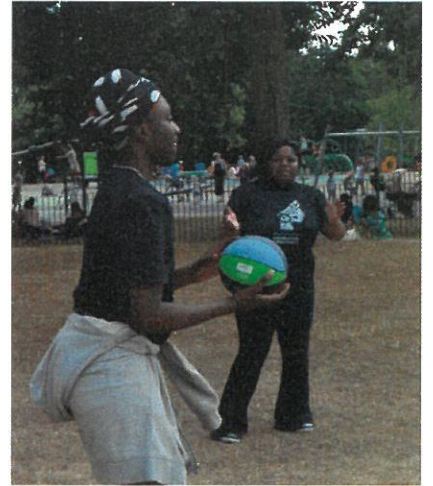
- **Mental health**
- **Substance Abuse**
- **Gender bases violence awareness**
- **Bullying**
- **Self Esteem**
- **Counselling services**
- **Soccer teams**

We managed to recruit 60 new caregivers at Annex that we are working with and we recruit new 20 peer Educators in Mabvuku and Dzivarasekwa.. In the community we manage to do community outreach on mental health awareness ycompaigns, gender based violence awareness and substance Abuse. We also managed to do homevisits to our caregivers and patients.



P.H.O.E.B.E. Projects In Pictures...







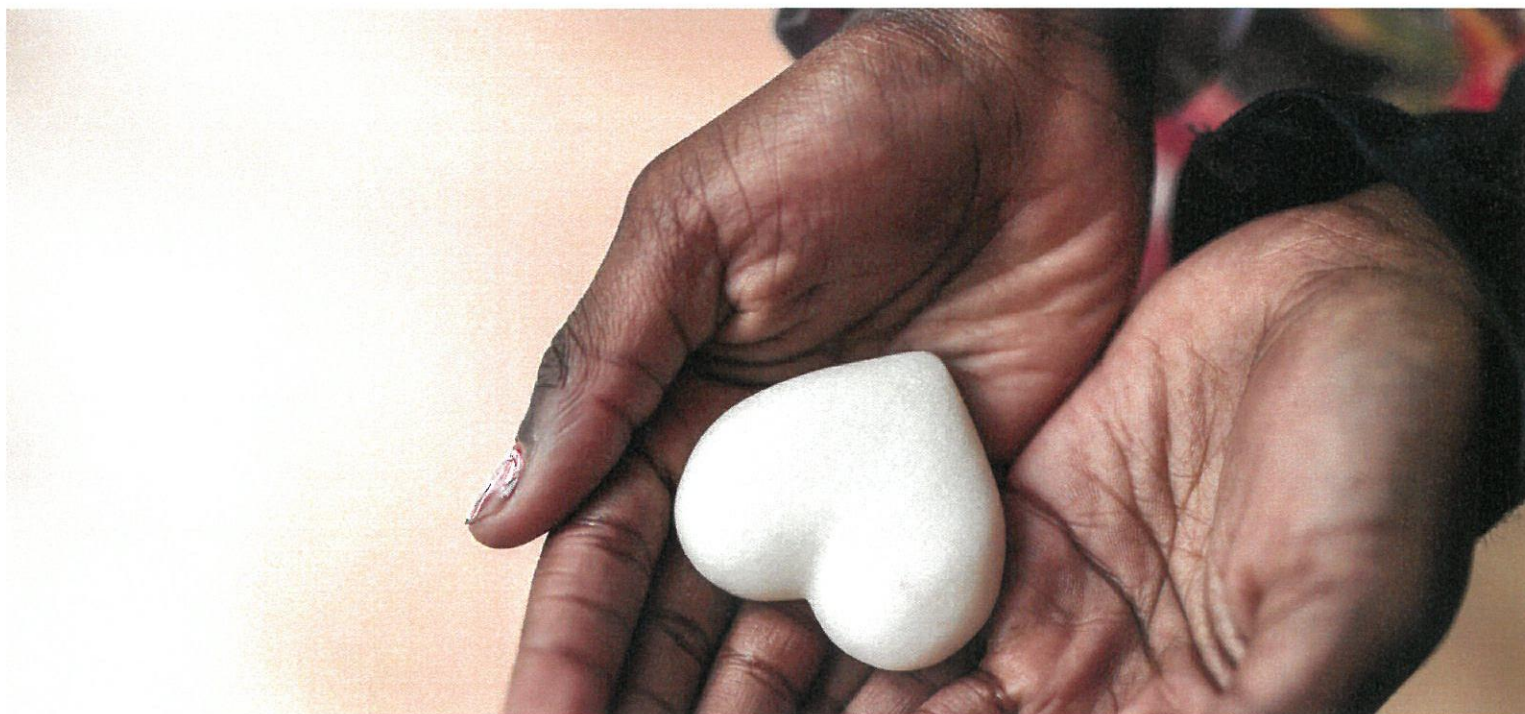
ANNUAL REPORT 2021-2022

P.H.♀.E.B.E

PROMOTION OF HEALTH, OPPORTUNITY, EQUALITY,
BENEVOLENCE AND EMPOWERMENT OF BLACK
AND MINORITISED WOMEN AND CHILDREN



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PHOEBE

Financial statements

Year ended 31 March 2022

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Balance sheet	8
Statement of cash flows	9
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PHOEBE

Trustees' annual report

Year ended 31 March 2022

The trustees present their report and the unaudited financial statements of the charity for the year ended 31 March 2022.

The financial statements have been prepared in accordance with the accounting policies set out in notes to the accounts and comply with the charity's governing document, the Charities Act 2011 and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland published in October 2019.

Reference and administrative details

Registered charity name	PHOEBE
Charity registration number	1135541
Principal office	6 Great Colman Street Ipswich Suffolk IP4 2AD

The trustees

The trustees who served during the year and at the date of approval were as follows:

S Layne (Chair)
S Chinenyanga (Treasurer)
S Aezad
F Camara (Appointed 15/12/2021)
J Oyelahan (Appointed 12/04/2021)
M Walker (Appointed 15/12/2021)
Y Zekarias (Appointed 15/12/2021)
V Mushati (Resigned 09/07/2021)
M Rodrigues (Resigned in the year)

Independent examiner	L Thurston FCCA Lovewell Blake LLP Chartered accountants First Floor Suite 2 Hillside Business Park Bury St Edmunds IP32 7EA
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PHOEBE

Trustees' annual report *(continued)*

Year ended 31 March 2022

Objectives and activities

About PHOEBE

PHOEBE, sometimes marketed as P.H.O.E.B.E (Promotion of Health, Opportunity, Equality, Benevolence, and Empowerment) with either term used throughout these accounts, is a registered charity, with established strong roots withing the Ipswich community, offering by and for specialist advice, advocacy, support and counselling services to black, Asian, minority ethnic, and migrant women in Suffolk area.

Objectives and activities

The object of the charity is set out in the charity's constitution as the relief of poverty, sickness and distress for women, particularly (but not exclusively) those coming from black and minority ethnic communities in Suffolk.

PHOEBE offers specialist advice, information, casework, advocacy, counselling, freedom programme and ESOL classes for women. PHOEBE helps BME women find safe temporary accommodation when fleeing domestic violence. We signpost women for immigration advice. PHOEBE has weekly children's activities promoting confidence and building self esteem of all girls in Suffolk. PHOEBE works with vulnerable women in Zimbabwe.

Public benefit

In shaping our objectives for the year and planning our activities, the trustees have considered the Charity Commission's guidance on Public Benefit including, The Public Benefit Requirement (PB1), Running a Charity (PB2) and Reporting (PB3).

PHOEBE

Trustees' annual report *(continued)*

Year ended 31 March 2022

Achievements and performance

PHOEBE has maintained its deeply-committed mission towards bringing to the fore the voices of the most vulnerable and marginalised, who often face violence with no recourse to institutional, community or even individual support.

If you wish to read more please see page 10 of the annual report preceding these accounts.

Girls Self Esteem Workshops

At PHOEBE, we've been working to tackle low self-esteem and promote body confidence and personal development in five schools this year, from primary to high school.

If you wish to read more regarding our Girls Self Esteem Workshops please see page 6 of the annual report preceding these accounts.

Domestic Abuse

PHOEBE supported women break free from abuse by offering specialist and culturally appropriate support to survivors. Ensuring that our assessment of their individual needs has in consideration the intersectional factors they face, we provided services and programmes that addressed their needs in a holistic manner and fought for their rights.

If you wish to read more regarding our Domestic Abuse project please see page 4 of the annual report preceding these accounts.

Welfare

BME women and their children supported by PHOEBE tend to be disproportionately affected by poverty and lack of access to essential resources. At PHOEBE, our welfare project bridged this gap.

If you wish to read more regarding our Welfare project please see page 5 of the annual report preceding these accounts.

ESOL

As part of PHOEBE support we continued to offer ESOL (English for speakers of other Languages) classes.

If you wish to read more regarding our ESOL project please see page 5 of the annual report preceding these accounts.

Strong Black Girls

Many young black girls may feel insecure about their cultural identity and may face issues with self-acceptance and self-love. We want to make our girls feel confident in who they are by teaching them that all languages, cultures, hair types and skin colours are beautiful and worth celebrating.

If you wish to read more regarding our Strong Black Girls project please see page 7 of the annual report preceding these accounts.

Suffolk Black Maternity Project

In partnership with Suffolk and North East Essex Maternity and Neonatal services, our project offered support to Black, Asian, and migrant pregnant women and new mothers by offering practical help, counselling, guidance, and activities meant to improve their mental health, safe birthing and well-being and reduce social isolation.

PHOEBE

Trustees' annual report *(continued)*

Year ended 31 March 2022

If you wish to read more regarding our Suffolk Black Maternity Project project please see page 8 of the annual report preceding these accounts.

Zimbabwe

Our work in Zimbabwe has gone from strength to strength. We managed to work with 5 Schools in Harare, namely Mabvuku Primary, Mabvuku High School, Mwanandishe Primary school, Tafara High School and Sumudzai.

If you wish to read more regarding our Zimbabwe Project project please see page 12 of the annual report preceding these accounts.

Financial review

The charity's financial activities for the year are shown in the statement of financial activities within these financial statements. These show principal sources of funds for the domestic violence, self-esteem and ESOL projects, and for student social worker placements. This funding has enabled the charity to successfully operate the projects and provide the services detailed in the trustees report.

Reserves policy

The charity's reserves policy is to maintain reserves at a level adequate to protect its ongoing work. This policy is reviewed annually. The charity aims to hold sufficient reserves to cover three months' running costs plus statutory redundancy costs.

As at the year end date, the unrestricted reserves amounted to £242,025 (2021: £64,394) which remains to be carried forward. The charity continues to seek additional funding to ensure that it can maintain and extend its vital work.

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

Plans for future periods

PHOEBE will continue to advocate for the rights and lived realities of BME women and girls of all ages and backgrounds and ensure their concerns do not go unheard. We will continue providing services for women and children of primarily BME and immigrant communities.

If you wish to read more regarding our plans for the future please see page 11 of the annual report preceding these accounts.

PHOEBE

Trustees' annual report *(continued)*

Year ended 31 March 2022

Structure, governance and management

PHOEBE is an unincorporated charity originally established under its constitution on 8 March 2007 as the Zimbabwe Womens' Resource Centre. It became a registered charity (number 1135541) on 15 April 2010 and is governed by its constitution adopted 8 March 2008 and as amended on 2 October 2012 and by its trustees who meet on a regular basis. The current trustees are as stated in the reference and administrative details to these accounts.

Recruitment and appointment of Trustees

The trustees who are also directors of the charitable company are elected at the Annual General Meeting. One third of the directors retire at the Annual General Meeting and are eligible for immediate re-election.

Further trustees may be appointed at any time, at the discretion of the trustees. A new trustee would receive copies of the constitution, the latest annual report and accounts and relevant guidance publications from the Charity Commission.

True and fair override

The financial statements have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair view'. This departure has involved following the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland issued in October 2019 rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

Independent examiner reappointment

A resolution to appoint L Thurston FCCA of Lovewell Blake LLP as independent examiner will be proposed at the next Annual General Meeting.

The trustees' annual report was approved on 14/12/22 and signed on behalf of the board of trustees by:



S Layne (Chair)
Trustee

PHOEBE

Independent examiner's report to the trustees of PHOEBE

Year ended 31 March 2022

I report to the charity trustees on my examination of the financial statements of the charity for the year ended 31 March 2022 which comprise the statement of financial activities, balance sheet, statement of cash flows and the related notes.

Responsibilities and basis of report

As the charity's trustees you are responsible for the preparation of the financial statements in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the charity's financial statements carried out under section 145 of the Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

Since the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Association of Chartered Certified Accountants, which is one of the listed bodies.

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the charity as required by section 130 of the Act; or
2. the financial statements do not accord with those records; or
3. the financial statements do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Your attention is drawn to the fact that the Charity has prepared the accounts (financial statements) in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) in preference to the Accounting and Reporting by Charities: Statement of Recommended Practice issued on 1 April 2005 which is referred to in the extant regulations but has since been withdrawn.

I understand that this has been done in order for the accounts to provide a true and fair view in accordance with the Generally Accepted Accounting Practice effective for reporting periods beginning on or after 1 January 2015.



L Thurston FCCA
Independent Examiner

Lovewell Blake LLP
Chartered accountants
First Floor Suite
2 Hillside Business Park
Bury St Edmunds
IP32 7EA

10 January 2023

PHOEBE

Statement of financial activities

Year ended 31 March 2022

	Note	Unrestricted funds £	2022 Restricted funds £	Total funds £	2021 Total funds £
Income and endowments					
Donations and legacies	4	195,077	367,105	562,182	396,262
Total income		<u>195,077</u>	<u>367,105</u>	<u>562,182</u>	<u>396,262</u>
Expenditure					
Charitable activities	5	10,459	294,427	304,886	163,107
Total expenditure		<u>10,459</u>	<u>294,427</u>	<u>304,886</u>	<u>163,107</u>
Net income before transfer of funds		184,618	72,678	257,296	233,155
Transfers between funds		(6,987)	6,987	–	–
Net movement in funds		<u>177,631</u>	<u>79,665</u>	<u>257,296</u>	<u>233,155</u>
Reconciliation of funds					
Total funds brought forward		64,394	180,379	244,773	11,618
Total funds carried forward		<u>242,025</u>	<u>260,044</u>	<u>502,069</u>	<u>244,773</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 10 to 18 form part of these financial statements.


PHOEBE

Balance sheet

31 March 2022

	Note	2022		2021	
		£	£	£	£
Fixed assets					
Tangible fixed assets	8		271,752		7,643
Current assets					
Debtors	9	51,418		34,903	
Cash at bank and in hand		<u>183,483</u>		<u>211,872</u>	
		234,901		246,775	
Creditors: Amounts falling due within one year	10	<u>(4,584)</u>		<u>(9,645)</u>	
Net current assets			<u>230,317</u>		<u>237,130</u>
Total assets less current liabilities			<u>502,069</u>		<u>244,773</u>
Net assets			<u>502,069</u>		<u>244,773</u>
Funds of the charity					
Restricted funds			260,044		180,379
Unrestricted funds			<u>242,025</u>		<u>64,394</u>
Total charity funds	11		<u>502,069</u>		<u>244,773</u>

These financial statements were approved by the board of trustees and authorised for issue on 14/12/22 and are signed on behalf of the board by:



S Layne (Chair)
Trustee

The notes on pages 10 to 18 form part of these financial statements.

PHOEBE

Statement of cash flows

Year ended 31 March 2022

	2022 £	2021 £
Cash flows from operating activities		
Net income	257,296	233,155
<i>Adjustments for:</i>		
Depreciation of tangible fixed assets	3,941	1,732
Accrued income	(19,925)	(27,455)
<i>Changes in:</i>		
Trade and other debtors	2,510	(5,403)
Trade and other creditors	(4,161)	2,157
Cash generated from operations	<u>239,661</u>	<u>204,186</u>
Net cash from operating activities	<u>239,661</u>	<u>204,186</u>
Cash flows from investing activities		
Purchase of tangible assets	(268,050)	(6,950)
Net cash used in investing activities	<u>(268,050)</u>	<u>(6,950)</u>
Net (decrease)/increase in cash and cash equivalents	(28,389)	197,236
Cash and cash equivalents at beginning of year	211,872	14,636
Cash and cash equivalents at end of year	<u>183,483</u>	<u>211,872</u>

The notes on pages 10 to 18 form part of these financial statements.

PHOEBE

Notes to the financial statements

Year ended 31 March 2022

1. General information

The charity is a public benefit entity and a registered charity in England and Wales and is unincorporated. The address of the principal office is 6 Great Colman Street, Ipswich, Suffolk, IP4 2AD.

2. Statement of compliance

The charity constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland issued in October 2019, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Charities Act 2011 and UK Generally Accepted Accounting Practice.

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.

Going concern

The accounts have been prepared on the going concern basis and the trustees believe that no material uncertainties exist. The trustees have considered the level of funds held and the expected income and expenditure for the next 12 months from authorising these financial statements. The budgeted income and expenditure is sufficient with the level of reserves for the charity to be able to continue as a going concern.

Fund accounting

Unrestricted funds are available for use at the discretion of the trustees to further any of the charity's purposes.

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

Restricted funds are subjected to restrictions on their expenditure declared by the donor or through the terms of an appeal, and fall into one of two sub-classes: restricted income funds or endowment funds.

PHOEBE

Notes to the financial statements *(continued)*

Year ended 31 March 2022

3. Accounting policies *(continued)*

Income

All incoming is included in the Statement of Financial Activities when the charity is legally entitled to the income and the amount can be quantified with reasonable accuracy. The following specific policies are applied to particular categories of income:

Voluntary income is received in the way of grants, legacies, donations and gifts and is included in full in the statement of financial activities when receivable. Grants, where entitlement is conditional on the delivery of a specific performance by the charity, are recognised when it is considered probable that the income will be received.

Donated services and facilities are included at the value to the charity where this can be quantified. The value of services provided by volunteers has not been included in these accounts.

Investment income where necessary consists of bank interest and is accounted for when receivable.

Expenditure

All expenditure is accounted for on an accruals basis as a liability is incurred. Expenditure includes any VAT that cannot be recovered and is reported as part of the expenditure to which it relates.

Cost of raising funds comprise of the costs associated with attracting voluntary income and the cost of trading for fundraising purposes.

Charitable expenditure comprises of those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Governance costs are included within charitable expenditure. These are costs associated with the constitutional and statutory requirement of the charity and include the accountants fees and costs linked to the strategic management of the charity.

All costs are allocated between the expenditure categories of the Statement of Financial Activities on a basis designed to reflect the use of resources.

Operating leases

Lease payments are recognised as an expense over the lease term on a straight-line basis. The aggregate benefit of lease incentives is recognised as a reduction to expense over the lease term, on a straight-line basis.

Tangible assets

Tangible assets are initially recorded at cost, and subsequently stated at cost less any accumulated depreciation and impairment losses. Any tangible assets carried at revalued amounts are recorded at the fair value at the date of revaluation less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

An increase in the carrying amount of an asset as a result of a revaluation, is recognised in other recognised gains and losses, unless it reverses a charge for impairment that has previously been recognised as expenditure within the statement of financial activities. A decrease in the carrying amount of an asset as a result of revaluation, is recognised in other recognised gains and losses, except to which it offsets any previous revaluation gain, in which case the loss is shown within other recognised gains and losses on the statement of financial activities.

PHOEBE

Notes to the financial statements *(continued)*

Year ended 31 March 2022

3. Accounting policies *(continued)*

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:

Freehold property	-	2% straight line
Office Equipment	-	25% or 33% Straight Line

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.

For the purposes of impairment testing, when it is not possible to estimate the recoverable amount of an individual asset, an estimate is made of the recoverable amount of the cash-generating unit to which the asset belongs. The cash-generating unit is the smallest identifiable group of assets that includes the asset and generates cash inflows that largely independent of the cash inflows from other assets or groups of assets.

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.

Debt instruments are subsequently measured at amortised cost.

4. Donations and legacies

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Donations			
Donations	10,250	9,870	20,120
Grants			
Grants receivable	184,827	357,235	542,062
	<u>195,077</u>	<u>367,105</u>	<u>562,182</u>

PHOEBE

Notes to the financial statements *(continued)*

Year ended 31 March 2022

4. Donations and legacies *(continued)*

	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £
Donations			
Donations	3,034	7,605	10,639
Grants			
Grants receivable	<u>119,518</u>	<u>266,105</u>	<u>385,623</u>
	<u>122,552</u>	<u>273,710</u>	<u>396,262</u>

PHOEBE

Notes to the financial statements *(continued)*

Year ended 31 March 2022

5. Expenditure on charitable activities

	Unrestricted funds £	Restricted funds £	Total funds 2022 £
Wages and salaries	3,169	168,274	171,443
Telephone	308	2,855	3,163
Staff training and welfare	962	13,376	14,338
Project activity costs and events	3,513	63,465	66,978
Other office costs	124	1,443	1,567
Rent and rates	–	9,561	9,561
Insurance	–	419	419
Post and stationery	989	1,328	2,317
Software and systems	200	18,890	19,090
Small equipment	274	493	767
Support costs	920	14,323	15,243
	<u>10,459</u>	<u>294,427</u>	<u>304,886</u>

	Unrestricted funds £	Restricted funds £	Total funds 2021 £
Wages and salaries	36,462	56,933	93,395
Telephone	1,017	1,130	2,147
Staff training and welfare	88	950	1,038
Project activity costs and events	6,863	33,356	40,219
Other office costs	725	6,340	7,065
Rent and rates	3,862	2,547	6,409
Insurance	97	419	516
Post and stationery	267	308	575
Small equipment	345	3,934	4,279
Support costs	5,159	2,305	7,464
	<u>54,885</u>	<u>108,222</u>	<u>163,107</u>

Analysis of support costs

	2022 £	2021 £
Independent examiners fee	1,350	1,710
Legal and professional	9,952	4,022
Depreciation	3,941	1,732
	<u>15,243</u>	<u>7,464</u>

PHOEBE

Notes to the financial statements *(continued)*

Year ended 31 March 2022

6. Staff costs

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

	2022	2021
	£	£
Wages and salaries	159,978	85,831
Social security	8,934	6,700
Pension	2,531	864
	<u>171,443</u>	<u>93,395</u>

The average head count of employees during the year was 10 (2021: 5).

No employee received employee benefits of more than £60,000 during the year (2021: Nil).

7. Trustee remuneration and expenses

The key management personnel of the charity comprise the trustees and the charity manager. The total amount of employee benefits (including employer pension contributions) received in respect of key management personnel for non trustee related services amounted £43,418 (2021: £36,957). Trustees were reimbursed expenses amounting to £102 (2021: £60) during the year.

8. Tangible fixed assets

	Freehold property £	Office Equipment £	Total £
Cost			
At 1 April 2021	–	16,772	16,772
Additions	241,291	26,759	268,050
At 31 March 2022	<u>241,291</u>	<u>43,531</u>	<u>284,822</u>
Depreciation			
At 1 April 2021	–	9,129	9,129
Charge for the year	402	3,539	3,941
At 31 March 2022	<u>402</u>	<u>12,668</u>	<u>13,070</u>
Carrying amount			
At 31 March 2022	<u>240,889</u>	<u>30,863</u>	<u>271,752</u>
At 31 March 2021	<u>–</u>	<u>7,643</u>	<u>7,643</u>

9. Debtors

	2022	2021
	£	£
Prepayments and accrued income	48,525	34,750
Other debtors	2,893	153
	<u>51,418</u>	<u>34,903</u>

PHOEBE

Notes to the financial statements *(continued)*

Year ended 31 March 2022

10. Creditors: Amounts falling due within one year

	2022	2021
	£	£
Trade creditors	300	–
Accruals and deferred income	2,520	3,420
Social security and other taxes	456	286
Wages payable	1,308	5,939
	<u>4,584</u>	<u>9,645</u>

PHOEBE

Notes to the financial statements *(continued)*

Year ended 31 March 2022

11. Analysis of charitable funds

Year ended 31 March 2022

	1 Apr 2021 £	Income £	Expenditure £	Transfers £	31 Mar 2022 £
Restricted funds					
Domestic violence project	141,259	257,807	(184,424)	–	214,643
Self esteem project	37,718	90,078	(86,230)	–	41,566
ESOL project	3,071	4,000	(3,236)	–	3,835
PHOEBE Zimbabwe	(1,669)	15,220	(20,538)	(6,987)	–
	<u>180,379</u>	<u>367,105</u>	<u>(294,428)</u>	<u>(6,987)</u>	<u>260,044</u>
Unrestricted funds					
General funds	64,394	195,077	(10,459)	6,987	242,025
Total funds	<u>244,773</u>	<u>562,182</u>	<u>(304,886)</u>	<u>–</u>	<u>502,069</u>

Year ended 31 March 2021

	1 Apr 2020 £	Income £	Expenditure £	Transfers £	31 Mar 2021 £
Restricted funds					
Domestic violence project	5,193	195,430	(59,364)	–	141,259
Self esteem project	16,547	42,475	(21,304)	–	37,718
ESOL project	3,198	3,040	(3,167)	–	3,071
PHOEBE Zimbabwe	(10,047)	32,765	(24,387)	–	(1,669)
	<u>14,891</u>	<u>273,710</u>	<u>(108,222)</u>	<u>–</u>	<u>180,379</u>
Unrestricted funds					
General funds	(3,273)	122,552	(54,885)	–	64,394
Total funds	<u>11,618</u>	<u>396,262</u>	<u>(163,107)</u>	<u>–</u>	<u>244,773</u>

Purpose of restricted funds

Domestic violence project - This represents funding towards women of the BAME community fleeing domestic violence.

Self esteem project - This represents funding towards self-esteem workshops to young girls in schools and the local community.

ESOL project - This represents funding towards women who come into this country wishing to adapt and be actively involved in the local community and wider social groups. Those who do not speak

PHOEBE

Notes to the financial statements (continued)

Year ended 31 March 2022

English have limited access to education, work in low paid, physically demanding jobs, and present a high risk of becoming victims of misinformation, exploitation, abuse, and modern slavery.

PHOEBE Zimbabwe - This represents funding towards women and girls facing issues such as domestic violence and mental health, primarily from black and minority ethnic communities in Zimbabwe. Any overspend is made up from general reserves in each accounting year.

12. Analysis of net assets between funds

Year ended 31 March 2022

	Fixed Assets £	Net current assets £	Total £
Restricted funds	136,176	123,868	260,044
Unrestricted funds	135,576	106,449	242,025
	<u>271,752</u>	<u>230,317</u>	<u>502,069</u>

Year ended 31 March 2021

	Fixed Assets £	Net current assets £	Total £
Restricted funds	6,281	174,098	180,379
Unrestricted funds	1,362	63,032	64,394
	<u>7,643</u>	<u>237,130</u>	<u>244,773</u>

13. Analysis of changes in net debt

	At 1 Apr 2021 £	Cash flows £	At 31 Mar 2022 £
Cash at bank and in hand	<u>211,872</u>	<u>(28,389)</u>	<u>183,483</u>

14. Operating lease commitments

The total future minimum lease payments under non-cancellable operating leases are as follows:

	2022 £	2021 £
Not later than 1 year	<u>-</u>	<u>3,000</u>

15. Related parties

During the year the charity incurred costs of £20,538 (2021: £24,387) received income of £15,420 (2021: £32,765) and made net expenditure after payments of £5,118 (2021: net receipts after payments of £8,378) from PHOEBE Zimbabwe, a related party charity which has an independent trustee board but has key management personnel in common with PHOEBE. At the year end there is a deficit of £6,787 (2021: £1,669) in the restricted fund which relates to PHEOBE Zimbabwe.

PHOEBE

England & Wales - Charity number 1135541

Accounts

CHARITY REGISTRATION NUMBER: 1135541

PHOEBE
Unaudited financial statements
31 March 2021

PHOEBE

Financial statements

Year ended 31 March 2021

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PHOEBE

Trustees' annual report

Year ended 31 March 2021

The trustees present their report and the unaudited financial statements of the charity for the year ended 31 March 2021.

The financial statements have been prepared in accordance with the accounting policies set out in notes to the accounts and comply with the charity's governing document, the Charities Act 2011 and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland published in October 2019.

Reference and administrative details

Registered charity name	PHOEBE
Charity registration number	1135541
Principal office	Room 31 19 Tower Street Ipswich Suffolk IP1 3BE

The trustees

The trustees who served during the year and at the date of approval were as follows:

S Layne (Chair)
S Chinenyanga (Treasurer)
S Aezad
M Rodrigues
V Mushati (Resigned 09/07/2021)
J Oyelahan (Appointed 12/04/2021)

Independent examiner	L Thurston FCCA Lovewell Blake LLP Chartered accountants First Floor Suite 2 Hillside Business Park Bury St Edmunds IP32 7EA
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PHOEBE

Trustees' annual report *(continued)*

Year ended 31 March 2021

Objectives and activities

About PHOEBE

PHOEBE, sometimes marketed as P.H.O.E.B.E (Promotion of Health, Opportunity, Equality, Benevolence, and Empowerment) with either term used throughout these accounts, is a registered charity, with established strong roots within the Ipswich community, offering by and for specialist advice, advocacy, support and counselling services to black, Asian, minority ethnic, and migrant women in Suffolk area.

Objectives and activities

The object of the charity is set out in the charity's constitution as the relief of poverty, sickness and distress for women, particularly (but not exclusively) those coming from black and minority ethnic communities in Suffolk.

PHOEBE offers specialist advice, information, casework, advocacy, counselling, freedom programme and ESOL classes for women. PHOEBE helps BME women find safe temporary accommodation when fleeing domestic violence. We signpost women for immigration advice. PHOEBE has weekly children's activities promoting confidence and building self esteem of all girls in Suffolk. PHOEBE works with vulnerable women in Zimbabwe.

Public benefit

In shaping our objectives for the year and planning our activities, the trustees have considered the Charity Commission's guidance on Public Benefit including, The Public Benefit Requirement (PB1), Running a Charity (PB2) and Reporting (PB3).

PHOEBE

Trustees' annual report *(continued)*

Year ended 31 March 2021

Achievements and performance

After analysing our activity, impact, and feedback received in prior periods, we have concluded that women and children from disadvantaged communities have improved their general level of wellbeing and life-quality after accessing PHOEBE services, such as self-esteem workshops, language classes, support groups, counselling, domestic violence support, legal surgery, and general advice.

We have also observed that our service users have reached a greater level of independency, self-development, confidence, and improved mental health as a result of engagement with our services. Moreover, in the past year we helped women access financial support and services, which provided with a higher level of stability and safety.

Self Esteem Workshops

Research conducted nationally has shown that young people are hugely challenged to create their own identity when surrounded by the media that portrays a distorted view on beauty and what is considered "perfect". This can have a detrimental effect on a young girl's self-esteem and may lead to them developing eating disorders such as anorexia nervosa and self-harming. Hence, P.H.O.E.B.E Self-Esteem project continued to promote and assist positive self-esteem as a crucial life skill which, in turn, will enabled the girls to build the foundation for which they can recognise their strengths and fulfil their full potential in all aspects of their lives.

Prior to lockdown, P.H.O.E.B.E.s aim was to deliver these workshops in local schools and organisations. However, COVID-19 prevented us from doing so and we had to adapt the plan to allow for the workshops to be delivered via Zoom. This adaptation meant we have had to adapt our session plans, as working online can be restrictive to the activities we wish to run. Despite this, PHOEBE delivered weekly Self-Esteem workshops to young girls via online platforms to ensure they still had the opportunity to engage, where we aimed to empower girls to increase their confidence in making decisions, choosing non-stereotypical careers, standing up for themselves and others, and improve their mental health and resilience.

Domestic Violence

Domestic abuse affects women from all ethnic backgrounds, however Black, Asian and other migrant women are likely to face additional barriers to seeking/ receiving the help that they need to break free from abuse.

The lockdown demonstrated escalation on frequency and severity of abuse on the domestic abuse cases. During this period, PHOEBE has received more referrals where the risk of serious harm was rated as high than usual. PHOEBE remained committed to providing domestic advocacy services to women from the BAME community in order to support them flee domestic abuse safely.

Most of these women struggled to seek support during difficult times, not only due to the language barrier and lack of knowledge of the services they can access for support, as well the fear of accessing a service and feeling discriminated or oppressed, especially as for some a fear of racism can act as a barrier to accessing services and seeking advice about the domestic violence they experience. During the pandemic, PHOEBE continued working throughout the lockdown, mainly online and via the phone, to ensure that during this period, these women needs were still met.

Welfare

As a result of COVID-19 and its repercussions on the BAME community and the many cases coming through our door of survivors that had to flee their homes and start from nothing during this past year or that were made redundant during the pandemic, we desperately needed to continue to extend the wide range of services we already offered, including the welfare support. We needed to continue offering help with food, gas and electricity top ups to support the women from the BAME community to fight the financial struggles they faced during the pandemic.

PHOEBE

Trustees' annual report *(continued)*

Year ended 31 March 2021

At PHOEBE we believe every woman should not struggle to feed her family and should be able to feed themselves and their children. Despite the challenges, throughout the pandemic, PHOEBE offered support, hope and security to those experiencing food poverty through providing fuel top ups and partnering with FIND food bank to provide 59 vulnerable families with food parcels to survive during this challenging period.

ESOL

Language is a barrier to many women we work with as English isn't their first language and as a result, this can lead to miscommunications in practice. This was particularly hard for women during the lockdown period. They did not have the regular drop in sessions where we offered them support in their language and helped them identify and solve their problems. Therefore, PHOEBE offered ESOL classes to our service users to improve their English, which consequently improved their communication skills, employability rates and independence.

Due to the COVID-19 pandemic, the classes had to be delivered online due to lockdown measures and increased risk to our service users, staff and volunteers.

Within the ESOL classes delivered online we offered service users speaking, reading, writing and grammar lessons. We have covered various subjects within the activities delivered including health, jobs, hobbies, transport, sports to improve their language and communication skills.

Counselling service

As well as providing practical urgent support and advocacy services, PHOEBE offered counselling sessions to service users with the aim to support them to heal, to improve their self-esteem and to have support in regaining wellbeing and life balance. Life was extremely stressful during the lockdown and we offered counselling via the telephone and on zoom. PHOEBE addressed the mental health struggles of women with weekly counselling/ life coaching throughout the lockdown virtually.

You can't break me project

The You Can't Break project was developed with the aim to support young women in probation, in particular those who have previously experienced gender-based violence and abuse. PHOEBE has addressed the barriers that ex-offenders experience when attempting to reintegrate into society, including support with their mental health through counselling, legal advice, and support enhancing their skills. This support was offered via the phone and on zoom, where possible. Women were also offered welfare support where they faced financial hardship.

PHOEBE

Trustees' annual report *(continued)*

Year ended 31 March 2021

Financial review

The charity's financial activities for the year are shown in the statement of financial activities within these financial statements. These show principal sources of funds for the domestic violence, self-esteem and ESOL projects, and for student social worker placements. This funding has enabled the charity to successfully operate the projects and provide the services detailed in the trustees report.

Reserves policy

The charity's reserves policy is to maintain reserves at a level adequate to protect its ongoing work. This policy is reviewed annually. The charity aims to hold sufficient reserves to cover three months' running costs plus statutory redundancy costs.

As at the year end date, the unrestricted reserves amounted to £64,394 (2020: deficit of £3,273) which remains to be carried forward. The charity continues to seek additional funding to ensure that it can maintain and extend its vital work.

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

Plans for future periods

PHOEBE will continue providing domestic violence support, English classes, workshops, counselling, legal advice, and practical support to women, particularly those coming from BAME and migrant communities. We aim for the coming year to increase availability of mental health counselling sessions, and to engage more with the community through outreach work.

Moreover, we will be looking at developing some of our services and making them more available online to account for the new concerns arising due to the COVID-19 pandemic.

PHOEBE

Trustees' annual report *(continued)*

Year ended 31 March 2021

Structure, governance and management

PHOEBE is an unincorporated charity originally established under its constitution on 8 March 2007 as the Zimbabwe Womens' Resource Centre. It became a registered charity (number 1135541) on 15 April 2010 and is governed by its constitution adopted 8 March 2008 and as amended on 2 October 2012 and by its trustees who meet on a regular basis. The current trustees are as stated in the reference and administrative details to these accounts.

Recruitment and appointment of Trustees

The trustees who are also directors of the charitable company are elected at the Annual General Meeting. One third of the directors retire at the Annual General Meeting and are eligible for immediate re-election.

Further trustees may be appointed at any time, at the discretion of the trustees. A new trustee would receive copies of the constitution, the latest annual report and accounts and relevant guidance publications from the Charity Commission.

True and fair override

The financial statements have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair view'. This departure has involved following the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland issued in October 2019 rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

Independent examiner reappointment

A resolution to appoint L Thurston FCCA of Lovewell Blake LLP as independent examiner will be proposed at the next Annual General Meeting.

The trustees' annual report was approved on 16/12/2021 and signed on behalf of the board of trustees by:



S Layne (Chair)
Trustee

PHOEBE

Independent examiner's report to the trustees of PHOEBE

Year ended 31 March 2021

I report to the charity trustees on my examination of the financial statements of the charity for the year ended 31 March 2021 which comprise the statement of financial activities, balance sheet and the related notes.

Responsibilities and basis of report

As the charity's trustees you are responsible for the preparation of the financial statements in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the charity's financial statements carried out under section 145 of the Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

Since the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Association of Chartered Certified Accountants, which is one of the listed bodies.

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the charity as required by section 130 of the Act; or
2. the financial statements do not accord with those records; or
3. the financial statements do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Your attention is drawn to the fact that the Charity has prepared the accounts (financial statements) in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) in preference to the Accounting and Reporting by Charities: Statement of Recommended Practice issued on 1 April 2005 which is referred to in the extant regulations but has since been withdrawn.

I understand that this has been done in order for the accounts to provide a true and fair view in accordance with the Generally Accepted Accounting Practice effective for reporting periods beginning on or after 1 January 2015.

 22/12/21

L Thurston FCCA
Independent Examiner

Lovewell Blake LLP
Chartered accountants
First Floor Suite
2 Hillside Business Park
Bury St Edmunds
IP32 7EA

PHOEBE

Statement of financial activities

Year ended 31 March 2021

		Unrestricted funds £	2021 Restricted funds £	Total funds £	2020 Total funds £
Income and endowments					
Donations and legacies	4	<u>122,552</u>	<u>273,710</u>	<u>396,262</u>	<u>79,875</u>
Total income		<u>122,552</u>	<u>273,710</u>	<u>396,262</u>	<u>79,875</u>
Expenditure					
Charitable activities	5	<u>54,885</u>	<u>108,222</u>	<u>163,107</u>	<u>71,467</u>
Total expenditure		<u>54,885</u>	<u>108,222</u>	<u>163,107</u>	<u>71,467</u>
Net income and net movement in funds		<u>67,667</u>	<u>165,488</u>	<u>233,155</u>	<u>8,408</u>
Reconciliation of funds					
Total funds brought forward		<u>(3,273)</u>	<u>14,891</u>	<u>11,618</u>	<u>3,210</u>
Total funds carried forward		<u>64,394</u>	<u>180,379</u>	<u>244,773</u>	<u>11,618</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 10 to 18 form part of these financial statements.

PHOEBE

Balance sheet

31 March 2021

		2021		2020 (restated)	
	Note	£	£	£	£
Fixed assets					
Tangible fixed assets	8		7,643		2,425
Current assets					
Debtors	9	34,903		–	
Cash at bank and in hand		<u>211,872</u>		<u>14,636</u>	
		246,775		14,636	
Creditors: Amounts falling due within one year	10	<u>(9,645)</u>		<u>(5,443)</u>	
Net current assets			<u>237,130</u>		<u>9,193</u>
Total assets less current liabilities			<u>244,773</u>		<u>11,618</u>
Net assets			<u>244,773</u>		<u>11,618</u>
Funds of the charity					
Restricted funds			180,379		14,891
Unrestricted funds			<u>64,394</u>		<u>(3,273)</u>
Total charity funds	11		<u>244,773</u>		<u>11,618</u>

These financial statements were approved by the board of trustees and authorised for issue on 16/12/2021, and are signed on behalf of the board by:

S Layne (Chair)
Trustee



The notes on pages 10 to 18 form part of these financial statements.

PHOEBE

Notes to the financial statements

Year ended 31 March 2021

1. General information

The charity is a public benefit entity and a registered charity in England and Wales and is unincorporated. The address of the principal office is Room 31, 19 Tower Street, Ipswich, Suffolk, IP1 3BE.

2. Statement of compliance

The charity constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland issued in October 2019, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Charities Act 2011 and UK Generally Accepted Accounting Practice.

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.

In the previous year the charity prepared its accounts using the receipts and payments basis however this year, as the charity's gross income is more than £250,000, the charity has prepared accounts for the current year using the accruals basis accordingly. The results for the previous year, which are the comparatives shown in these accounts, have been restated so that they are presented on the same basis. The impact of the change in basis on reserves amounted to an increase of £1,299 in unrestricted funds and £Nil in restricted funds.

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

Going concern

The accounts have been prepared on the going concern basis and the trustees believe that no material uncertainties exist. The trustees have considered the level of funds held and the expected income and expenditure for the next 12 months from authorising these financial statements. The budgeted income and expenditure is sufficient with the level of reserves for the charity to be able to continue as a going concern. The trustees have taken into account the impact of COVID-19 when assessing going concern.

Fund accounting

Unrestricted funds are available for use at the discretion of the trustees to further any of the charity's purposes.

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

Restricted funds are subjected to restrictions on their expenditure declared by the donor or through the terms of an appeal, and fall into one of two sub-classes: restricted income funds or endowment funds.

PHOEBE

Notes to the financial statements *(continued)*

Year ended 31 March 2021

3. Accounting policies *(continued)*

Income

All incoming is included in the Statement of Financial Activities when the charity is legally entitled to the income and the amount can be quantified with reasonable accuracy. The following specific policies are applied to particular categories of income:

Voluntary income is received in the way of grants, legacies, donations and gifts and is included in full in the statement of financial activities when receivable. Grants, where entitlement is conditional on the delivery of a specific performance by the charity, are recognised when it is considered probable that the income will be received.

Donated services and facilities are included at the value to the charity where this can be quantified. The value of services provided by volunteers has not been included in these accounts.

Investment income where necessary consists of bank interest and is accounted for when receivable.

Expenditure

All expenditure is accounted for on an accruals basis as a liability is incurred. Expenditure includes any VAT that cannot be recovered and is reported as part of the expenditure to which it relates.

Cost of raising funds comprise of the costs associated with attracting voluntary income and the cost of trading for fundraising purposes.

Charitable expenditure comprises of those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Governance costs are included within charitable expenditure. These are costs associated with the constitutional and statutory requirement of the charity and include the accountants fees and costs linked to the strategic management of the charity.

All costs are allocated between the expenditure categories of the Statement of Financial Activities on a basis designed to reflect the use of resources.

Operating leases

Lease payments are recognised as an expense over the lease term on a straight-line basis. The aggregate benefit of lease incentives is recognised as a reduction to expense over the lease term, on a straight-line basis.

Tangible assets

Tangible assets are initially recorded at cost, and subsequently stated at cost less any accumulated depreciation and impairment losses. Any tangible assets carried at revalued amounts are recorded at the fair value at the date of revaluation less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

An increase in the carrying amount of an asset as a result of a revaluation, is recognised in other recognised gains and losses, unless it reverses a charge for impairment that has previously been recognised as expenditure within the statement of financial activities. A decrease in the carrying amount of an asset as a result of revaluation, is recognised in other recognised gains and losses, except to which it offsets any previous revaluation gain, in which case the loss is shown within other recognised gains and losses on the statement of financial activities.

PHOEBE

Notes to the financial statements *(continued)*

Year ended 31 March 2021

3. Accounting policies *(continued)*

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:

Office Equipment - 25% or 33% Straight Line

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.

For the purposes of impairment testing, when it is not possible to estimate the recoverable amount of an individual asset, an estimate is made of the recoverable amount of the cash-generating unit to which the asset belongs. The cash-generating unit is the smallest identifiable group of assets that includes the asset and generates cash inflows that largely independent of the cash inflows from other assets or groups of assets.

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.

Debt instruments are subsequently measured at amortised cost.

4. Donations and legacies

	Unrestricted Funds	Restricted Funds	Total Funds 2021
	£	£	£
Donations			
Donations	3,034	7,605	10,639
Grants			
Grants receivable	119,518	266,105	385,623
	<u>122,552</u>	<u>273,710</u>	<u>396,262</u>

PHOEBE

Notes to the financial statements *(continued)*

Year ended 31 March 2021

4. Donations and legacies *(continued)*

	Unrestricted Funds	Restricted Funds	Total Funds 2020 <i>(restated)</i> £
	£	£	£
Donations			
Donations	651	624	1,275
Grants			
Grants receivable	<u>4,300</u>	<u>74,300</u>	<u>78,600</u>
	<u>4,951</u>	<u>74,924</u>	<u>79,875</u>

PHOEBE

Notes to the financial statements *(continued)*

Year ended 31 March 2021

5. Expenditure on charitable activities

	Unrestricted funds £	Restricted funds £	Total funds 2021 £
Wages and salaries	36,462	56,933	93,395
Telephone	1,017	1,130	2,147
Staff training and welfare	88	950	1,038
Project activity costs and events	6,863	33,356	40,219
Other office costs	725	6,340	7,065
Rent and rates	3,862	2,547	6,409
Insurance	97	419	516
Post and stationery	267	308	575
Small equipment	345	3,934	4,279
Support costs	5,159	2,305	7,464
	<u>54,885</u>	<u>108,222</u>	<u>163,107</u>

	Unrestricted funds £	Restricted funds £	Total funds 2020 £
<i>(restated)</i>			
Wages and salaries	(1,477)	19,828	18,351
Telephone	128	2,770	2,898
Project activity costs and events	1,266	40,669	41,935
Other office costs	1,020	459	1,479
Rent and rates	1,500	1,500	3,000
Insurance	475	—	475
Post and stationery	208	85	293
Small equipment	(1,044)	1,515	471
Support costs	1,125	1,440	2,565
	<u>3,201</u>	<u>68,266</u>	<u>71,467</u>

Analysis of support costs

	2021 £	2020 £
Independent examiners fee	3,600	1,110
Legal and professional	2,132	360
Depreciation	1,732	1,095
	<u>7,464</u>	<u>2,565</u>

PHOEBE

Notes to the financial statements *(continued)*

Year ended 31 March 2021

6. Staff costs

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

	2021	2020
	£	£
Wages and salaries	85,831	18,019
Social security	6,700	–
Pension	864	332
	<u>93,395</u>	<u>18,351</u>

The average head count of employees during the year was 5 (2020: 2).

No employee received employee benefits of more than £60,000 during the year (2020: Nil).

7. Trustee remuneration and expenses

The key management personnel of the charity comprise the trustees and the charity manager. The total amount of employee benefits (including employer pension contributions) received in respect of key management personnel for non trustee related services amounted £36,957 (2020: £12,988). Trustees were reimbursed expenses amounting to £60 (2020: £Nil) during the year.

8. Tangible fixed assets

	Office Equipment £
Cost	
At 1 April 2020 (as restated)	9,822
Additions	<u>6,950</u>
At 31 March 2021	<u>16,772</u>
Depreciation	
At 1 April 2020	7,397
Charge for the year	<u>1,732</u>
At 31 March 2021	<u>9,129</u>
Carrying amount	
At 31 March 2021	<u>7,643</u>
At 31 March 2020	<u>2,425</u>

9. Debtors

	2021	2020 <i>(restated)</i>
	£	£
Prepayments and accrued income	34,750	–
Other debtors	<u>153</u>	<u>–</u>
	<u>34,903</u>	<u>–</u>

PHOEBE

Notes to the financial statements *(continued)*

Year ended 31 March 2021

10. Creditors: Amounts falling due within one year

	2021	2020 <i>(restated)</i>
	£	£
Accruals and deferred income	3,420	1,375
Social security and other taxes	286	1,279
Wages payable	5,939	2,039
Other creditors	—	750
	<u>9,645</u>	<u>5,443</u>

PHOEBE

Notes to the financial statements *(continued)*

Year ended 31 March 2021

11. Analysis of charitable funds

Year ended 31 March 2021

	1 Apr 2020 £	Income £	Expenditure £	Transfers £	31 Mar 2021 £
Restricted funds					
Domestic violence project	5,193	195,430	(59,364)	–	141,259
Self esteem project	16,547	42,475	(21,304)	–	37,718
ESOL project	3,198	3,040	(3,167)	–	3,071
PHOEBE Zimbabwe	(10,047)	32,765	(24,387)	–	(1,669)
	<u>14,891</u>	<u>273,710</u>	<u>(108,222)</u>	<u>–</u>	<u>180,379</u>
Unrestricted funds					
General funds	(3,273)	122,552	(54,885)	–	64,394
Total funds	<u>11,618</u>	<u>396,262</u>	<u>(163,107)</u>	<u>–</u>	<u>244,773</u>

Year ended 31 March 2020

	1 Apr 2019 £	Income £	Expenditure £	Transfers £	31 Mar 2020 £
<i>(restated)</i>					
Restricted funds					
Domestic violence project	2,037	21,449	(18,293)	–	5,193
Self esteem project	2,278	34,187	(19,918)	–	16,547
ESOL project	2,857	1,165	(824)	–	3,198
PHOEBE Zimbabwe	1,061	18,123	(29,231)	–	(10,047)
	<u>8,233</u>	<u>74,924</u>	<u>(68,266)</u>	<u>–</u>	<u>14,891</u>
Unrestricted funds					
General funds	(5,023)	4,951	(3,201)	–	(3,273)
Total funds	<u>3,210</u>	<u>79,875</u>	<u>(71,467)</u>	<u>–</u>	<u>11,618</u>

Purpose of restricted funds

Domestic violence project - This represents funding towards women of the BAME community fleeing domestic violence.

Self esteem project - This represents funding towards self-esteem workshops to young girls in schools and the local community.

ESOL project - This represents funding towards women who come into this country wishing to adapt and be actively involved in the local community and wider social groups. Those who do not speak

PHOEBE

Notes to the financial statements *(continued)*

Year ended 31 March 2021

English have limited access to education, work in low paid, physically demanding jobs, and present a high risk of becoming victims of misinformation, exploitation, abuse, and modern slavery.

PHOEBE Zimbabwe - This represents funding towards women and girls facing issues such as domestic violence and mental health, primarily from black and minority ethnic communities in Zimbabwe.

12. Analysis of net assets between funds

Year ended 31 March 2021

	Fixed Assets £	Net current assets £	Total £
Restricted funds	6,281	174,098	180,379
Unrestricted funds	1,362	63,032	64,394
	<u>7,643</u>	<u>237,130</u>	<u>244,773</u>

Year ended 31 March 2020

	Fixed Assets £	Net current assets £	Total £
Restricted funds	1,775	13,116	14,891
Unrestricted funds	650	(3,923)	(3,273)
	<u>2,425</u>	<u>9,193</u>	<u>11,618</u>

13. Operating lease commitments

The total future minimum lease payments under non-cancellable operating leases are as follows:

	2021 £	2020 <i>(restated)</i> £
Not later than 1 year	<u>3,000</u>	<u>3,000</u>

14. Related parties

During the year the charity incurred costs of £24,387 (2020: £29,231) received income of £32,765 (2020: £18,123) and made net receipts after payments of £8,378 (2020: net payments after receipts £11,108) from PHOEBE Zimbabwe, a related party charity which has an independent trustee board but has key management personnel in common with PHOEBE. At the year end there as a deficit of £1,3669 (2020: £10,047) in the restricted fund which relates to PHEOBE Zimbabwe.