

# RIGHTS OF WOMEN INCORPORATED

England & Wales - Charity number 1147913

## Details

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**Other names** RIGHTS OF WOMEN

**Status** Registered

**Legal form** Charitable company

**Company number** [08002509](#)

**Registered** 2012-07-02

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

## Contact

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**Address** Rights Of Women  
52-54 Featherstone Street  
London  
EC1Y 8RT

**Phone** 02072516575

**Email** [info@row.org.uk](mailto:info@row.org.uk)

**Website** [www.rightsofwomen.org.uk](http://www.rightsofwomen.org.uk)

## Activities

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**Objects:** THE CHARITY'S OBJECTS ("OBJECTS") ARE SPECIFICALLY RESTRICTED TO THE FOLLOWING:TO PROMOTE GENDER EQUALITY AND DIVERSITY FOR THE PUBLIC BENEFIT, IN PARTICULAR BUT NOT EXCLUSIVELY, BY:A.THE ELIMINATION OF DISCRIMINATION AGAINST WOMEN ON THE GROUNDS OF GENDER:B.EDUCATING WOMEN ABOUT THEIR LEGAL RIGHTS;C.CONDUCTING OR COMMISSIONING RESEARCH ON GENDER EQUALITY AND DIVERSITY ISSUES AND PUBLISHING THE RESULTS TO THE PUBLIC;D.RAISING AWARENESS OF AND CULTIVATING A SENTIMENT IN FAVOUR OF EQUALITY OF WOMEN AND DIVERSITY;E.CAMPAIGNING IN RELATION TO GENDER EQUALITY AND DIVERSITY ISSUES AND IN FURTHERANCE OF THE ELIMINATION OF DISCRIMINATION AGAINST WOMEN ON THE GROUNDS OF GENDER;F.CONDUCTING POLICY WORK IN RELATION TO GENDER EQUALITY AND DIVERSITY ISSUES

**Activities:** Rights of Women aims to promote the legal rights of women throughout England and Wales. Via legal advice telephone helplines, publications and training courses, we aim to increase women's understanding of their legal rights and improve their access to justice so they can live free from violence, oppression and discrimination and are able to make their own safe choices about the lives they lead.

## Classification

- **How:** Provides Services, Provides Advocacy/advice/information, Sponsors Or Undertakes Research
- **What:** The Prevention Or Relief Of Poverty, Human Rights/religious Or Racial Harmony/equality Or Diversity
- **Who:** Other Defined Groups

## Geography

- Throughout England And Wales

## Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£1,115,716	£996,538	£710,965	21
2024-03-31	£956,779	£926,305	£591,787	21
2023-03-31	£872,537	£931,709	£561,313	21
2022-03-31	£841,047	£802,475	£620,485	17
2021-03-31	£881,819	£694,882	£581,913	13

## Trustees

Name	Role	Appointed
ANNIE HEDGE		2012-04-20
Aramide Ogunlana		2022-02-09
Elisha Augustin		2019-09-11
FIONA JANE TURNBULL		2024-03-20
Jayne Butler		2025-11-06
Kat Hacker		2020-09-10
Katherine Minett		2019-09-11
Kristina Glenn		2019-09-11
Laura Elizabeth Bennett		2021-10-06
Olivia Dehnavi		2021-10-06

**RIGHTS OF WOMEN INCORPORATED**

England & Wales - Charity number 1147913

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# Accounts

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COMPANY REGISTRATION NUMBER: 08002509  
CHARITY REGISTRATION NUMBER: 1147913

**Rights of Women Incorporated Limited**  
**Company Limited by Guarantee**  
**Financial Statements**  
**31 March 2025**

**WALTER HUNTER & CO LIMITED**  
Chartered accountants & statutory auditor  
24 Bridge Street  
Newport  
South Wales  
NP20 4SF

# **Rights of Women Incorporated Limited**

## **Company Limited by Guarantee**

### **Financial Statements**

**Year ended 31 March 2025**

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# Rights of Women Incorporated Limited

## Company Limited by Guarantee

### Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2025

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

#### Reference and administrative details

**Registered charity name** Rights of Women Incorporated Limited

**Charity registration number** 1147913

**Company registration number** 08002509

**Principal office and registered office** 52-54 Featherstone Street  
London  
EC1Y 8RT

#### The trustees

Annie Hedge - Chair  
Aramide Ogunlana - Treasurer  
Elisha Augustin  
Laura Bennett  
Olivia Dehnavi  
Kristina Glenn  
Kat Hacker  
Katherine Minett  
Victoria Poku-Amanfo (Resigned 11 September 2024)  
Hannah Phillips  
Fiona Turnbull

**Director (Staff team)** Estelle du Boulay

**Auditor** Walter Hunter & Co Limited  
Chartered accountants & statutory auditor  
24 Bridge Street  
Newport  
South Wales  
NP20 4SF

**Bankers** Unity Trust Bank plc  
Four Brindley Place  
Birmingham  
B1 2JB

Lloyds Bank  
31/33 Holloway Road  
London  
N7 8JP

Triodos Bank  
Deanery Road  
Bristol  
BS1 5AS

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# Rights of Women Incorporated Limited

## Company Limited by Guarantee

### Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2025

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#### 1 Chair's report

This year marks a major milestone in the history of Rights of Women as we celebrate our 50th anniversary. Since 1975, our organisation has been at the forefront of advancing women's legal rights and tackling the injustices women face within the law. From our early campaigns for criminalisation of rape in marriage and lesbian mothers' rights, to today's advocacy for survivors' rights in digital immigration systems and family courts, our consistent vision has been to achieve equality, justice and safety in the law for all women.

This year has been one of both transformation and impact for Rights of Women. Against a backdrop of economic uncertainty, a shifting political landscape, and increasing demand for specialist legal support, we have continued to provide free, confidential, essential, high-quality legal advice, information and advocacy for women navigating violence and abuse.

We are proud that over 3,100 women accessed our free legal advice services this year - services which are a lifeline for those facing the justice system without support. Our legal advice lines, training programmes, and publications are informed by the lived experience of survivors and guided by our expert women staff and volunteer lawyers.

Our campaigning and influencing work has secured major wins, including the 2024 Employment Rights Bill providing greater protections against workplace sexual harassment, progress toward independent legal advice for survivors of sexual violence and a commitment to review cohabitation laws. We have also successfully challenged harmful digitisation processes affecting migrant survivors of abuse.

Our 50th year has also been a time of reflection and renewal. We have strengthened internal staff wellbeing and professional development structures, expanded our lived experience panel, and invested in new communications partnerships to amplify women's voices. In an increasingly complex legal and political landscape, our mission feels more urgent than ever.

We would like to thank all our staff, trustees and volunteers for the time and commitment they have given over the past year to helping women through the law. To everyone who has stood with Rights of Women across the decades or joined us more recently: thank you for helping build a future where the law serves all women equally.

Dr Annie Hedge

#### 1.1 About Rights of Women (ROW)

Rights of Women (established 1975) is a women's legal rights organisation which specialises in supporting women who are experiencing - or at risk of experiencing - all forms of Violence Against Women and Girls (VAWG), including domestic abuse and sexual violence.

Our purpose is to increase women's understanding of their legal rights and improve their access to justice so that they can live free from abuse and oppression and can make informed choices about their safety. We increase their skills to overcome problems so they can navigate the law and legal processes with confidence.

Our core provision is free specialist confidential legal advice given directly to women throughout England and Wales via telephone advice lines covering family, immigration and asylum, employment law (sexual harassment at work) and criminal law.

# Rights of Women Incorporated Limited

## Company Limited by Guarantee

### Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2025

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#### 1.2 Vision and Mission

In accordance with the objectives of Rights of Women, the vision and mission are as follows:

##### **Vision**

Equality, justice and safety in the law for all women

##### **Mission**

Rights of Women advises, educates and empowers women by:-

- Providing women with free, confidential legal advice by specialist women solicitors and barristers
- Enabling women to understand and benefit from their legal rights through accessible and timely publications and training
- Campaigning to ensure that women's voices are heard and law and policy meets all women's needs

#### 1.3 Strategic Priorities

Our strategic priorities are set out in our Strategic Plan 2023-25:

Priority 1: Sustainability - Preserve Rights of Women's unique services

Priority 2: Advice - Provide legal advice services to meet women's changing needs

Priority 3: Policy - Change laws, legal procedures and systems to benefit women

#### 1.4 Theory of change

A theory of change underpins the priorities within our Strategic Plan.

We have identified the following changes as priorities for our organisation to work towards:

- Law and policy better reflect women's needs relative to our VAWG focus and legal specialisms
- More women than ever are able to access our expert legal advice
- Women who need our advice services know we exist
- Women (or their supporters) can access legal advice and support with the law through a range of channels or models
- The end of VAWG is brought nearer by ensuring that women know their legal rights before they experience VAWG
- Women have access to legal advice on a range of issues that affect them adversely and diminish their equality and safety
- Providers who are committed to justice and safety for women see the value and relevance of our work

# Rights of Women Incorporated Limited

## Company Limited by Guarantee

### Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2025

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## 2 Structure, governance and management

### 2.1 Objectives and activities

The Memorandum and Articles of Association of Rights of Women state the objects of the organisation to be restricted to:-

- (a) the elimination of discrimination on the grounds of gender;
- (b) advancing the education of women and raising awareness of equality and diversity;
- (c) commissioning and conducting research on gender equality and diversity issues and publishing the results to the public;
- (d) cultivating a sentiment in favour of equality of women and diversity;
- (e) campaigning in relation to gender equality and diversity issues and in furtherance of the elimination of discrimination on the grounds of gender;
- (f) conducting policy work in relation to gender equality and diversity issues.

### 2.2 Public benefit

We have referred to the advice contained in the Charity Commission's general guidance on public benefit when reviewing our aims and objectives and in planning our future activities.

Our objects (set out above) are carried out for the public benefit as follows:-

- Our services are restricted for the benefit of women and are available to all women in England and Wales.
  - Women experience many barriers to accessing the law and their legal rights. Existing or proposed new law and legal policy often discriminates against or disadvantages women as a whole or as members of a particular group. In our approach, we recognise the additional barriers posed by the intersection of gender-based abuse, racism, structural inequality and other forms of discrimination and oppression that impact on women's vulnerability, exclusion and marginalisation. For example, we recognise and seek to make a contribution through our work towards ending discrimination within the law towards Black and minoritised women; migrant women including refugees and asylum-seeking women; disabled women; women with low socio economic status; lesbian and bisexual women; trans women; women with no recourse to public funds.
  - Through all our services and activities we aim to ensure that all women have equal access to the law, their legal rights and justice. In this way we aim to ensure that women enjoy a more equal role in society.
  - Through our advice lines and publications women benefit from increased knowledge and understanding and increased confidence in using the law enabling them to overcome the disadvantages they experience. In particular our services focus on supporting women affected by violence - recognised by the UN as one of the most significant discriminations faced by women.
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# Rights of Women Incorporated Limited

## Company Limited by Guarantee

### Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2025

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- Through our training for professionals who support women we aim to increase awareness and understanding of the law as it relates to women, enabling these professionals to better support women.
- Through our policy work we aim to ensure that the law and legal policy meets the needs of women and does not disadvantage them. We undertake research to demonstrate the impact of law and legal policy developments on women in order to raise awareness and lobby for changes which will ensure greater equality for women. Our research and policy documents are disseminated to local and national Government, policy makers, statutory and voluntary sector organisations. We regularly meet with law and policy makers to discuss the impact on women and campaign for developments which ensure greater equality for women.
- Through our communications work we aim to advance the education of women, raise awareness and public support of our policy and campaigning work, and shift public attitudes to promote equality and diversity.

#### 2.3 Structure

Rights of Women is a company limited by guarantee, Rights of Women Incorporated Limited (number 08002509) and a registered charity (number 1147913) with the Charity Commission.

#### 2.4 Governance

The Board of Trustees met four times during the year on a hybrid basis. The Chair continues a process of Board development for new and established Trustees.

The day-to-day management of the organisation continues to be delegated to the Director, Estelle du Boulay, who was assisted during this period in the delivery of the organisation's services by our Senior Leadership team comprised of Mary McGloin (Operations Manager) and Senior Legal Officers (SLOs) Jasbindar Bhattoa, Hannah Couchman, Olive Craig, Mandip Ghai, Nicole Masri and Deeba Syed.

Throughout the year, the Board engaged an external financial consultant to provide management accounting. After year end, this arrangement was replaced by the appointment of a part-time in-house Management Accountant, offering dedicated support to meet the needs of the organisation's growth.

The Finance Subgroup met virtually 4 times throughout the year, chaired by the Treasurer.

Our direct services for women continue to be supported by our team of 50 active volunteer women barristers and solicitors. The Board of Trustees would like to acknowledge the very significant commitment and energy of the Rights of Women staff team and volunteers in the delivery of our vital services for women.

#### Away Day

On 18th October 2024 the Board of Trustees and staff team attended an away day. The sessions for the day focused on:

1. A strategic review of our advice services
  2. A strategic review of our legal education services
  3. Considering how we can strengthen our internal communications and meetings structure
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# **Rights of Women Incorporated Limited**

## **Company Limited by Guarantee**

### **Trustees' Annual Report (Incorporating the Director's Report) *(continued)***

**Year ended 31 March 2025**

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#### **2.5 Risk Management**

The charity trustees have given consideration to the major risks to which the charity is exposed and satisfied themselves that systems or procedures are established in order to manage those risks. The charity has established and maintains a detailed risk register including, but not limited to: governance, operations, finances, compliance with law and the external financial and political climate. This is reviewed at every Board meeting by the trustees. In addition to this, the charity maintains and regularly reviews a wide range of organisational policies and procedures that address mitigating risk.

#### **Strategic report**

The following sections for achievements and performance and financial review form the strategic report of the charity.

# Rights of Women Incorporated Limited

## Company Limited by Guarantee

### Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2025

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#### **3 Achievements and performance**

##### **3.1 Strategic Priority 1: Sustainability - Preserve ROW's unique services**

###### **Income Diversification**

We raised funds from an increasingly diverse range of sources outside our primary grant funding income stream. This included the third annual legal fundraising dinner, a crowdfunding campaign linked to the Cohabitation Rights influencing campaign, and a matched fund campaign through the Big Give.

We also engaged in email-based fundraising appeals and continued work growing the number of regular and individual donors to the organisation.

###### **Partnerships**

During the financial year, we partnered with three law firms to work jointly on pro-bono activities and fundraising - Slaughter & May, Clifford Chance and Sharpe Pritchard. These partnerships have significantly strengthened our capacity to support women in need and reflect the commitment within the legal sector to social justice.

###### **Staff & Volunteer Update**

We are indebted to the women who volunteer their time and expertise to support our work. During the year, ROW had 61 volunteers, the majority of whom are working solicitors or barristers. They provided free legal advice to women on our advice lines who would otherwise be unable to access any advice from a lawyer.

This year we welcomed over 23 new volunteers and provided six induction days to support their onboarding. Our volunteers also contribute beyond providing advice - 11 supported us at our annual legal dinner and several joined us on our annual legal walk.

At our 2024 away day, staff agreed to improve internal communication and information flow across meetings. Monthly all-staff meetings now include regular items on welfare and thematic learning, helping to build cross-team connection.

Welfare topics have included increasing everyday activity and movement when working from home, best practice approaches to lone working, and a buddy system to support hybrid working. Learning sessions have covered CPR, pensions, and trauma-informed practice on which we are commissioning specialist staff training and developing a self-assessment wellbeing tool.

A new CPD and Training Policy launched this year gives all staff access to financial and other support for professional development. Existing staff support mechanisms continue to evolve, with work underway to formalise a wellbeing framework. EDI and anti-racism work update

We continued to strengthen our commitment to equity, diversity and inclusion (EDI) and anti-racism. We built on the work carried out at the 2023 EDI-focused Away Day to further embed this work across all areas of the organisation. We remain committed to ensuring that our services, workplace culture, and policy advocacy are inclusive, anti-racist, and shaped by the diverse, intersectional experiences of the women we serve. Throughout the year, a staff and Board-led EDI working group has been monitoring implementation of a 5-year plan to increase equity, diversity and inclusion goal within all aspects of our work.

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# Rights of Women Incorporated Limited

## Company Limited by Guarantee

### Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2025

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#### 3.2 Strategic Priority 2: Advice - Provide legal advice services to meet women's changing needs

##### Advice Services

We continued to provide free legal advice to women who have experienced or are at risk of experiencing VAWG. In the past year our legal advice services have supported a total of 3,162 callers.

	Family Law Advice Services	Criminal Law Advice Services	Employment Law Advice Services	Immigration & Asylum Law Advice Services	Professionals Advice Line
Number of callers advised	1,888	437	297	485	55

##### FLAWS (Finding Legal Options for Women Survivors)

FLAWS is a partnership with RCJ Advice, that utilises transformative digital tools to improve access to legal advice and guidance for survivors of domestic abuse and the professionals who support them across England and Wales enabling safer pathways and best practice delivery.

As part of our delivery, we run the online FLOWS Forum, which is an unrepliated online community for legal professionals and frontline domestic abuse service professionals to share expertise and seek advice on family and criminal law issues. The forum provides expert guidance and updates on the law through posts and free training sessions from Rights of Women; responses to specific queries from professionals on supporting women survivors and peer-to-peer engagement. Our delivery also incorporates a criminal law advice service for women survivors including FLOWS Answers, an online tool that provides answers in writing to women.

As a result of FLOWS successful growth strategy, membership of the forum for professionals grew by 21% from 1639 to 1977 during Apr 24 - Mar 25. We also hosted 9 events on relevant law and policy to support members in their work. A survey of members showed that 98% of respondents found FLOWS Forum posts to be useful in their work.

##### Publications

In 2024-25 95,863 legal guides, handbooks, reports, briefings, consultation responses and publications were downloaded from our website.

Examples of publications included three new immigration law guides relating to domestic abuse immigration policies, which together form a comprehensive library of materials for migrant victims of domestic abuse.

##### Training

Through our training we provide professionals with a practical understanding of the legal rights and remedies available to the women they work with. This, in turn, helps ensure that more women have access to the knowledge and information they need.

In total this year we delivered training and events to over 1,400 professionals throughout England and Wales.

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# Rights of Women Incorporated Limited

## Company Limited by Guarantee

### Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2025

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Training covered topics including:

- Migrant Victims of Domestic Abuse Concession (MVDAC)
- The rules on mediation in family cases for survivors of domestic abuse
- Domestic Abuse Act 2021 - Injunctions and powers for dealing with domestic abuse
- Preventative Culture for Sexual Harassment - The Worker Protection Act 2023 compliance
- Sexual Harassment Law for Employers: Handling Disclosures and Conducting Trauma-Informed Investigations

#### **Voices of Women panel**

To increase access to our work and ensure it meets the evolving needs of diverse women, we work with a group of women with lived experience of the issues we focus on to advise and inform our activities - called the Voices of Women (VOW) panel.

This year we convened a small working group of staff to produce a workplan and progress our activity with the VOW panel.

We also expanded membership of the panel to include more women with lived experience of the immigration system, and we are looking forward to working with our new panel members across the different areas of our work.

### **3.3 Strategic Priority 3: Policy - Change laws, legal procedures and systems to benefit women**

#### **Strategic Communications**

##### *Public legal understanding and education*

At the end of the year our combined social media audience exceeded 69,000 across Facebook, Bluesky, Instagram, LinkedIn, and X. We regularly publish legal and policy information to increase women's understanding of the law and VAWG.

Our newsletter now reaches over 5,700 subscribers, providing key information on our campaigns, services, legal resources, and impact.

#### **Developing our relationships with the media**

As part of our strategic communications work, we have been developing and solidifying new and existing relationships with key journalists and publications and taking proactive approaches to increasing women's understanding of VAWG and the justice system.

A new partnership was established with Fresh Communications to assist us in dissemination of key information and messaging to the public through the media which will be implemented from 2025/26.

We engaged with media outlets including the BBC, ITV, The Bureau of Investigative Journalism, Marie Claire, Glamour UK, Smiley News, Tortoise Media, and The Independent to provide direct quotes and interviews, as well as research input to ensure VAWG and the law are accurately reported on.

# Rights of Women Incorporated Limited

## Company Limited by Guarantee

### Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2025

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#### Policy influencing and campaigning

##### Family Law

###### *Domestic Abuse Injunctions*

We contributed to the development of the new Domestic Abuse Protection Orders (DAPOs) by participating in the official Sector Reference Group, where we raised concerns about gaps in existing protective measures and emphasised the need to prioritise survivors' voices.

We also supported the sector's readiness for the upcoming pilot schemes by sharing information with frontline organisations and responded to consultations on the draft statutory guidance and proposed Family Procedure Rules for DAPOs.

###### *Family Court Reform*

Our family court policy work focuses on improving how survivors and children are treated in child arrangements cases, particularly in relation to domestic abuse.

This year, we advanced this work on a three-year local pilot focused on building best practice domestic abuse responses in one family justice area. We look forward to sharing learnings and outputs in due course.

We also wrote to the new Secretary of State for Justice regarding the need for family court reform and met with ministers and parliamentarians to raise our concerns. We drafted potential amendments to legislation which we hope to take further in the future.

We supported survivors and the professionals that support them through strategic litigation, for example supporting a refuge to challenge an order to facilitate contact between a child and the other parent, which was against their safeguarding policy. We continued to support a very small number of clients through our project on parental alienation through its winding down phase and worked on a final report.

We also continued to contribute to the President of the Family Division's Transparency Implementation Group.

###### *Rights of Cohabiting Partners*

Our work helped secure a commitment to reform cohabitation law reform for cohabiting couples in last year's Labour Manifesto. This year, we engaged with civil servants on the commitment with a government consultation expected later in 2025.

We also participated in a workshop with leading academics and lawyers, highlighting the need for any reform to protect and centre the needs of survivors.

In collaboration with Surviving Economic Abuse we explored how work on these issues can be carried out with experts by experience and the VAWG sector. We have also examined how cohabitation laws operate internationally and how reform could better reflect the needs and realities of survivors in England and Wales. This work will continue next year.

# Rights of Women Incorporated Limited

## Company Limited by Guarantee

### Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2025

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#### **Criminal Law**

##### ***Independent legal advice ("ILA") for survivors***

This year, we continued to call for independent legal advice for survivors of sexual violence - a campaign that has been well received by the new Government and resulted in tangible steps towards the introduction of ILA. Working together with sister VAWG organisations, we secured a high-level meeting with the Ministry of Justice to discuss models of delivery. This year also saw a pilot scheme introduced, due to be evaluated later this year.

##### ***Bad character campaign***

This year saw the initial stages of our joint campaign with sister VAWG organisations around past disclosures of sexual violence and how these can be used against survivors of sexual violence in court. We worked together on a briefing with case studies and contributed our proposals to the Law Commission.

##### ***Keep Counselling Confidential***

This year we completed the final stages of our Keep Counselling Confidential campaign. We were successful in our work to change the law around requests for survivors' counselling notes.

#### **Employment Law**

##### ***Improved Legal Protections***

In 2023-24, we celebrated the successful passage of the Worker Protection Act 2024, following four years of campaigning with the #ThisIsNotWorking alliance. While the new duty on employers to prevent workplace sexual harassment marks a major win, the removal of protections against third-party harassment remains a key priority which we continue to support through the passage of the Employment Rights Bill, announced in October 2024.

We provided our response to the Equality and Human Rights Commission's (EHRC) consultation on the technical guidance on sexual harassment at work following the passage of the Worker Protection Act 2024.

#### **Immigration & Asylum Law**

##### ***Digital immigration status***

This year saw the roll-out of digital immigration status, or 'eVisas'. We collaboratively raised concerns about the impact on vulnerable migrants, including survivors of VAWG, during our engagement with government as a member of the Home Office's User Experience Advisory Group.

This led to improvements including government investing in a community support initiative to provide free assistance to vulnerable groups. The Home Office further responded to our concerns relating to the unique challenges facing long-term migrants without modern immigration documents, by introducing significant changes reducing the barriers this vulnerable cohort faces in transitioning to digital status.

As the only women's organisation on the Home Office's User Experience Advisory Group, we have led on advocating for changes to digital status to better meet the needs of survivors while also holding government to account where technical errors have arisen.

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# Rights of Women Incorporated Limited

## Company Limited by Guarantee

### Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2025

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#### ***Challenging harmful immigration barriers for survivors***

We raised concerns through multiple stakeholder forums about rising refusals, delays and increased evidence requests in Domestic Abuse settlement applications. We also challenged the Home Office's approach to counter allegations made by perpetrators, co-authoring a briefing with Project Resist which was endorsed by multiple VAWG organisations and submitted to the Home Office.

To support frontline practitioners, we developed guidance for lawyers on how to respond to counter-allegations in immigration applications.

We continued to advocate for expanded eligibility under domestic abuse immigration policies, including access to public funds and leave to remain for all survivors. In October 2024, we participated in a Ministerial roundtable and have since held follow-up discussions with the Home Office.

#### ***EU Settlement Scheme (EUSS)***

We continued to address barriers for survivors under the EUSS, including supporting strategic litigation brought for survivors with pre-settled status, engaging through the Home Office's EUSS Safeguarding User Group and jointly through an EUSS Civil Society Alliance. We challenged the Home Office's new policy of cancelling EUSS status following relationship breakdowns.

Despite Home Office confirmation of automatic 2-year status extensions for Pre-Settled Status holders, we learned that curtailment action was being taken in some cases where non-EU nationals had separated from EU national partners. We raised our concerns jointly with ILPA, the EUSS Civil Society Alliance, and other stakeholders, calling for a coordinated NGO and ILPA approach to prevent further harm.

#### ***Immigration Advice Authority fee consultation***

We responded to Immigration Advice Authority proposals to introduce included both organisational and adviser-level fees for not-for-profit organisations registered with them. We raised serious concerns about the impact on NFP's ability to continue providing free immigration services, particularly during a cost-of-living crisis and ongoing challenges in accessing early legal advice and legal aid. Our joint VAWG sector response highlighted the significant risk this policy poses to vulnerable migrants and the organisations that support them and the importance of the issue to the sector.

#### **Organisational Policy Priorities**

##### ***Access to Legal Aid***

We submitted a letter to the Lord Chancellor recommending reforms across immigration, family and employment law legal aid. These included how to address barriers to legal aid for survivors, and highlighted delays to means test reform, the inaccessibility of the exceptional case funding scheme and the importance of access to early legal advice. Our legal teams jointly submitted evidence to the Review of Civil Legal Aid, following which the Government agreed to raise legal aid fees in immigration and housing. We also hosted a FLOWS Forum event to discuss challenges faced by frontline domestic abuse services in evidencing domestic abuse for legal aid.

##### ***Key advisory and expert stakeholder groups***

This year we sat on a range of key groups including the EU Delegation's Monitoring Network, Home Office EU Settlement Scheme Safeguarding User Group, Home Office User Experience Advisory Group (Future Border & Immigration System), Welsh Government's VAWDASV

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# Rights of Women Incorporated Limited

## Company Limited by Guarantee

### Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2025

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Workplace Harassment workstream, and the NHS England sexual misconduct and domestic abuse group.

#### **Partnerships**

##### ***Family and Criminal Law***

We worked in close partnership with key organisations across the VAWG sector, including Rape Crisis England & Wales, Imkaan, the End Violence Against Women Coalition and the Centre for Women's Justice, collaborating on joint policy work and campaigning to strengthen legal protections and improve justice outcomes for women. We also co-chair the Family Courts and VAWG Working Group with Women's Aid. The group discusses emerging issues in the family courts in the context of VAWG, shares updates from across the sector and explores opportunities for collaborative action.

##### ***Sexual Harassment in the workplace***

We partnered with the #ThisIsNotWorking alliance (comprising women's organisations and the trade union movement) and supported the #CantBuyMySilence campaign, working collectively to advance protections against workplace sexual harassment and the misuse of NDAs.

##### ***Migrant rights sector***

We continue to work in close collaboration with organisations at the forefront of advocacy on issues relating to migrant rights. We liaise closely with the Immigration Law Practitioners' Association informing and supporting their advocacy and working alongside each other in collaboration on a wide variety of issues relating to migration and access to justice. We joined a new 'No Recourse to Public Funds' partnership, a collective impact initiative founded by Migration Exchange, Citizens UK and Praxis to help build a movement for change addressing the harms caused by excluding migrants from public funds like benefits and social housing. We also worked closely with the 3million charity to amplify our recommendations to address the gaps in protection for victims of domestic abuse under the EU Settlement Scheme.

# Rights of Women Incorporated Limited

## Company Limited by Guarantee

### Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2025

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#### 4 Financial review

In this period Rights of Women has had two major sources of income:

**Grants and donations** from a broad range of sources including major grant givers such as AB Charitable Trust, Access to Justice Foundation, Esmee Fairbairn Foundation, Henry Smith Charity, Firebird Foundation, Indigo Trust, Justice Together Initiative, Legal Education Foundation, Sam and Bella Sebba Foundation and Trust for London. Our FLOWS partnership with RCJ Advice has been funded by the Ministry of Justice. As part of the London Violence Against Women and Girls Consortium we have received funding for the Ascent project from London Councils and the Mayor's Office for Policing and Crime (MOPAC). We also received public donations and smaller grants from partners such as Garden Court Chambers, Mishcon de Reya LLP and Sharpe Pritchard LLP.

**Income generating activities** included training courses, both bespoke for individual organisations and more general.

**Fundraising activities** included holding our third annual fundraising dinner for members of the legal community. Income generating activities included delivering bespoke training courses, conducting digital fundraising campaigns, a matched funding campaign through the Big Give, as well as an ongoing crowdfunding campaign raising funds to support our work seeking additional legal protection for cohabiting women.

#### Fundraising Practice

Fundraising was conducted entirely in-house by the Director and the Fundraising Development Manager. All fundraising is carried out in accordance with the Fundraising Regulator guidelines, as well as Rights of Women's Ethical Fundraising Policy.

#### Reserves

ROW's Reserves Policy aims to maintain a sufficient level of reserves to ensure robust organisational management in relation to sustainability, risk and growth. The policy is updated annually.

ROW has successfully ensured that it has maintained sufficient funds in this financial year.

The Board ringfences designated funds to meet contractual obligations in respect of redundancy and winding up costs in the event of loss of funding. The amount is recalculated regularly and forms part of the annual update of the Reserves Policy.

Designated fund reserves at the end of this period were £318,217.

ROW also maintains a general reserves fund to enable normal operating activities to continue over a period of between 3 and 6 months should a shortfall in income occur and to take account of potential risks and contingencies that may arise from time to time. The general fund reserves at the end of this period were £339,038 that represents just over 3 months running costs.

In order to demonstrate transparency, accountability and sound financial management the ROW Reserves Policy clearly justifies the amount of reserves held each year.

In order to make a judgment on the amount of reserves, the Trustees have considered the risks in respect of expenditure, unrestricted income and where appropriate

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# **Rights of Women Incorporated Limited**

## **Company Limited by Guarantee**

### **Trustees' Annual Report (Incorporating the Director's Report) *(continued)***

**Year ended 31 March 2025**

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#### **Review of the charity's financial position at the year end**

The Board have reviewed the charity's financial position at year end and are satisfied the charity continues to be in good financial health.

#### **Post balance sheet events affecting the charity**

There are no significant post balance sheet events affecting the charity to note.

# Rights of Women Incorporated Limited

## Company Limited by Guarantee

### Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2025

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#### Trustees' responsibilities statement

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

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

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

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the applicable Charities SORP;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

#### Auditor

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

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

The trustees' annual report and the strategic report were approved on 17 September 2025 and signed on behalf of the board of trustees by:

Annie Hedge

Annie Hedge - Chair  
Trustee

# **Rights of Women Incorporated Limited**

## **Company Limited by Guarantee**

### **Independent Auditor's Report to the Members of Rights of Women Incorporated Limited**

**Year ended 31 March 2025**

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#### **Opinion**

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

In our opinion the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 March 2025 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- have been prepared in accordance with the requirements of the Companies Act 2006.

#### **Basis for opinion**

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

#### **Conclusions relating to going concern**

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

# **Rights of Women Incorporated Limited**

## **Company Limited by Guarantee**

### **Independent Auditor's Report to the Members of Rights of Women Incorporated Limited *(continued)***

**Year ended 31 March 2025**

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#### **Other information**

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

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

We have nothing to report in this regard.

#### **Opinions on other matters prescribed by the Companies Act 2006**

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

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

#### **Matters on which we are required to report by exception**

In the light of the knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

#### **Responsibilities of trustees**

As explained more fully in the trustees' responsibilities statement, the trustees (who are also the directors for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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# Rights of Women Incorporated Limited

## Company Limited by Guarantee

### Independent Auditor's Report to the Members of Rights of Women Incorporated Limited *(continued)*

Year ended 31 March 2025

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In preparing the financial statements, the trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charity or to cease operations, or have no realistic alternative but to do so.

#### **Auditor's responsibilities for the audit of the financial statements**

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

- By enquiring with senior management and those charged with governance all area of risk identified were considered and any potential litigation or claim, if any, were noted
- Ensuring by enquiry that there were no issues of non-compliance with laws and regulations relating to tax and compliance
- By obtaining an understanding of the company's policies and procedures on compliance with laws and regulations, and with best accounting practice
- Noting issues discussed with Directors and the Senior Management Team as this relates to risks faced by the company
- Reviewing information received from the company's solicitors, if any and discussing their contents with the Directors
- Reviewing disclosures in the financial statements and testing to supporting documentation to assess compliance with applicable laws and regulations
- Auditing the risk of management overrides of controls including testing journal entries and other adjustments for appropriateness and evaluating the business rationale of significant transactions outside the normal course of business

Through these procedures, we did not become aware of any actual or suspected non-compliance.

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

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
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# Rights of Women Incorporated Limited

## Company Limited by Guarantee

### Independent Auditor's Report to the Members of Rights of Women Incorporated Limited *(continued)*

Year ended 31 March 2025

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- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.
- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the charity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

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

#### Use of our report

This report is made solely to the charity's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charity's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's members as a body, for our audit work, for this report, or for the opinions we have formed.

*J Rhodes*

Jonathan Rhodes BSc BFP FCA (Senior Statutory Auditor)

For and on behalf of  
Walter Hunter & Co Limited  
Chartered accountants & statutory auditor  
24 Bridge Street  
Newport  
South Wales  
NP20 4SF

17 September 2025

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# Rights of Women Incorporated Limited

## Company Limited by Guarantee

### Statement of Financial Activities (including income and expenditure account)

Year ended 31 March 2025

		2025		2024	
	Note	Unrestricted funds £	Restricted funds £	Total funds £	Total funds £
<b>Income</b>					
Donations and legacies	5	57,508	–	57,508	80,358
Charitable activities	6	118,638	880,810	999,448	845,974
Other trading activities	7	55,418	–	55,418	27,457
Investment income	8	3,342	–	3,342	2,990
<b>Total income</b>		<u>234,906</u>	<u>880,810</u>	<u>1,115,716</u>	<u>956,779</u>
<b>Expenditure</b>					
Expenditure on raising funds:					
Costs of other trading activities	9	25,916	–	25,916	15,995
Expenditure on charitable activities	10,11	80,495	890,127	970,622	910,310
<b>Total expenditure</b>		<u>106,411</u>	<u>890,127</u>	<u>996,538</u>	<u>926,305</u>
<b>Net income and net movement in funds</b>		<u>128,495</u>	<u>(9,317)</u>	<u>119,178</u>	<u>30,474</u>
<b>Reconciliation of funds</b>					
Total funds brought forward		528,760	63,027	591,787	561,313
<b>Total funds carried forward</b>		<u>657,255</u>	<u>53,710</u>	<u>710,965</u>	<u>591,787</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 24 to 41 form part of these financial statements.

# Rights of Women Incorporated Limited

## Company Limited by Guarantee

### Statement of Financial Position

31 March 2025

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	Note	2025 £	2024 £
<b>Fixed assets</b>			
Investments	17	1	1
<b>Current assets</b>			
Debtors	18	89,438	151,121
Cash at bank and in hand		893,026	643,567
		<u>982,464</u>	<u>794,688</u>
<b>Creditors: amounts falling due within one year</b>	19	<u>271,500</u>	<u>202,902</u>
<b>Net current assets</b>		<u>710,964</u>	<u>591,786</u>
<b>Total assets less current liabilities</b>		<u>710,965</u>	<u>591,787</u>
<b>Net assets</b>		<u>710,965</u>	<u>591,787</u>
<b>Funds of the charity</b>			
Restricted funds		53,710	63,027
Unrestricted funds		<u>657,255</u>	<u>528,760</u>
<b>Total charity funds</b>	22	<u>710,965</u>	<u>591,787</u>

These financial statements were approved by the board of trustees and authorised for issue on 17 September 2025, and are signed on behalf of the board by:

Annie Hedge

Aramide Ogunlana

Annie Hedge - Chair  
Trustee

Aramide Ogunlana - Treasurer  
Trustee

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The notes on pages 24 to 41 form part of these financial statements.

# Rights of Women Incorporated Limited

## Company Limited by Guarantee

### Statement of Cash Flows

Year ended 31 March 2025

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	<b>2025</b>	2024
	<b>£</b>	£
<b>Cash flows from operating activities</b>		
Net income	119,178	30,474
<i>Adjustments for:</i>		
Other interest receivable and similar income	(3,342)	(2,990)
Accrued expenses	3,661	18,989
<i>Changes in:</i>		
Trade and other debtors	64,147	(55,912)
Trade and other creditors	62,473	153,230
Cash generated from operations	246,117	143,791
Interest received	3,342	2,990
Net cash from operating activities	<u>249,459</u>	<u>146,781</u>
<b>Net increase in cash and cash equivalents</b>	249,459	146,781
<b>Cash and cash equivalents at beginning of year</b>	643,567	496,786
<b>Cash and cash equivalents at end of year</b>	<u>893,026</u>	<u>643,567</u>

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The notes on pages 24 to 41 form part of these financial statements.

# Rights of Women Incorporated Limited

## Company Limited by Guarantee

### Notes to the Financial Statements

Year ended 31 March 2025

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#### 1. General information

The charity is a public benefit entity and a private company limited by guarantee, registered in England and Wales and a registered charity in England and Wales. The address of the registered office is 52-54 Featherstone Street, London, EC1Y 8RT.

#### 2. Statement of compliance

These financial statements have been prepared in compliance with FRS 102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland', the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP (FRS 102)) and the Companies Act 2006.

#### 3. Accounting policies

##### Basis of preparation

The financial statements have been prepared on the historical cost basis.

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

##### Going concern

A review of the organisation is undertaken annually in line with ISA (UK) 570 to assess the going concern status of the organisation. The assessment is undertaken as part of the budget setting process for the following year in the light of the forecast financial statements for the current year. The assessment considers key forecasts for income generation, expenditure, planned activities, risk register, cashflow, organisational performance, external factors and contingencies required to secure the future business operations of the organisation.

Trustees consider that, having reviewed the management assessment, that Rights of Women Incorporated Limited can be considered a going concern for the foreseeable future and that suitable risk mitigations and contingencies are in place.

##### Judgements and key sources of estimation uncertainty

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported. These estimates and judgements are continually reviewed and are based on experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

##### Income tax

As a registered charity, the charity is exempt from income tax to the extent that its income and gains are applicable to charitable purposes only. Value added tax is not recoverable by the charity and is therefore included in the relevant costs in the Statement of Financial Activities.

# Rights of Women Incorporated Limited

## Company Limited by Guarantee

### Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

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#### 3. Accounting policies *(continued)*

##### **Fund accounting**

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

Designated funds 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.

##### **Incoming resources**

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

- income from donations or grants is recognised when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably.
- legacy income is recognised when receipt is probable and entitlement is established.
- income from donated goods is measured at the fair value of the goods unless this is impractical to measure reliably, in which case the value is derived from the cost to the donor or the estimated resale value. Donated facilities and services are recognised in the accounts when received if the value can be reliably measured. No amounts are included for the contribution of general volunteers.
- income from contracts for the supply of services is recognised with the delivery of the contracted service. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent, in which case it may be regarded as restricted.

# Rights of Women Incorporated Limited

## Company Limited by Guarantee

### Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

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#### 3. Accounting policies *(continued)*

##### Resources expended

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

- expenditure on raising funds includes the costs of all fundraising activities, events, non-charitable trading activities, and the sale of donated goods.
- expenditure on charitable activities includes all costs incurred by a charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities.
- other expenditure includes all expenditure that is neither related to raising funds for the charity nor part of its expenditure on charitable activities.

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

##### Tangible assets

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

##### 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:

Equipment - 25% p.a. straight line

##### Investments

Unlisted equity investments are initially recorded at cost, and subsequently measured at fair value. If fair value cannot be reliably measured, assets are measured at cost less impairment.

##### 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.

# Rights of Women Incorporated Limited

## Company Limited by Guarantee

### Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

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#### 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.

#### Defined contribution plans

Contributions to defined contribution plans are recognised as an expense in the period in which the related service is provided. Prepaid contributions are recognised as an asset to the extent that the prepayment will lead to a reduction in future payments or a cash refund.

#### 4. Limited by guarantee

The charity is incorporated under the Companies Act 2006 and is limited by guarantee, each member having undertaken to contribute such amounts not exceeding one pound as may be required in the event of the company being wound up whilst he or she is still a member or within one year thereafter.

There are 10 members of the company (2024: 11).

#### 5. Donations and legacies

	Unrestricted Funds £	Total Funds 2025 £	Unrestricted Funds £	Total Funds 2024 £
<b>Donations</b>				
City of London Solicitors' Company's Charitable Fund	6,642	6,642	–	–
Crowd Justice: Help Women Escaping Domestic Abuse secure the right to their home	3,884	3,884	–	–
Garden Court Chambers Limited	4,000	4,000	4,000	4,000
Gift Aid	2,363	2,363	1,619	1,619
Impact 100	–	–	35,000	35,000
Just Giving - The Last Leg's Fundraiser	–	–	88	88
London Legal Support Trust	1,018	1,018	1,081	1,081
The Big Give Trust	10,978	10,978	5,480	5,480
Other donations under £2000	28,623	28,623	33,090	33,090
	<u>57,508</u>	<u>57,508</u>	<u>80,358</u>	<u>80,358</u>

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# Rights of Women Incorporated Limited

## Company Limited by Guarantee

### Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

#### 6. Charitable activities

	Unrestricted Funds £	Restricted Funds £	Total Funds 2025 £
AB Charitable Trust	15,000	–	15,000
Access to Justice Foundation (HALS)	–	–	–
Access to Justice Foundation (ILTA)	–	100,000	100,000
Access to Justice Foundation (IOTLS)	–	109,613	109,613
Ascent (London Council's A & C)	–	74,775	74,775
Ascent (London Council's ASSO)	–	38,200	38,200
Ascent Plus	–	28,992	28,992
Crucible Foundation	–	50,000	50,000
Esmee Fairbairn	40,000	–	40,000
Esmee Fairbairn Family Justice	–	50,000	50,000
Esmee Fairbairn Wellbeing	5,000	–	5,000
Firebird Foundation	–	40,000	40,000
GMIAU	–	8,327	8,327
Henry Smith	–	–	–
Henry Smith (Covid 19)	–	40,000	40,000
Home Office (EUSS)	–	33,333	33,333
Indigo Trust	–	–	–
Justice Together Initiative	–	69,367	69,367
Ministry of Justice (FLOWS)	–	133,303	133,303
The Legal Education Foundation	–	15,000	15,000
The Roddick Foundation	–	15,000	15,000
The Sam & Bella Sebba Charitable Foundation	–	45,000	45,000
Treebeard (PA)	–	–	–
Trust for London	–	29,900	29,900
Training income and speakers' fees	58,247	–	58,247
Miscellaneous Income	391	–	391
	<u>118,638</u>	<u>880,810</u>	<u>999,448</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
AB Charitable Trust	–	–	–
Access to Justice Foundation (HALS)	–	37,500	37,500
Access to Justice Foundation (ILTA)	–	8,333	8,333
Access to Justice Foundation (IOTLS)	–	79,387	79,387
Ascent (London Council's A & C)	–	73,309	73,309
Ascent (London Council's ASSO)	–	31,292	31,292
Ascent Plus	–	27,611	27,611
Crucible Foundation	–	–	–
Esmee Fairbairn	40,000	–	40,000
Firebird Foundation	–	60,000	60,000
GMIAU	–	–	–
Henry Smith	–	60,000	60,000
Henry Smith (Covid 19)	–	40,000	40,000
Home Office (EUSS)	–	61,000	61,000
Indigo Trust	25,000	–	25,000
Justice Together Initiative	–	79,000	79,000

# Rights of Women Incorporated Limited

## Company Limited by Guarantee

### Notes to the Financial Statements *(continued)*

#### Year ended 31 March 2025

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Ministry of Justice (FLOWS)	–	150,863	150,863
The Legal Education Foundation	–	–	–
The Roddick Foundation	–	–	–
The Sam & Bella Sebba Charitable Foundation	–	–	–
Treebeard (PA)	–	35,000	35,000
Trust for London	–	29,900	29,900
Training income and speakers' fees	6,758	–	6,758
Miscellaneous Income	1,021	–	1,021
	<u>72,779</u>	<u>773,195</u>	<u>845,974</u>

#### 7. Other trading activities

	Unrestricted Funds £	<b>Total Funds 2025 £</b>	Unrestricted Funds £	Total Funds 2024 £
Fundraising events	<u>55,418</u>	<u>55,418</u>	<u>27,457</u>	<u>27,457</u>

#### 8. Investment income

	Unrestricted Funds £	<b>Total Funds 2025 £</b>	Unrestricted Funds £	Total Funds 2024 £
Bank interest receivable	<u>3,342</u>	<u>3,342</u>	<u>2,990</u>	<u>2,990</u>

#### 9. Costs of other trading activities

	Unrestricted Funds £	<b>Total Funds 2025 £</b>	Unrestricted Funds £	Total Funds 2024 £
Costs of other trading activities - Staging events	<u>25,916</u>	<u>25,916</u>	<u>15,995</u>	<u>15,995</u>

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# Rights of Women Incorporated Limited

## Company Limited by Guarantee

### Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

#### 10. Expenditure on charitable activities by fund type

	Unrestricted Funds £	Restricted Funds £	Total Funds 2025 £
Core Costs	151	–	151
AB Charitable Trust	15,000	–	15,000
Access to Justice Foundation (HALS)	–	–	–
Access to Justice Foundation (ILTA)	–	100,000	100,000
Access to Justice Foundation (IOTLS)	–	109,613	109,613
Ascent (London Council's A & C)	–	74,775	74,775
Ascent (London Council's ASSO)	–	38,200	38,200
Ascent Plus	–	28,992	28,992
Crucible Foundation	–	50,000	50,000
Esmee Fairbairn	39,031	–	39,031
Esmee Fairbairn Family Justice	–	19,787	19,787
Esmee Fairbairn Wellbeing	3,256	–	3,256
Firebird Foundation	–	40,000	40,000
GMIAU	–	3,815	3,815
Henry Smith	–	30,000	30,000
Henry Smith (Covid 19)	–	40,305	40,305
Home Office (EUSS)	–	33,248	33,248
Indigo Trust	12,484	–	12,484
John Ellerman	–	–	–
Justice Together Initiative	–	72,641	72,641
Ministry of Justice (FLOWS)	–	133,302	133,302
The Legal Education Foundation	–	2,172	2,172
The Roddick Foundation	–	15,000	15,000
The Sam & Bella Sebba Charitable Foundation	–	42,808	42,808
Treebeard (PA)	–	17,501	17,501
Trust for London	–	36,278	36,278
Support costs	10,573	1,690	12,263
	<u>80,495</u>	<u>890,127</u>	<u>970,622</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
Core Costs	63,279	–	63,279
AB Charitable Trust	–	–	–
Access to Justice Foundation (HALS)	–	39,540	39,540
Access to Justice Foundation (ILTA)	–	4,088	4,088
Access to Justice Foundation (IOTLS)	–	79,387	79,387
Ascent (London Council's A & C)	–	73,457	73,457
Ascent (London Council's ASSO)	–	31,339	31,339
Ascent Plus	–	27,613	27,613
Crucible Foundation	–	–	–
Esmee Fairbairn	46,236	–	46,236
Esmee Fairbairn Family Justice	–	–	–
Esmee Fairbairn Wellbeing	–	–	–
Firebird Foundation	–	59,485	59,485
GMIAU	–	–	–
Henry Smith	–	64,754	64,754

# Rights of Women Incorporated Limited

## Company Limited by Guarantee

### Notes to the Financial Statements *(continued)*

#### Year ended 31 March 2025

Henry Smith (Covid 19)	–	36,384	36,384
Home Office (EUSS)	–	61,000	61,000
Indigo Trust	12,516	–	12,516
John Ellerman	–	139	139
Justice Together Initiative	–	82,936	82,936
Ministry of Justice (FLOWS)	–	151,129	151,129
The Legal Education Foundation	–	–	–
The Roddick Foundation	–	–	–
The Sam & Bella Sebba Charitable Foundation	–	–	–
Treebeard (PA)	–	33,533	33,533
Trust for London	–	26,006	26,006
Support costs	15,128	2,361	17,489
	<u>137,159</u>	<u>773,151</u>	<u>910,310</u>

#### 11. Expenditure on charitable activities by activity type

	Activities undertaken directly £	Support costs £	Total funds 2025 £	Total fund 2024 £
Core Costs	151	10,539	10,690	71,372
AB Charitable Trust	15,000	–	15,000	–
Access to Justice Foundation (HALS)	–	–	–	39,540
Access to Justice Foundation (ILTA)	100,000	–	100,000	4,088
Access to Justice Foundation (IOTLS)	109,613	–	109,613	79,387
Ascent (London Council's A & C)	74,775	–	74,775	73,457
Ascent (London Council's ASSO)	38,200	–	38,200	31,339
Ascent Plus	28,992	–	28,992	27,613
Crucible Foundation	50,000	–	50,000	–
Esmee Fairbairn	39,031	34	39,065	53,271
Esmee Fairbairn Family Justice	19,787	–	19,787	–
Esmee Fairbairn Wellbeing	3,256	–	3,256	–
Firebird Foundation	40,000	–	40,000	60,000
GMIAU	3,815	–	3,815	–
Henry Smith	30,000	–	30,000	65,112
Henry Smith (Covid 19)	40,305	–	40,305	36,505
Home Office (EUSS)	33,248	85	33,333	61,000
Indigo Trust	12,484	–	12,484	12,516
John Ellerman	–	–	–	619
Justice Together Initiative	72,641	85	72,726	83,461
Ministry of Justice (FLOWS)	133,302	–	133,302	151,129
The Legal Education Foundation	2,172	1,215	3,387	–
The Roddick Foundation	15,000	–	15,000	–
The Sam & Bella Sebba Charitable Foundation	42,808	305	43,113	–
Treebeard (PA)	17,501	–	17,501	33,895
Trust for London	36,278	–	36,278	26,006
	<u>958,359</u>	<u>12,263</u>	<u>970,622</u>	<u>910,310</u>

# Rights of Women Incorporated Limited

## Company Limited by Guarantee

### Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

#### 12. Analysis of support costs

	Core Costs £	Esmee Fairbairn £	Home Office (EUSS) £	Justice Together Initiative £	The Legal Education Foundation £	The Sam & Bella Sebba Charitable Foundation £	Total 2025 £	Total 2024 £
Board Meeting Costs	–	–	–	–	–	–	–	292
Legal & Professional Fees	4,859	34	85	85	1,215	305	6,583	11,737
Audit	5,680	–	–	–	–	–	5,680	5,460
	<u>10,539</u>	<u>34</u>	<u>85</u>	<u>85</u>	<u>1,215</u>	<u>305</u>	<u>12,263</u>	<u>17,489</u>

# Rights of Women Incorporated Limited

## Company Limited by Guarantee

### Notes to the Financial Statements *(continued)*

#### Year ended 31 March 2025

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#### 13. Net income

Net income is stated after charging/(crediting):

	<b>2025</b>	2024
	£	£
Audit fee	5,680	5,460

#### 14. Staff costs

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

	<b>2025</b>	2024
	£	£
Wages and salaries	699,282	682,425
Social security costs	68,350	63,048
Employer contributions to pension plans	22,574	20,646
	<u>790,206</u>	<u>766,119</u>

The average head count of employees during the year was 21 (2024: 21). The average number of full-time equivalent employees during the year is analysed as follows:

	<b>2025</b>	2024
	No.	No.
Number of staff involved in charitable activities	12	12
Number of administrative staff	3	3
Number of management staff	2	2
	<u>17</u>	<u>17</u>

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

#### Key Management Personnel

Key management personnel include all persons that have authority and responsibility for planning, directing and controlling the activities of the charity. The total compensation paid to key management personnel for services provided to the charity was £65,310 (2024: £61,737).

#### 15. Trustee remuneration and expenses

No remuneration or other benefits from employment with the charity or a related entity were received by the trustees (2024: nil).

During the year there were no expenses reimbursed to trustees (2024: nil).

# Rights of Women Incorporated Limited

## Company Limited by Guarantee

### Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

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#### 16. Tangible fixed assets

	<b>Equipment</b> £
<b>Cost</b>	
At 1 April 2024	67,814
Disposals	(67,814)
<b>At 31 March 2025</b>	<u>–</u>
<b>Depreciation</b>	
At 1 April 2024	67,814
Disposals	(67,814)
<b>At 31 March 2025</b>	<u>–</u>
<b>Carrying amount</b>	
<b>At 31 March 2025</b>	<u>–</u>
At 31 March 2024	<u>–</u>

#### 17. Investments

	<b>Other</b> <b>investments</b> £
<b>Cost or valuation</b>	
At 1 April 2024	1
Additions	–
<b>At 31 March 2025</b>	<u>1</u>
<b>Impairment</b>	
<b>At 1 April 2024 and 31 March 2025</b>	<u>–</u>
<b>Carrying amount</b>	
<b>At 31 March 2025</b>	<u>1</u>
At 31 March 2024	<u>1</u>

All investments shown above are held at valuation.

Investments represent 1 ordinary share held in Tindlemanor Limited, company number: 01380213, registered office 52/24 Featherstone Street, London, EC1Y 8RT.

# Rights of Women Incorporated Limited

## Company Limited by Guarantee

### Notes to the Financial Statements *(continued)*

#### Year ended 31 March 2025

#### 18. Debtors

	<b>2025</b>	2024
	<b>£</b>	£
Trade debtors	84,760	148,907
Prepayments and accrued income	4,678	2,214
	<u>89,438</u>	<u>151,121</u>

#### 19. Creditors: amounts falling due within one year

	<b>2025</b>	2024
	<b>£</b>	£
Trade creditors	21,627	7,618
Accruals and deferred income	246,457	173,791
Social security and other taxes	3,415	19,509
Other creditors	1	1,984
	<u>271,500</u>	<u>202,902</u>

#### 20. Deferred income

	<b>2025</b>	2024
	<b>£</b>	£
At 1 April 2024	156,667	–
Amount released to income	(156,667)	–
Amount deferred in year	223,208	156,667
<b>At 31 March 2025</b>	<u>223,208</u>	<u>156,667</u>

#### 21. Pensions and other post retirement benefits

##### Defined contribution plans

The amount recognised in income or expenditure as an expense in relation to defined contribution plans was £22,574 (2024: £20,646).

# Rights of Women Incorporated Limited

## Company Limited by Guarantee

### Notes to the Financial Statements *(continued)*

#### Year ended 31 March 2025

#### 22. Analysis of charitable funds

##### Unrestricted funds

	At 1 April 2024 £	Income £	Expenditure £	Transfers £	At 31 March 2025 £
General funds	249,622	234,906	(106,411)	(39,079)	339,038
Designated Fund - see below	279,138	–	–	39,079	318,217
	<u>528,760</u>	<u>234,906</u>	<u>(106,411)</u>	<u>–</u>	<u>657,255</u>

  

	At 1 April 2023 £	Income £	Expenditure £	Transfers £	At 31 March 2024 £
General funds	234,454	183,584	(153,154)	(15,262)	249,622
Designated Fund - see below	260,000	–	–	19,138	279,138
	<u>494,454</u>	<u>183,584</u>	<u>(153,154)</u>	<u>3,876</u>	<u>528,760</u>

**The General Fund** is to support any short term shortfall, for example a gap between grants, or to cover specific expenses where grant or other funding is not available.

The following unrestricted Grants/Awards received are included within the General fund:

**AB Charitable Trust:** A grant to support access to justice for women facing VAWG through specialist legal advice services and policy influencing.

**Big Give:** This money was raised from donations from the public through an online crowdfunder to support women experiencing VAWG through provision of legal advice.

**Esmee Fairbairn:** This is a grant for unrestricted core costs to increase access to justice for women experiencing gender-based violence. It is focused on strategic immigration and asylum law policy influencing work to create system change in England and Wales.

**Garden Court:** This small grant covers core costs associated with the charity's work to support the delivery of access to justice.

**Impact 100:** This is a core grant from Impact100 London which is a philanthropic impact fund to give transformative grants to local charities that primarily benefit women and girls in London.

**Indigo Trust:** This is a core grant to support our work on access to justice in the UK.

**Designated Funds** are reserves ringfenced by the board to meet redundancy and winding up costs in the event of loss of funding.

Staff redundancy & notice period payments	£172,545 (2024: £178,178)
Wind up costs of business	£145,672 (2024: £100,960)
At 31 March 2025	£318,217 (2024: £279,138)

# Rights of Women Incorporated Limited

## Company Limited by Guarantee

### Notes to the Financial Statements *(continued)*

#### Year ended 31 March 2025

#### 22. Analysis of charitable funds *(continued)*

##### Restricted funds

	At 1 April 2024 £	Income £	Expenditure £	Transfers £	At 31 March 2025 £
Access to Justice Foundation (HALS)	–	–	–	–	–
Access to Justice Foundation (ILTA)	4,245	100,000	(100,000)	–	4,245
Access to Justice Foundation (IOTLS)	–	109,613	(109,613)	–	–
Ascent (London Council's A & C)	–	74,775	(74,775)	–	–
Ascent (London Council's ASSO)	–	38,200	(38,200)	–	–
Ascent Plus	–	28,992	(28,992)	–	–
Crucible Foundation	–	50,000	(50,000)	–	–
Esmee Fairbairn Family Justice	–	50,000	(19,787)	–	30,213
Family Rights Group	–	–	–	–	–
Firebird Foundation	–	40,000	(40,000)	–	–
GMIAU	–	8,327	(3,815)	–	4,512
Henry Smith	30,000	–	(30,000)	–	–
Henry Smith (Covid 19)	982	40,000	(40,305)	–	677
Home Office (EUSS)	–	33,333	(33,333)	–	–
John Ellerman	–	–	–	–	–
Justice Together Initiative	3,921	69,367	(72,726)	–	562
Ministry of Justice (FLOWS)	–	133,303	(133,302)	–	1
The Legal Education Foundation	–	15,000	(3,387)	–	11,613
The Roddick Foundation	–	15,000	(15,000)	–	–
The Sam & Bella Sebba Charitable Foundation	–	45,000	(43,113)	–	1,887
Treebeard (PA)	17,501	–	(17,501)	–	–
Trust for London	6,378	29,900	(36,278)	–	–
	<u>63,027</u>	<u>880,810</u>	<u>(890,127)</u>	<u>–</u>	<u>53,710</u>

# Rights of Women Incorporated Limited

## Company Limited by Guarantee

### Notes to the Financial Statements *(continued)*

#### Year ended 31 March 2025

#### 22. Analysis of charitable funds *(continued)*

	At 1 April 2023 £	Income £	Expenditure £	Transfers £	At 31 March 2024 £
Access to Justice Foundation (HALS)	106	37,500	(39,540)	1,934	–
Access to Justice Foundation (ILTA)	–	8,333	(4,088)	–	4,245
Access to Justice Foundation (IOTLS)	–	79,387	(79,387)	–	–
Ascent (London Council's A & C)	148	73,309	(73,457)	–	–
Ascent (London Council's ASSO)	47	31,292	(31,339)	–	–
Ascent Plus	2	27,611	(27,613)	–	–
Crucible Foundation	–	–	–	–	–
Esmee Fairbairn Family Justice	–	–	–	–	–
Family Rights Group	6,065	–	–	(6,065)	–
Firebird Foundation	–	60,000	(60,000)	–	–
GMIAU	–	–	–	–	–
Henry Smith	35,112	60,000	(65,112)	–	30,000
Henry Smith (Covid 19)	(2,513)	40,000	(36,505)	–	982
Home Office (EUSS)	–	61,000	(61,000)	–	–
John Ellerman	619	–	(619)	–	–
Justice Together Initiative	8,382	79,000	(83,461)	–	3,921
Ministry of Justice (FLOWS)	11	150,863	(151,129)	255	–
The Legal Education Foundation	–	–	–	–	–
The Roddick Foundation	–	–	–	–	–
The Sam & Bella Sebba Charitable Foundation	–	–	–	–	–
Treebeard (PA)	16,396	35,000	(33,895)	–	17,501
Trust for London	2,484	29,900	(26,006)	–	6,378
	<u>66,859</u>	<u>773,195</u>	<u>(773,151)</u>	<u>(3,876)</u>	<u>63,027</u>

# Rights of Women Incorporated Limited

## Company Limited by Guarantee

### Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

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#### 22. Analysis of charitable funds *(continued)*

**Access to Justice Foundation Improving Lives Through Advice (ILTA):** This grant is part of a grant programme that aims to demonstrate how multi-year advice funding builds sustainability, infrastructure, connections and best practice EDI approach in the delivery of frontline legal advice.

**Access to Justice Foundation Improving Outcomes Through Legal Support (IOTLS):** This grant is to support our frontline specialist legal advice delivery and ensure beneficiaries can access timely advice and support throughout their legal journey. It primarily funds the costs frontline advisers.

**Access to Justice Foundation Help Accessing Legal Support (HALS):** This is a grant to support our frontline specialist legal advice delivery and ensure beneficiaries can access timely advice and support throughout their legal journey. It primarily funds the costs frontline advisers.

**Ascent (Advice and Counselling):** This grant is from London Councils is for the Ascent project which tackles VAWG in London. This strand is delivered by a cohort of organisations working together from the London VAWG Consortium and the lead partner is Solace Women's Aid. Our delivery focuses on advice, training for professionals and legal publications to support women survivors in London. It primarily covers staffing and direct delivery costs.

**Ascent (Support Services to Organisations):** This grant is from London Councils is for the Ascent project which tackles VAWG in London. This strand is delivered by a cohort of organisations working together from the London VAWG Consortium and the lead partner is Women's Resource Centre. Our delivery focuses on strengthening VAWG professionals and their organisations in London through training and capacity building. It primarily covers staffing and direct delivery costs.

**Ascent Plus:** This grant is for the Ascent Plus project which is an additional grant to extend the reach of the London Councils Advice and Counselling Ascent project. It is a consortium grant from MOPAC and Solace Women's Aid is the lead partner.

**Crucible Foundation:** This donation is from a Charitable Trust to fund project work in relation to our Sexual Harassment in the Workplace and Family Law areas.

**Esmee Fairbairn Wellbeing:** This grant is in addition to the main Esmee Fairbairn grant and is to enable us to provide extra support towards staff, volunteer or trustee wellbeing.

**Esmee Fairbairn Family Justice Transformation:** This grant is to support learning and evaluation of an enquiry site in Surrey to improve the culture of the Family Court in relation to domestic abuse.

**Firebird Foundation:** This grant funds staffing and project costs for an influencing and practice-based project focused on transforming the family justice system response to women survivors of domestic abuse.

**FLOWS:** This grant is for a partnership project with RCJ Advice called FLOWS (Finding Legal Option for Women Survivors) covering staffing costs and project costs. The project focuses on using tech and digital solutions to assist individual women survivors and professionals to access support with family law and criminal legal issues.

# Rights of Women Incorporated Limited

## Company Limited by Guarantee

### Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

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#### 22. Analysis of charitable funds *(continued)*

**GMIAU:** This grant is for a partnership project led by Greater Manchester Immigration and Asylum Unit (GMIAU), with funding coming Greater Manchester Combined Authority. The partnership provides immigration advice to people experiencing domestic abuse in Greater Manchester. The aim is to ensure that people fleeing domestic abuse have access to high quality immigration advice regarding their options and are helped to gain access to public funds where this is possible.

**Henry Smith:** This is a grant towards the staffing and project costs of our immigration and asylum law legal advice team to strengthen the legal advice and support available to vulnerable migrant women at a critical point in their lives.

**Henry Smith Covid 19:** This is a grant towards running costs of a project providing legal advice, advocacy and support for women who have experienced or are at risk of Violence Against Women and Girls across England and Wales.

**Home Office EUSS grant:** This grant funds a new immigration law legal advice line for women survivors of Violence Against Women and Girls (VAWG) who are making applications to the EU Settlement Scheme (EUSS) and training for professionals working with women survivors of VAWG supporting them to make EUSS applications. It primarily covers staffing, training and project costs.

**Justice Together Initiative (JTI):** This grant is for policy influencing work carried out in the area of immigration and asylum law in relation to access to justice for migrant women survivors with insecure immigration status. It funds policy work and the associated delivery of advice work that produces an evidence base for this work. It primarily funds staffing and project costs.

**Legal Education Foundation (LEF):** This grant is influencing work to transform the family justice system to meet the needs of women survivors of VAWG.

**PA Project:** This grant funds delivery work to develop an understanding of the experiences of women victims of domestic abuse who are accused of parental alienation through work directly with those victims and the provision of advice in relation to their circumstances. It is funded by Treebeard Trust and The Roddick Foundation. It primarily covers staffing costs.

**Sam & Bella Sebba Charitable Foundation:** This grant funds staffing, evaluation and project costs for an influencing and practice-based project focused on transforming the family justice system response to women survivors of domestic abuse.

**TFL 2018:** This is a grant Trust for London towards the staffing and project costs of our Athena project (Phase 2) to strengthen the legal advice and support available to vulnerable migrant women.

# Rights of Women Incorporated Limited

## Company Limited by Guarantee

### Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

#### 23. Analysis of net assets between funds

	Unrestricted Funds £	Restricted Funds £	Total Funds 2025 £
Investments	1	–	1
Current assets	928,754	53,710	982,464
Creditors less than 1 year	(271,500)	–	(271,500)
<b>Net assets</b>	<u>657,255</u>	<u>53,710</u>	<u>710,965</u>

  

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
Investments	1	–	1
Current assets	731,661	63,027	794,688
Creditors less than 1 year	(202,902)	–	(202,902)
<b>Net assets</b>	<u>528,760</u>	<u>63,027</u>	<u>591,787</u>

#### 24. Analysis of changes in net debt

	At 1 Apr 2024 £	Cash flows £	At 31 Mar 2025 £
Cash at bank and in hand	<u>643,567</u>	<u>249,459</u>	<u>893,026</u>

#### 25. Limitation of auditors liability

By way of a members' resolution dated 11th September 2024, the company has agreed to enter into a limited liability agreement with its auditors whereby their exposure to legal claims is limited to £50,000 per claim.

#### 26. Related parties

The charity holds three ordinary shares valuing at £1 in Tindlemanor Limited, which owns the property occupied by the charity. The only transactions with the company during the financial year was for the payment of service charges, room hire and storage space, which amounted to £19,621 (2024: £16,878).

**RIGHTS OF WOMEN INCORPORATED**

England & Wales - Charity number 1147913

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# Accounts

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COMPANY REGISTRATION NUMBER: 08002509  
CHARITY REGISTRATION NUMBER: 1147913

**Rights of Women Incorporated Limited**  
**Company Limited by Guarantee**  
**Financial Statements**  
**31 March 2024**

**WALTER HUNTER & CO LIMITED**  
Chartered accountants & statutory auditor  
24 Bridge Street  
Newport  
South Wales  
NP20 4SF

# **Rights of Women Incorporated Limited**

## **Company Limited by Guarantee**

### **Financial Statements**

**Year ended 31 March 2024**

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**Rights of Women Incorporated Limited**  
**Company Limited by Guarantee**  
**Trustees' Annual Report (Incorporating the Director's Report)**  
**Year ended 31 March 2024**

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The trustees, who are also the directors for the purposes of company law, present their report and the financial statements of the charity for the year ended 31 March 2024.

**Reference and administrative details**

**Registered charity name** Rights of Women Incorporated Limited  
**Charity registration number** 1147913  
**Company registration number** 08002509  
**Principal office and registered office** 52-54 Featherstone Street  
London  
EC1Y 8RT

**The trustees**

Annie Hedge - Chair  
Aramide Ogunlana - Treasurer  
Elisha Augustin  
Laura Bennett  
Olivia Dehnavi  
Kristina Glenn  
Kat Hacker  
Katherine Minett  
Victoria Poku-Amanfo  
Hannah Phillips  
Fiona Turnbull (Appointed 20 March 2024)

**Director (Staff team)** Estelle du Boulay

**Auditor** Walter Hunter & Co Limited  
Chartered accountants & statutory auditor  
24 Bridge Street  
Newport  
South Wales  
NP20 4SF

**Bankers** Unity Trust Bank  
9 Brindleyplace  
Birmingham  
B1 2HB  
  
Lloyds Bank  
31/33 Holloway Road  
London  
N7 8JP

# Rights of Women Incorporated Limited

## Company Limited by Guarantee

### Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2024

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Triodos Bank  
Deanery Road  
Bristol  
BS1 5AS

#### **Structure, governance and management**

##### **About Rights of Women (ROW)**

Rights of Women (established 1975) is a women's legal rights organisation which specialises in supporting women who are experiencing - or at risk of experiencing - all forms of Violence Against Women and Girls (VAWG), including domestic abuse and sexual violence.

Our purpose is to increase women's understanding of their legal rights and improve their access to justice so that they can live free from abuse and oppression and can make informed choices about their safety. We increase their skills to overcome problems so they can navigate the law and legal processes with confidence.

Our core provision is free specialist confidential legal advice directly to women throughout England and Wales via telephone advice lines covering family, immigration and asylum, employment law (sexual harassment at work) and criminal law.

##### **Structure, governance and management**

Rights of Women is a company limited by guarantee, Rights of Women Incorporated Limited (number 08002509) and a registered charity (number 1147913) with the Charity Commission.

The Board of Trustees met 4 times during the year for Board meetings that were convened on a hybrid basis, both in-person and online. The Chair continues a process of Board development for new and established Trustees.

The day-to-day management of the organisation continues to be delegated to the Director, Estelle du Boulay, who was assisted during this period in the delivery of the organisation's services by our Senior Leadership team comprised of Mary McGloin (Operations Manager) and Senior Legal Officers (SLOs) Olive Craig, Jasbindar Bhatoa, Hannah Couchman, Mandip Ghai, Nicole Masri and Deebea Syed.

The Board continues to employ an external financial consultant, Ken Hercules, to undertake the management accounting.

# **Rights of Women Incorporated Limited**

## **Company Limited by Guarantee**

### **Trustees' Annual Report (Incorporating the Director's Report) *(continued)***

**Year ended 31 March 2024**

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The Finance Subgroup met virtually 4 times throughout the year, chaired by the Treasurer.

Our direct services for women continue to be supported by our team of 50 active volunteer women barristers and solicitors. The Board of Trustees would like to acknowledge the very significant commitment and energy of the Rights of Women staff team and volunteers in the delivery of our vital services for women.

#### **Risk Management**

The charity trustees have given consideration to the major risks to which the charity is exposed and satisfied themselves that systems or procedures are established in order to manage those risks. The charity has established and maintains a detailed risk register including, but not limited to: governance, operations, finances, compliance with law and the external financial and political climate. This is reviewed at every Board meeting by the trustees. In addition to this, the charity maintains and regularly reviews a wide range of organisational policies and procedures that address mitigating risk.

# Rights of Women Incorporated Limited

## Company Limited by Guarantee

### Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2024

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#### Objectives and activities

The Memorandum and Articles of Association of Rights of Women state the objects of the organisation to be restricted to:-

- (a) the elimination of discrimination on the grounds of gender;
- (b) advancing the education of women and raising awareness of equality and diversity;
- (c) commissioning and conducting research on gender equality and diversity issues and publishing the results to the public;
- (d) cultivating a sentiment in favour of equality of women and diversity;
- (e) campaigning in relation to gender equality and diversity issues and in furtherance of the elimination of discrimination on the grounds of gender;
- (f) conducting policy work in relation to gender equality and diversity issues.

#### Vision and Mission

In accordance with these objectives the agreed vision and mission for the organisation are as follows:-

##### Vision

Equality, justice and safety in the law for all women

##### Mission

Rights of Women advises, educates and empowers women by:-

- Providing women with free, confidential legal advice by specialist women solicitors and barristers
- Enabling women to understand and benefit from their legal rights through accessible and timely publications and training
- Campaigning to ensure that women's voices are heard and law and policy meets all women's needs

#### Strategic Plan 2023-2025

Our strategic priorities and objectives are set out in our Strategic Plan 2023-25, summarised below:

##### *Priority 1: Sustainability - Preserve ROW's unique services*

Why: Our change aspiration

We are the only frontline women's legal advice organisation in England and Wales. Our free advice services are life-saving and our policy expertise is unique. Sustaining this work in challenging times is vital.

What: Our Top 3 Key Actions

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# Rights of Women Incorporated Limited

## Company Limited by Guarantee

### Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2024

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1. Increase our sustainability by increased diversified income
2. Increase and diversify the number of people who support us
3. Support our staff and volunteers

#### *Priority 2: Advice- Provide legal advice services to meet women's changing needs*

Why: Our change aspiration

Advice enables women to make safe and informed choices for themselves and their families. We believe that all women have the right to accurate and accessible advice and information about the law and their legal rights, especially when those rights are being eroded or denied.

What: Our Top 3 Key Actions

1. Increase the impact of our legal expertise and provision
2. Ensure advice strategies centre the lived experience of women
3. Improve accessibility to our services for the women who need us most

#### *Priority 3: Policy- Change laws, legal procedures and systems to benefit women*

Why: Our change aspiration

The law disadvantages women in myriad ways and needs radical change. We will combine our expertise with that of others to bring about changes that make access, treatment and outcomes in the law better for women.

What: Our Top 3 Key Actions

1. Influence culture change and improvements to specific, targeted law, policy and legal advice provision
2. Develop strategic learning from our unique evidence base
3. Work collaboratively with sector partners and key stakeholders to increase access to legal rights

On 3rd November 2023 the Board of Trustees and staff team attended a hybrid away day at Linklaters in London and online. The sessions for the day focused on agreeing a 5 year vision for our Equity, Diversity and Inclusion (EDI) work, reviewing progress against our strategic plan and considering the future development of our partnership work with women who are experts-by-experience.

### **Theory of change**

The Board of Trustees has developed an organisational theory of change which underpins the priorities within the Strategic Plan 2023-25.

We have identified the following changes (outcomes) as priorities for our organisation to work towards:

- Law and policy better reflect women's needs relative to our Violence Against Women and Girls (VAWG) focus and legal specialisms
  - We assist more women through expert legal advice
  - Women who need our advice services know we exist
  - Women (or their supporters) are able to access legal advice and support with the law through a range of channels or models
  - The end of VAWG is brought nearer by ensuring that women know their legal rights before they experience VAWG
  - Women have access to legal advice on a range of issues that affect them adversely and diminish their equality and safety
  - Providers who are committed to justice and safety for women see the value and relevance of our work
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# Rights of Women Incorporated Limited

## Company Limited by Guarantee

### Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2024

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We are operating in a very challenging political and financial environment and these challenges have increased during the pandemic.

Since April 2013, with the introduction of the Legal Aid Sentencing and Punishment of Offenders Act 2012, there has been a complete transformation in the availability of legal advice and representation for women in the key areas of expertise of Rights of Women. This means that our model of frontline service delivery is frequently overstretched in meeting women's legal advice and information needs, and this is exacerbated by very limited resources.

This current external economic and political landscape continues to have the following impact:-

- increased demand for our services as a source of free legal advice and information
- fewer sources of signposting to specialist legal advice and representation
- more women representing themselves in legal proceedings

Our frontline services remain a unique source of legal advice and information. Our policy and public affairs work gains its legitimacy from the experiences of those frontline services. Our service users' voices inform our campaigning and policy work.

Undertaking our unique combination of frontline services, second tier support and policy and public affairs work strengthens our response to the challenges of the current landscape.

Developing new and innovative ways of reaching women with our advice and information services is essential to securing women's access to justice in the absence of alternative sources of support. Building our relationships with key partners creates new opportunities to develop and extend the reach of our activities in this new landscape.

Collaborating with our sector and building new relationships with Government, Parliamentarians and policy makers will increase the effectiveness of our future influencing work and is vital to resisting a push back in women's equality in the law and to preserving the advances we have achieved to date.

Building new audiences of supporters and activists through our social media activity and generating new campaigning capacity will also be vital in extending our reach and keeping our issues on the public and political agenda.

In these ways we will ensure that women have a more confident, informed and positive experience of the law and our justice systems and that they have a greater control over the legal problems they face with improved access to their remedies. We will also prevent the further erosion of women's ability to access the law and their legal remedies, ensuring that women are able to protect themselves from violence and secure more equal futures.

#### **Public benefit**

We have referred to the advice contained in the Charity Commission's general guidance on public benefit when reviewing our aims and objectives and in planning our future activities.

Our objects (set out above) are carried out for the public benefit as follows:-

- Our services are restricted for the benefit of women and are available to all women in England and Wales.
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# Rights of Women Incorporated Limited

## Company Limited by Guarantee

### Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2024

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- Women experience many barriers to accessing the law and their legal rights. Existing or proposed new law and legal policy often discriminates against or disadvantages women as a whole or as members of a particular group. In our approach, we recognise the additional barriers posed by the intersection of gender-based abuse, racism, structural inequality and other forms of discrimination and oppression that impact on women's vulner ability, exclusion and marginalisation. For example, we recognise and seek to make a contribution through our work towards ending discrimination within the law towards Black and minoritised women; migrant women including refugees and asylum-seeking women; disabled women; women with low socio economic status; lesbian and bisexual women; trans women; women with no recourse to public funds.
- Through all our services and activities we aim to ensure that all women have equal access to the law, their legal rights and justice. In this way we aim to ensure that women enjoy a more equal role in society.
- Through our advice lines and publications women benefit from increased knowledge and understanding and increased confidence in using the law enabling them to overcome the disadvantages they experience. In particular our services focus on supporting women affected by violence - recognised by the UN as one of the most significant discriminations faced by women.
- Through our training for professionals who support women we aim to increase awareness and understanding of the law as it relates to women, enabling these professionals to better support women.
- Through our policy work we aim to ensure that the law and legal policy meets the needs of women and does not disadvantage them. We undertake research to demonstrate the impact of law and legal policy developments on women in order to raise awareness and lobby for changes which will ensure greater equality for women. Our research and policy documents are disseminated to local and national Government, policy makers, statutory and voluntary sector organisations. We regularly meet with law and policy makers to discuss the impact on women and campaign for developments which ensure greater equality for women.
- Through our communications work we aim to advance the education of women, raise awareness and public support of our policy and campaigning work, and shift public attitudes to promote equality and diversity.

#### **Strategic report**

The following sections for achievements and performance and financial review form the strategic report of the charity.

# Rights of Women Incorporated Limited

## Company Limited by Guarantee

### Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2024

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#### Achievements and performance

##### Advice service

We continued to provide free legal advice provision to women who have experienced, or are at risk of or experiencing, Violence Against Women and Girls (VAWG) throughout the year.

In this period our telephone legal advice services have supported a total of 3359 women with advice and information on their legal rights.

Our family and criminal law advice lines, and FLOWS answers online advice service, provided 2454 women with advice on family law issues including relationship breakdown, finance and children issues and/or with advice and support on the criminal justice process arising from domestic and/or sexual violence.

Our immigration and asylum law lines, including our EU Settlement Scheme advice line and professionals' advice line, provided advice and support to 646 individual women and professionals supporting women with an insecure immigration status.

Our Sexual Harassment in the Workplace (Employment Law) advice service provided advice and support to 259 women.

During this period our telephone advice services have been supported by 52 volunteer women solicitors and barristers. We would like to thank all our volunteers sincerely for the time and commitment they have given over the past year to helping women through the law.

##### Training and Events

In total this year we have delivered training and events to over 1300 professionals throughout England and Wales.

##### *Training delivered under the Ascent Project*

As part of the Ascent project (funded by London Councils) we delivered specialist legal training to 493 professionals working with women survivors throughout London. All trainings are held online and our monitoring indicates the majority of participants are still expressing a preference for this format. Through our Ascent Advice and Counselling strand, we offered a quarterly course titled, Family Court: IDVA/ISVA attendance & keeping refuge addresses confidential. This course focused on the interaction between domestic abuse services and the Family Court and looked at the rules on supporting survivors of domestic abuse at Family Court hearings including:

- rules on the attendance of Independent Domestic Violence Advocates (IDVAs) and Independent Sexual Violence Advocates (ISVAs) at hearings, which came into force in April 2023.
- the role of and corresponding rules for McKenzie Friends.

Additionally, this session addressed recent High Court guidance on how court documents should be given to survivors residing in refuges without risking the confidentiality of the refuge address and the safety of survivors living in refuges.

Under the 2nd Tier/Support strand of the Ascent project, we delivered our recurring four-part series on

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# Rights of Women Incorporated Limited

## Company Limited by Guarantee

### Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2024

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the Domestic Abuse Act 2021: An Overview; Protection for Survivors in Legal Proceedings; Offences Involving Violent or Abusive Behaviour; and Injunctions and Powers for Dealing with Domestic Abuse. We also delivered Specialist Briefings on the Domestic Abuse Act 2021 to borough officers and community and voluntary organisations, as well as courses on Migrant Women and Immigration Control and Supporting Women and Girls at Risk of Forced Marriage and Female Genital Mutilation.

#### *EU Settlement Scheme training*

We trained 563 professionals from the community, voluntary and statutory sectors working in England & Wales on violence against women and girls (VAWG) issues. Our training provided participants with knowledge to support EU citizens and their family members, who are victims of gender-based abuse, to secure the immigration status they need to continue living in the UK.

#### *Other training/events*

In conjunction with ILPA, the immigration team co-produced a one-off training event on the topic of transnational marriage abandonment aimed at frontline professionals working with abandoned women to assist in handling these difficult cases.

Changes to the Destitute Domestic Violence Concession was delivered to over 250 professionals.

#### *In-house training*

We delivered bespoke family law training sessions in-house to a number of organisations including Watford CAB, Shropshire Domestic Abuse Service and Sateda.

We have also delivered bespoke sexual harassment training to trade union representatives including ASLEF Trade Union.

#### **Social Media**

We have a combined audience of over 67,000 across our social media accounts (Facebook, Instagram, LinkedIn, X) and regularly publish policy and legal information to increase women's understanding of the law and VAWG.

#### **Publications**

In 2023-24 a total of 622,829 legal guides, handbooks, reports, briefings, consultation responses and publications were downloaded from our website. We continued to produce new publications throughout the year.

#### **Policy and campaigning**

##### *Access to Legal Aid*

The government published the outcome of the means test review in 2022. In 2023 we highlighted that this should increase the number of survivors who are financially eligible for legal aid, but there were elements of the new scheme that still needed addressing. Unfortunately, progress has been slow and in March 2024 the Ministry of Justice (MoJ) announced that the means test reforms will not be

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# Rights of Women Incorporated Limited

## Company Limited by Guarantee

### Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2024

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introduced until 2026 due to challenges in updating digital systems.

In 2023 the MoJ began a Civil Legal Aid Review. We engaged with stakeholders in the legal aid sector and submitted our own evidence to the review to raise the barriers and issues in relation to family law, immigration law and sexual harassment in the workplace. This review is ongoing.

Rights of Women provided data and case studies for the Public Law Project (PLP's) research report 'Access to immigration legal aid: An Ocean of Unmet Need' published in September 2023. The report explores the barriers to accessing legal aid for migrants and summarises the experiences of organisations who support individuals to access legal representation. The purpose of this report was to collate information as part of pre-litigation research into a proposed judicial review against the Lord Chancellor for failing to make legal aid available for certain types of civil legal aid services including specified immigration and asylum cases.

#### *Rights of Cohabiting Partners*

The end of a cohabiting relationship, either through separation or the death of a partner, can lead to significant hardship for women (including those in religious-only marriages) which is why we have been calling for laws to protect cohabiting couples for well over a decade. In previous years, we gave written and oral evidence to the Women and Equalities Committee, and the Committee made recommendations for law reform which the Government rejected. This year, we continued to raise this issue, including with the shadow Attorney General. We were pleased to see an announcement was made at the Labour Party Conference that they will commit to reviewing the law in relation to cohabitation. We will continue to identify opportunities to influence policy positions and move this cause forward.

#### *Family Court Reform*

Our policy priorities in this area are detailed and include the treatment of survivors and children by the family courts during child arrangements cases.

Important work on the family court's approach to domestic abuse in child contact cases has been going on since the publication of the report, 'Assessing Risk of Harm to Children and Parents in Private Law Children Cases'. This report, also known as the Harm Report, was published by the Ministry of Justice in June 2020. It provided important recognition of the many problems victims face in the family court and the Government has committed to various reforms as a result.

We are developing local work in a family justice area focusing on best practice in relation to domestic abuse locally, improving understanding of domestic abuse, building co-ordinated responses to domestic abuse. This three-year project is at the end of its first year and will build on initial learning to develop accountability mechanisms that enable systemic change.

We are an active member of a Family Courts and Domestic Abuse expert working group, where we discuss trends, updates on law and practice and the potential for action to improve the family justice system for survivors of domestic abuse.

We have continued to work on strategic cases following success in four joined appeals looking at the importance of coercive control in child contact cases. Work on the Family Procedure Rules continued following the successful outcome in a strategic case in which we represented Latin American Women's Aid, Women's Aid and Refuge on issues in relation to the service of court documents on women in refuges. Influencing in relation to the new rules has been ongoing. We continue to support transparency in the Family Court by contributing to the work of the President of the Family Division's

# Rights of Women Incorporated Limited

## Company Limited by Guarantee

### Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2024

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Transparency Implementation Group. We have been co-training with Safe Lives for their project on training family law solicitors and barristers. The aim is to increase delegates' understanding of domestic abuse, improve the service survivors receive from their lawyers, and improve the way domestic abuse is approached in the family courts.

#### *Work on so-called parental alienation*

We are developing our understanding of the experiences of victims of domestic abuse who are accused of parental alienation through work directly with those victims and the provision of advice in relation to their circumstances. An academic colleague received funding and ethics approval to begin evaluating this work. We continue to engage with sector work on this issue. This included drafting and influencing in relation to an amendment to the Victims and Prisoners Bill in relation to psychological evidence in Family Court. The Government accepted the need for changes and have asked the Family Procedure Rule Committee to address this issue.

The Family Justice Council (FJC) consulted on draft guidance on responding to allegations of alienating behaviour. We welcomed the fact that this issue is being addressed by the FJC but are concerned about fundamental flaws in the guidance which we set out in our detailed response to the consultation.

#### *Dispute Resolution*

In April 2023 the Government announced a consultation on proposed changes that would make mediation compulsory for most family law matters. This raised concerns amongst the VAWG sector given that mediation can be harmful and result in unfair outcomes for survivors of domestic abuse. We were one of the lead organisations engaged in discussing proposals and developing responses. We produced a document for the VAWG sector setting out the current rules and practices for mediation to help aid discussions.

At very short notice, we became aware that the Family Procedure Rules Committee (FPRC) was also consulting on changes to procedure rules which would be tantamount to compulsory mediation. As far as we are aware, we were the only organisation in the VAWG sector that was able to respond due to the complicated nature of procedure rules and limited time. However, to ensure the FPRC were aware of the gravity of concern amongst the VAWG sector, we coordinated and submitted a joint letter to the FPRC signed by 14 other organisations which supports our submission.

#### *Migrant Women and Domestic Abuse*

There has been considerable work undertaken by the immigration team leading up to the Home Office's significant decision to include victims of transnational marriage abandonment (TMA) in the domestic violence rules to enable them to obtain permanent status at the end of January 2024. We were delighted about the proposed new changes as we, alongside other leading VAWG organisations such as SBS have been in discussions with the Home Office about addressing the protection gap for victims of TMA for over 8 years. We also negotiated changes to the content of the new rules as well as advocating for a lower standard of proof for TMA cases given that survivors of VAWG abandoned abroad are less likely to have evidence to support their immigration applications to re-enter the UK.

Since the new rules came into force we have been continuing to influence the Government about the importance of victims of TMA in accessing support and safe accommodation upon arrival to the UK and on taking a flexible approach to these cases.

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# Rights of Women Incorporated Limited

## Company Limited by Guarantee

### Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2024

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In February 2024 there were further changes to the rules, namely the Destitution Domestic Abuse Concession (DDVC) with the scope of the concession being extended and a name change on 16th February 2024. The former DDVC is now known as the Migrant Victims Domestic Abuse Concession (MVDAC) and is similar to the DDVC giving a person leave to remain for three months enabling them to access financial support on fleeing an abusive relationship. We successfully secured changes to the application form to minimise any confusion around the eligibility criteria as well as some changes to the MVDAC guidance for decision makers. Further information about our influencing work on the MVDAC can be found in the 'partnership work' section below.

#### *EU Settlement Scheme (EUSS)*

We made submissions to the Independent Monitoring Authority (IMA) who are the body that ensure that the UK complies with the terms of the withdrawal agreement protecting rights of EU nationals and their family members. Our submissions covered a range of topics including changes to EUSS policy such as the automatic extension of pre-settled status to 2 years, changes to the reasonable grounds for late applicants (not knowing about the deadline of 30th June 2021 to apply would no longer be a reasonable ground), changes preventing illegal entrants from applying as joining family members and closure of the Zambrana (primary carers of British children) and Surinder Singh (British citizen who had exercised treaty rights in another EU country pre Brexit) routes on 9th August last year. The IMA acknowledged our submissions as very useful feedback.

#### *Strategic Litigation (Immigration)*

We supported a charity in their strategic litigation around discrimination against pre-settled status (PSS) holders who do not have automatic access to benefits / immediate settlement.

ROW's work on gaps in protection for victims of DV who are family members of EU nationals led to the introduction of protections for victims of domestic abuse in the EUSS which meant they retained status on relationship breakdown and could qualify for settlement. In practice there remains a problem for some victims (though not the majority) being unable to access public funds on relationship breakdown due to the right to reside test applied to all PSS holders. This is the first judicial review (JR) challenge brought by a PSS holder with retained rights as a victim of DV who is ineligible for public funds on the grounds of discrimination. The client was a ROW service user whom we had supported to obtain status and referred her to the Public Law Project (PLP). We drafted a lengthy statement, in support of her claim based on our expertise relating to the EUSS and our experience in supporting victims of DV who are family members of EU nationals. The claimant decided not to pursue the claim and we are now involved in a second JR raising the same issues for another claimant.

#### *Sexual Harassment in the Workplace*

This year saw the successful passage of the Worker Protection Act 2024 through the Houses of Parliament and it will come into force from October 2024. It will create a new mandatory duty on employers to take reasonable steps to prevent the sexual harassment of employees the workplace.

This significant victory comes after four years of campaign work with our partners in the #ThisIsNotWorking alliance across the trade union movement and equalities sector. Unfortunately, the reintroduction of legal protections for victims sexually harassed by third parties was dropped from the original Bill, so this remains a strategic priority for this area of work.

Restricting the use of Non-Disclosure Agreements (NDAs) by employers in sexual harassment and

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# Rights of Women Incorporated Limited

## Company Limited by Guarantee

### Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2024

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discrimination cases remains a live issue. This year we responded to the Legal Service Board's Call to Evidence on the 'Misuse of NDAs' and focused on the professional and ethical conduct of lawyers utilising insight and anonymised evidence from our advice service.

We also provided constructive feedback during the development of a Green Paper led by Marina Wheeler KC, commissioned by the Labour Party. The remit was to examine reforming sexual harassment law by possibly combining it with whistleblowing law. We worked alongside another expert charity in our submissions. We are currently awaiting the outcome of this work at the time of writing.

We have also joined the Expert Advisory panel of the Welsh Government on their 'Harassment in Workplace' workstream, as well as NHS England as they develop their 'Sexual Safety' Charter and their first 'Sexual Misconduct' workplace policy.

#### *Legal Advice for Survivors of Sexual Violence*

ROW continued to work with the sector working group we brought together on this issue and led work to develop and promote an amendment to the Victims and Prisoners Bill. We have been at the forefront of discussions around how a model for legal advice would work and be structured, and how it would be funded. We have drafted full briefings for parliamentarians and other decision makers. An amendment was introduced and received support but unfortunately it was not taken forward. The working group will continue to work on this issue in 2024-25.

#### *Keeping counselling confidential*

The police often request survivor counselling records as a matter of routine. These can be used to undermine survivors in court or be a reason for the police or CPS to take no further action on a case. All of this can be harmful to survivors, and some end up delaying counselling for years until after the court case has concluded. The group working on legal advice for survivors of sexual violence also worked together to prepare briefings and push for amendments to the Victims and Prisoners Bill to help ensure that survivors' counselling records are not accessed by police unless they are of substantive probative value. We had very positive engagement on this issue from parliamentarians across the house. On 23 April 2024 the government accepted the amendment to the Bill.

#### *Other policy work*

In other areas of our policy work we have continued to focus on addressing the gaps in law and policy relating to women affected by violence. We sit on a range of key groups including the EU Commission Network, Home Office EUSS Safeguarding User Group, Home Office Vulnerability Advisory Group (Future Immigration Scheme).

We continue to raise awareness of our work via social media and our website.

### **Partnerships and other achievements**

#### *Voices of Women panel*

We are committed to ensuring our work is driven by women with lived experience of the issues we work on. In 2020 we established an experts-by-experience panel who named themselves the ROW Voices of Women Panel. This year the panel has been kept updated on the progress of FLOWS Answers and the development of From Report to Court following on from their contributions to these projects. We have convened a small group of staff to consider how to build upon and expand our work with experts by experience. This work is ongoing.

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# Rights of Women Incorporated Limited

## Company Limited by Guarantee

### Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2024

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#### *Developing our relationships with the media*

As part of our strategic communications work, we have been developing and solidifying new and existing relationships with key journalists and publications and taking proactive approaches to increasing women's understanding of VAWG and the legal system. We have been featured in high-profile media (developing relationships with Cosmopolitan, BACP Magazine, Independent, ITV). This has included but is not limited to advocating for the rights of cohabiting couples, highlighting our work on keeping counselling confidential, and raising awareness of new issues relating to developments of the policing and prosecuting of sexual violence. We are working with the team to raise awareness of the barriers to accessing justice through the family courts and raise Rights of Women's profile as a thought leader on issues in this area.

#### *Partnership work with the Immigration Law Practitioner's Association (ILPA)*

The immigration and asylum legal team have continued to collaborate with ILPA, a professional organisation which aims to promote and improve immigration advice and representation.

With respect to the new rules, we worked collaboratively with ILPA and the VAWG sector to influence changes to the contents of the Home Office guidance accompanying Appendix Victims of Domestic Abuse (VDA) which enables victims of DV to settle in the UK as well as raising our concerns about the delinking of the Migrant Victims of Domestic Abuse Concession (MVDAC) from Appendix Victims of Domestic Abuse. The linking of the two applications had provided a safety net for victims of DV who would have been able to regularise their immigration status after applying for the concession. This is no longer the case and for some applicants applying for the MVDAC may not be the best option.

In conjunction with ILPA we also provided training to Home Office decision-makers in advance of the TMA entry clearance route being introduced. The training was co-delivered with an academic and a front-line practitioner. The session was well received and feedback was positive including that caseworkers had developed knowledge in advance of the route going live. Slides and a recording were sent out for the rest of the Home Office team who could not attend. It is important that decision-makers have a good grasp of the concept of TMA and apply their policies flexibly for the benefit of victims of DV hence our decision to provide this training.

#### *Collaborative work with the migrant advice and VAWG sector*

This year we submitted many joint letters to the Home Office including:

- A civil society statement on the impact of the illegal migration bill signed by more than 288 organisations from different sectors including VAWG, migrant, refugee and human rights. The statement referred to the bill as cruel and inhumane stripping people of their basic human rights and potentially breaching the UK's international obligations.
- A joint letter led by the3million highlighting a serious problem for people who do not realise their application for status under the EUSS has been refused because the decision is sent by email and their online status continues to state that their application is pending.

#### *Group of experts on action on violence against women and girls and domestic abuse (GREVIO)*

GREVIO is the group of experts from the Council of Europe who monitor a country's implementation of the Istanbul Convention. We attended a roundtable discussion with other VAWG sector organisations convened by GREVIO and produced a shadow report signed by 58 VAWG organisations which was submitted to GREVIO in January 2024. ROW made a significant contribution to this report in our areas

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# Rights of Women Incorporated Limited

## Company Limited by Guarantee

### Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2024

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of our expertise.

We raised concerns about:

- the UK's non-adherence to article 4 (the non-discrimination principle) in relation to migrant women who in some cases were not afforded any protection on fleeing VAWG
- the impact of the hostile environment on undocumented migrant women experiencing VAWG
- the lack of safe reporting mechanisms for migrant women wanting to report Gender Based Violence (GBV)
- the lack of early legal advice and support for migrant women wanting to regularise their immigration status

#### *UNCHR Special Rapporteur on VAWG (SR)*

We attended a roundtable discussion convened by SR on 13 February 2024 with other VAWG organisations to discuss the UK's implementation of policies to protect and support victims of VAWG and the UK's adherence to international obligations on this issue. The issues raised were similar to those raised in the GREVIO shadow report discussed above.

Following the meeting a background note summarising our concerns about the lack of protection for migrant women highlighting issues that had not been addressed in the initial meeting was submitted to the SR.

In particular we addressed the inconsistent application of gender sensitive asylum policies by the UK government and our concerns about recent legislation being introduced that we identified as being regressive and the proposed Rwanda Bill and Illegal Migration Act.

Other issues that were raised included:

- The fact that there is no immigration route provided for migrant victims of rape or assault to give evidence in Court against the perpetrator or to facilitate the giving of remote evidence once they have left the UK to ensure that the perpetrator is brought to justice. It is also important that women victims' of gender based violence are given the time and space to recover from trauma, to reflect and make informed decisions about their futures. A temporary period of leave will enable a period of reflection and recovery.
- The adverse consequences of delinking the Migrant Victims of Domestic Abuse Concession (MVDAC) from Appendix VDA. (See explanation of MVDAC above).
- The challenges faced by victims of modern slavery in being recognised as victims due to provisions under the Nationality and Border Act 2022.

#### *Equality, Diversity and Inclusion*

In our approach to tackling VAWG, we recognise the additional barriers posed by the intersection of gender-based abuse, racism, structural inequality and other forms of discrimination and oppression that impact on women's vulnerability, exclusion and marginalisation.

Our organisation is committed to continual improvement in relation to Equality, Diversity and Inclusion (EDI) practices and has been working towards this through an EDI staff working group that meets regularly and Board oversight. During the reporting year we focused on further developing our in-house training for staff. We worked with an expert external trainer to provide training on an Introduction to Trans Awareness and arranged a six-month externally facilitated EDI training

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# Rights of Women Incorporated Limited

## Company Limited by Guarantee

### Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2024

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programme for staff which includes feedback groups and reflection space.

#### *Increased anti-racism work*

We recognise the importance of amplifying and supporting specialist 'by and for' Black and minoritised women's organisations in this work and supporting their leadership. We are an anti-racist, white-led organisation and recognise that our working practice must strengthen and be accountable to specialist 'by and for' Black and minoritised women's organisations. Our approach to working together accountably includes but is not limited to:

- recognising the value of specialist 'by and for' Black and minoritised women's work in ways which are visible;
- strengthening their leadership and autonomy in all spaces we operate in;
- sharing resources and recognising the privilege we have;
- communicating meaningfully at the early stages of the development of any proposed new partnership work with specialist 'by and for' Black and minoritised women's organisations;
- paying others for their specialist expertise and educating ourselves on issues;
- challenging structural inequalities in partnerships.

We have continued to invest in our organisational commitment throughout the year, including through a 6-month training course delivered by Other Box for staff on Equity, Diversity and Inclusion (EDI) and working with Social Justice Collective to review our approach to EDI and develop a vision plan for our work over the coming years.

#### *Sexual Harassment at Work Advice Service*

We continued to provide legal advice to cover employment and discrimination law in relation to sexual harassment in the workplace. This year we have recruited a Legal Officer to the team which will allow us to open more hours and have added a new day time slot to better meet our callers' accessibility needs.

We continue to be grateful to the support from an Expert Advisory Panel of lawyers and policy experts who support the advice line and contribute to our strategic policy development in this area of law.

#### *FLAWS (Finding Legal Options for Women Survivors)*

Since April 2018 we have worked in partnership with RCJ Advice on the FLOWS project. This project has a focus on using technology and digital solutions to provide advice and information to survivors and the professionals that support them. We host an online forum for professionals providing peer-to-peer support on family law and criminal law issues. This project continues to work to expand its reach including facilitating online events and drop-in online Q&A sessions to reach more people and increase understanding of the legal issues and options facing survivors of domestic abuse in both family and criminal law.

This year we also trialled a new online advice service called FLOWS Answers. Through development with stakeholders and the Voices of Women panel, we ran a pilot of the service during 2023. After

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# Rights of Women Incorporated Limited

## Company Limited by Guarantee

### Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2024

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initial testing and making some amendments, the service is now available for women seeking legal advice in relation to criminal law. They are able to write to ROW at a time that is convenient for them and receive a written response which they are able to refer back to in the future. The service has been successful and longer-term development is being planned.

#### **Human Resource Management**

Our aim is to create a working environment that anticipates and meets the varied needs of our team and prospective employees. Hybrid working is now an established arrangement enabling women throughout the UK to work for ROW. It is also a key element in supporting women with caring responsibilities to work for us.

We have undertaken a comprehensive programme of employee policy and training development. Our primary focus this year has been Equality, Diversity and Inclusion. All staff undertook a 6-month programme of individual and group work and a significant element of our away day with the Board of Trustees was to jointly develop a work plan to achieve key improvements for service users, staff and volunteers.

# Rights of Women Incorporated Limited

## Company Limited by Guarantee

### Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2024

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#### Financial review

In this period Rights of Women has had two major sources of income:-

**Grants and donations** from a broad range of sources including major grant givers such as Access to Justice Foundation, Henry Smith Charity, Esmee Fairbairn Foundation, Justice Together Initiative, Trust for London and Treebeard. Our FLOWS partnership with RCJ Advice has been funded by the MoJ. As part of the London Violence Against Women and Girls Consortium we have received funding for the Ascent project from London Councils and the Mayor's Office for Policing and Crime (MOPAC). Our work on the EU Settlement Scheme has been funded primarily by the Home Office. We also received public donations and smaller grants from partners such as Garden Court Chambers.

**Income generating activities** included training courses.

#### Reserves

ROW's Reserves Policy aims to maintain a sufficient level of reserves to ensure robust organisational management in relation to sustainability, risk and growth. The policy is updated annually.

ROW has successfully ensured that it has maintained sufficient funds in this financial year.

The Board ringfences designated funds to meet contractual obligations in respect of redundancy and winding up costs in the event of loss of funding. The amount is recalculated regularly and forms part of the annual update of the Reserves Policy. Designated fund reserves at the end of this period were £279,138.

ROW maintains a general reserves fund to enable normal operating activities to continue over a period of between 3 and 6 months should a shortfall in income occur and to take account of potential risks and contingencies that may arise from time to time. The general fund reserves at the end of this period were £249,622 that represents 3 months running costs.

In order to demonstrate transparency, accountability and sound financial management the ROW Reserves Policy clearly justifies the amount of reserves held each year.

In order to make a judgment on the amount of reserves, the Trustees have considered the risks in respect of expenditure, unrestricted income and where appropriate restricted income. Also taken into consideration are any external identified potential major risks to income and expenditure.

#### Review of the charity's financial position at the year end

The Board have reviewed the charity's financial position at year end and are satisfied the charity continues to be in good financial health. It is also noted that the charity's income is increasing year on year and this reflects growth in relation to meeting targets and priorities identified within the charity's Strategic Plan.

#### Plans for the future

Our trustees have identified the following priorities for our organisation going forward through an analysis of our work, infrastructure, funding, horizon scanning and in line with our strategic plan:

- Maintain or increase current number of women assisted through legal advice

# Rights of Women Incorporated Limited

## Company Limited by Guarantee

### Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2024

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- Invest in growth of our core infrastructure to enable sustainability
- Strengthen our alternative income generation by developing new income streams
- Increase our use of strategic communications across our work
- Increase organisational investment in supporting staff and volunteer wellbeing
- Ensure all our work is underpinned by our values and commitments to increasing Equality, Diversity and Inclusion

#### Post balance sheet events affecting the charity

There are no significant post balance sheet events affecting the charity to note. However, the Board would highlight that the pandemic and cost of living crisis has had a critical impact on society, organisations and the economy as a whole. Furthermore, these changes have disproportionately affected some groups within society because of structural disadvantage faced by groups with protected characteristics and/or facing intersectional disadvantage. It has impacted greatly on access to equality, safety and justice for women and the charity will seek to increase its charitable activities to address this.

#### Trustees' responsibilities statement

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

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

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

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the applicable Charities SORP;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

# Rights of Women Incorporated Limited

## Company Limited by Guarantee

### Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2024

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#### Auditor

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

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

The trustees' annual report and the strategic report were approved on 11 September 2024 and signed on behalf of the board of trustees by:

*Annie Hedge*

Annie Hedge - Chair  
Trustee

# Rights of Women Incorporated Limited

## Company Limited by Guarantee

### Independent Auditor's Report to the Members of Rights of Women Incorporated Limited

Year ended 31 March 2024

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#### Opinion

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

In our opinion the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 March 2024 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- have been prepared in accordance with the requirements of the Companies Act 2006.

#### Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

#### Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

# Rights of Women Incorporated Limited

## Company Limited by Guarantee

### Independent Auditor's Report to the Members of Rights of Women Incorporated Limited *(continued)*

Year ended 31 March 2024

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#### Other information

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

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

We have nothing to report in this regard.

#### Opinions on other matters prescribed by the Companies Act 2006

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

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

#### Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

# **Rights of Women Incorporated Limited**

## **Company Limited by Guarantee**

### **Independent Auditor's Report to the Members of Rights of Women Incorporated Limited *(continued)***

**Year ended 31 March 2024**

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#### **Responsibilities of trustees**

As explained more fully in the trustees' responsibilities statement, the trustees (who are also the directors for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charity or to cease operations, or have no realistic alternative but to do so.

# Rights of Women Incorporated Limited

## Company Limited by Guarantee

### Independent Auditor's Report to the Members of Rights of Women Incorporated Limited *(continued)*

Year ended 31 March 2024

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#### Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

- By enquiring with senior management and those charged with governance all area of risk identified were considered and any potential litigation or claim, if any, were noted
- Ensuring by enquiry that there were no issues of non-compliance with laws and regulations relating to tax and compliance
- By obtaining an understanding of the company's policies and procedures on compliance with laws and regulations, and with best accounting practice
- Noting issues discussed with Directors and the Senior Management Team as this relates to risks faced by the company
- Reviewing information received from the company's solicitors, if any and discussing their contents with the Directors
- Reviewing disclosures in the financial statements and testing to supporting documentation to assess compliance with applicable laws and regulations
- Auditing the risk of management overrides of controls including testing journal entries and other adjustments for appropriateness and evaluating the business rationale of significant transactions outside the normal course of business

Through these procedures, we did not become aware of any actual or suspected non-compliance.

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

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

# Rights of Women Incorporated Limited

## Company Limited by Guarantee

### Independent Auditor's Report to the Members of Rights of Women Incorporated Limited *(continued)*

Year ended 31 March 2024

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- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.
- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the charity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

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

#### Use of our report

This report is made solely to the charity's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charity's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's members as a body, for our audit work, for this report, or for the opinions we have formed.



Jonathan Rhodes BSc BFP FCA (Senior Statutory Auditor)

For and on behalf of  
Walter Hunter & Co Limited  
Chartered accountants & statutory auditor  
24 Bridge Street  
Newport  
South Wales  
NP20 4SF

11 September 2024

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# Rights of Women Incorporated Limited

## Company Limited by Guarantee

### Statement of Financial Activities (including income and expenditure account)

Year ended 31 March 2024

		2024		2023	
	Note	Unrestricted funds £	Restricted funds £	Total funds £	Total funds £
<b>Income</b>					
Donations and legacies	5	80,358	–	80,358	62,376
Charitable activities	6	72,779	773,195	845,974	792,882
Other trading activities	7	27,457	–	27,457	16,400
Investment income	8	2,990	–	2,990	879
<b>Total income</b>		<u>183,584</u>	<u>773,195</u>	<u>956,779</u>	<u>872,537</u>
<b>Expenditure</b>					
Expenditure on raising funds:					
Costs of other trading activities	9	15,995	–	15,995	9,895
Expenditure on charitable activities	10,11	137,159	773,151	910,310	921,814
<b>Total expenditure</b>		<u>153,154</u>	<u>773,151</u>	<u>926,305</u>	<u>931,709</u>
<b>Net income/(expenditure)</b>		<u>30,430</u>	<u>44</u>	<u>30,474</u>	<u>(59,172)</u>
Transfers between funds		3,876	(3,876)	–	–
<b>Net movement in funds</b>		<u>34,306</u>	<u>(3,832)</u>	<u>30,474</u>	<u>(59,172)</u>
<b>Reconciliation of funds</b>					
Total funds brought forward		494,454	66,859	561,313	620,485
<b>Total funds carried forward</b>		<u>528,760</u>	<u>63,027</u>	<u>591,787</u>	<u>561,313</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 29 to 47 form part of these financial statements.

# Rights of Women Incorporated Limited

## Company Limited by Guarantee

### Statement of Financial Position

31 March 2024

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	Note	2024 £	2023 £
<b>Fixed assets</b>			
Investments	18	1	1
<b>Current assets</b>			
Debtors	19	151,121	129,321
Cash at bank and in hand		643,567	496,786
		<u>794,688</u>	<u>626,107</u>
<b>Creditors: amounts falling due within one year</b>	20	<u>202,902</u>	<u>64,795</u>
<b>Net current assets</b>		<u>591,786</u>	<u>561,312</u>
<b>Total assets less current liabilities</b>		<u>591,787</u>	<u>561,313</u>
<b>Net assets</b>		<u>591,787</u>	<u>561,313</u>
<b>Funds of the charity</b>			
Restricted funds		63,027	66,859
Unrestricted funds		<u>528,760</u>	<u>494,454</u>
<b>Total charity funds</b>	23	<u>591,787</u>	<u>561,313</u>

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

*Annie Hedge*

*Aramide O*

Annie Hedge - Chair  
Trustee

Aramide Ogunlana - Treasurer  
Trustee

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The notes on pages 29 to 47 form part of these financial statements.

# Rights of Women Incorporated Limited

## Company Limited by Guarantee

### Statement of Cash Flows

Year ended 31 March 2024

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	<b>2024</b>	2023
	£	£
<b>Cash flows from operating activities</b>		
Net income/(expenditure)	30,474	(59,172)
<i>Adjustments for:</i>		
Other interest receivable and similar income	(2,990)	(879)
Accrued expenses	18,989	54,114
<i>Changes in:</i>		
Trade and other debtors	(55,912)	(49,040)
Trade and other creditors	153,230	(6,822)
Cash generated from operations	143,791	(61,799)
Interest received	2,990	879
Net cash from/(used in) operating activities	<u>146,781</u>	<u>(60,920)</u>
<b>Net increase/(decrease) in cash and cash equivalents</b>	146,781	(60,920)
<b>Cash and cash equivalents at beginning of year</b>	496,786	557,706
<b>Cash and cash equivalents at end of year</b>	<u>643,567</u>	<u>496,786</u>

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The notes on pages 29 to 47 form part of these financial statements.

# Rights of Women Incorporated Limited

## Company Limited by Guarantee

### Notes to the Financial Statements

Year ended 31 March 2024

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#### 1. General information

The charity is a public benefit entity and a private company limited by guarantee, registered in England and Wales and a registered charity in England and Wales. The address of the registered office is 52-54 Featherstone Street, London, EC1Y 8RT.

#### 2. Statement of compliance

These financial statements have been prepared in compliance with FRS 102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland', the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP (FRS 102)) and the Companies Act 2006.

#### 3. Accounting policies

##### Basis of preparation

The financial statements have been prepared on the historical cost basis.

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

##### Going concern

A review of the organisation is undertaken annually in line with ISA (UK) 570 to assess the going concern status of the organisation. The assessment is undertaken as part of the budget setting process for the following year in the light of the forecast financial statements for the current year. The assessment considers key forecasts for income generation, expenditure, planned activities, risk register, cashflow, organisational performance, external factors and contingencies required to secure the future business operations of the organisation.

Trustees consider that, having reviewed the management assessment, that Rights of Women Incorporated Limited can be considered a going concern for the foreseeable future and that suitable risk mitigations and contingencies are in place.

##### Judgements and key sources of estimation uncertainty

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported. These estimates and judgements are continually reviewed and are based on experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

##### Income tax

As a registered charity, the charity is exempt from income tax to the extent that its income and gains are applicable to charitable purposes only. Value added tax is not recoverable by the charity and is therefore included in the relevant costs in the Statement of Financial Activities.

# Rights of Women Incorporated Limited

## Company Limited by Guarantee

### Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

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#### 3. Accounting policies *(continued)*

##### Fund accounting

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

Designated funds 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.

##### Incoming resources

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

- income from donations or grants is recognised when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably.
- legacy income is recognised when receipt is probable and entitlement is established.
- income from donated goods is measured at the fair value of the goods unless this is impractical to measure reliably, in which case the value is derived from the cost to the donor or the estimated resale value. Donated facilities and services are recognised in the accounts when received if the value can be reliably measured. No amounts are included for the contribution of general volunteers.
- income from contracts for the supply of services is recognised with the delivery of the contracted service. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent, in which case it may be regarded as restricted.

# Rights of Women Incorporated Limited

## Company Limited by Guarantee

### Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

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#### 3. Accounting policies *(continued)*

##### Resources expended

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

- expenditure on raising funds includes the costs of all fundraising activities, events, non-charitable trading activities, and the sale of donated goods.
- expenditure on charitable activities includes all costs incurred by a charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities.
- other expenditure includes all expenditure that is neither related to raising funds for the charity nor part of its expenditure on charitable activities.

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

##### 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.

##### 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:

Equipment	-	25% p.a. straight line
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##### Investments

Unlisted equity investments are initially recorded at cost, and subsequently measured at fair value. If fair value cannot be reliably measured, assets are measured at cost less impairment.

##### 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.

# Rights of Women Incorporated Limited

## Company Limited by Guarantee

### Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

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#### 3. Accounting policies *(continued)*

##### Financial instruments

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

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

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

##### Defined contribution plans

Contributions to defined contribution plans are recognised as an expense in the period in which the related service is provided. Prepaid contributions are recognised as an asset to the extent that the prepayment will lead to a reduction in future payments or a cash refund.

#### 4. Limited by guarantee

The charity is incorporated under the Companies Act 2006 and is limited by guarantee, each member having undertaken to contribute such amounts not exceeding one pound as may be required in the event of the company being wound up whilst he or she is still a member or within one year thereafter.

There are 11 members of the company (2023: 10).

#### 5. Donations and legacies

	Unrestricted Funds £	Total Funds 2024 £	Unrestricted Funds £	Total Funds 2023 £
<b>Donations</b>				
Garden Court Chambers Limited	4,000	4,000	–	–
Gift Aid	1,619	1,619	–	–
Impact 100	35,000	35,000	–	–
Just Giving - The Last Leg's Fundraiser	88	88	11,013	11,013
London Legal Support Trust	1,081	1,081	1,456	1,456
The Big Give Trust	5,480	5,480	18,741	18,741
Other donations under £2000	33,090	33,090	31,166	31,166
	<u>80,358</u>	<u>80,358</u>	<u>62,376</u>	<u>62,376</u>

# Rights of Women Incorporated Limited

## Company Limited by Guarantee

### Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

#### 6. Charitable activities

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
Access to Justice Foundation (HALS)	–	37,500	37,500
Access to Justice Foundation (ILTA)	–	8,333	8,333
Access to Justice Foundation (IOTLS)	–	79,387	79,387
Ascent (London Council's A & C)	–	73,309	73,309
Ascent (London Council's ASSO)	–	31,292	31,292
Ascent Plus	–	27,611	27,611
Esmee Fairbairn	40,000	–	40,000
Firebird Foundation	–	60,000	60,000
Henry Smith	–	60,000	60,000
Henry Smith (Covid 19)	–	40,000	40,000
Home Office (EUSS)	–	61,000	61,000
Indigo Trust	25,000	–	25,000
John Ellerman	–	–	–
Justice Together Initiative	–	79,000	79,000
Labyrinth Project	–	–	–
Miscellaneous Income	1,021	–	1,021
MOJ FLOWS	–	150,863	150,863
Training income and speakers' fees	6,758	–	6,758
Treebeard (PA)	–	35,000	35,000
Trust for London	–	29,900	29,900
Two Magpies	–	–	–
	<u>72,779</u>	<u>773,195</u>	<u>845,974</u>

# Rights of Women Incorporated Limited

## Company Limited by Guarantee

### Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

#### 6. Charitable activities *(continued)*

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Access to Justice Foundation (HALS)	–	75,000	75,000
Access to Justice Foundation (ILTA)	–	–	–
Access to Justice Foundation (IOTLS)	–	–	–
Ascent (London Council's A & C)	–	72,110	72,110
Ascent (London Council's ASSO)	–	29,649	29,649
Ascent Plus	–	27,611	27,611
Esmee Fairbairn	56,000	–	56,000
Firebird Foundation	–	–	–
Henry Smith	–	59,000	59,000
Henry Smith (Covid 19)	–	40,000	40,000
Home Office (EUSS)	–	54,276	54,276
Indigo Trust	–	–	–
John Ellerman	–	58,470	58,470
Justice Together Initiative	–	63,000	63,000
Labyrinth Project	–	23,591	23,591
Miscellaneous Income	2,116	–	2,116
MOJ FLOWS	–	132,883	132,883
Training income and speakers' fees	23,176	–	23,176
Treebeard (PA)	–	35,000	35,000
Trust for London	–	26,000	26,000
Two Magpies	–	15,000	15,000
	<u>81,292</u>	<u>711,590</u>	<u>792,882</u>

#### 7. Other trading activities

	Unrestricted Funds £	Total Funds 2024 £	Unrestricted Funds £	Total Funds 2023 £
Fundraising events	<u>27,457</u>	<u>27,457</u>	<u>16,400</u>	<u>16,400</u>

#### 8. Investment income

	Unrestricted Funds £	Total Funds 2024 £	Unrestricted Funds £	Total Funds 2023 £
Bank interest receivable	<u>2,990</u>	<u>2,990</u>	<u>879</u>	<u>879</u>

#### 9. Costs of other trading activities

	Unrestricted Funds £	Total Funds 2024 £	Unrestricted Funds £	Total Funds 2023 £
Costs of other trading activities - Staging events	<u>15,995</u>	<u>15,995</u>	<u>9,895</u>	<u>9,895</u>

# Rights of Women Incorporated Limited

## Company Limited by Guarantee

### Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

#### 10. Expenditure on charitable activities by fund type

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
Access to Justice Foundation (HALS)	–	39,540	39,540
Access to Justice Foundation (ILTA)	–	4,088	4,088
Access to Justice Foundation (IOTLS)	–	79,387	79,387
Ascent (London Council's A & C)	–	73,457	73,457
Ascent (London Council's ASSO)	–	31,339	31,339
Ascent Plus	–	27,613	27,613
Core Costs	63,279	–	63,279
Esmee Fairbairn	46,236	–	46,236
Firebird Foundation	–	59,485	59,485
Henry Smith	–	64,754	64,754
Henry Smith (Covid 19)	–	36,384	36,384
Home Office (EUSS)	–	61,000	61,000
Indigo Trust	12,516	–	12,516
John Ellerman	–	139	139
Justice Together Initiative	–	82,936	82,936
Labyrinth Project	–	–	–
Ministry of Justice (FLOWS)	–	151,129	151,129
ROSA - JEF A&S	–	–	–
Support costs	15,128	2,361	17,489
Treebeard (PA)	–	33,533	33,533
Trust for London	–	26,006	26,006
Tudor Trust	–	–	–
	<u>137,159</u>	<u>773,151</u>	<u>910,310</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Access to Justice Foundation (HALS)	–	74,894	74,894
Access to Justice Foundation (ILTA)	–	–	–
Access to Justice Foundation (IOTLS)	–	–	–
Ascent (London Council's A & C)	–	71,988	71,988
Ascent (London Council's ASSO)	–	29,618	29,618
Ascent Plus	–	26,815	26,815
Core Costs	63,083	–	63,083
Esmee Fairbairn	38,414	–	38,414
Firebird Foundation	–	–	–
Henry Smith	–	54,164	54,164
Henry Smith (Covid 19)	–	42,513	42,513
Home Office (EUSS)	–	54,276	54,276
Indigo Trust	–	–	–
John Ellerman	–	57,851	57,851
Justice Together Initiative	–	54,618	54,618
Labyrinth Project	–	23,685	23,685
Ministry of Justice (FLOWS)	–	132,883	132,883
ROSA - JEF A&S	–	70,512	70,512
Support costs	14,272	1,791	16,063

# Rights of Women Incorporated Limited

## Company Limited by Guarantee

### Notes to the Financial Statements *(continued)*

#### Year ended 31 March 2024

Treebeard (PA)	–	56,581	56,581
Trust for London	–	23,312	23,312
Tudor Trust	–	30,544	30,544
	<u>115,769</u>	<u>806,045</u>	<u>921,814</u>

#### 11. Expenditure on charitable activities by activity type

	Activities undertaken directly £	Support costs £	Total funds 2024 £	Total fund 2023 £
Access to Justice Foundation (HALS)	39,540	–	39,540	74,894
Access to Justice Foundation (ILTA)	4,088	–	4,088	–
Access to Justice Foundation (IOTLS)	79,387	–	79,387	–
Ascent (London Council's A & C)	73,457	–	73,457	71,988
Ascent (London Council's ASSO)	31,339	–	31,339	29,649
Ascent Plus	27,613	–	27,613	27,610
Core Costs	63,279	8,093	71,372	63,629
Esmee Fairbairn	46,236	7,035	53,271	52,140
Firebird Foundation	59,485	515	60,000	–
Henry Smith	64,754	358	65,112	54,164
Henry Smith (Covid 19)	36,384	121	36,505	42,513
Home Office (EUSS)	61,000	–	61,000	54,276
Indigo Trust	12,516	–	12,516	–
John Ellerman	139	480	619	57,851
Justice Together Initiative	82,936	525	83,461	54,618
Labyrinth Project	–	–	–	23,685
Ministry of Justice (FLOWS)	151,129	–	151,129	132,883
ROSA - JEF A&S	–	–	–	70,512
Treebeard (PA)	33,533	362	33,895	56,581
Trust for London	26,006	–	26,006	23,516
Tudor Trust	–	–	–	31,305
	<u>892,821</u>	<u>17,489</u>	<u>910,310</u>	<u>921,814</u>

During the year ended 31 March 2024, Rights of Women received pro bono legal advice, jointly with other organisations, totalling 164 chargeable hours.

# Rights of Women Incorporated Limited

## Company Limited by Guarantee

### Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

#### 12. Analysis of support costs

	Core Costs	Esmee Fairbairn	Firebird Foundation	Henry Smith	Henry Smith (Covid 19)	John Ellerman	Justice Together Initiative	Treebeard (PA)	Total 2024	Total 2023
	£	£	£	£	£	£	£	£	£	£
Board Meeting Costs	171	–	–	–	121	–	–	–	292	865
Legal & Professional Fees	5,895	5,000	–	–	–	480	–	362	11,737	10,158
Audit	2,027	2,035	515	358	–	–	525	–	5,460	5,040
	<u>8,093</u>	<u>7,035</u>	<u>515</u>	<u>358</u>	<u>121</u>	<u>480</u>	<u>525</u>	<u>362</u>	<u>17,489</u>	<u>16,063</u>

# Rights of Women Incorporated Limited

## Company Limited by Guarantee

### Notes to the Financial Statements *(continued)*

#### Year ended 31 March 2024

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#### 13. Net income/(expenditure)

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

	<b>2024</b>	2023
	<b>£</b>	£
Operating lease rentals	–	90
Audit fee	5,460	5,040
	<u>          </u>	<u>          </u>

#### 14. Staff costs

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

	<b>2024</b>	2023
	<b>£</b>	£
Wages and salaries	682,425	673,119
Social security costs	63,048	62,695
Employer contributions to pension plans	20,646	20,772
	<u>          </u>	<u>          </u>
	766,119	756,586
	<u>          </u>	<u>          </u>

The average head count of employees during the year was 21 (2023: 21). The average number of full-time equivalent employees during the year is analysed as follows:

	<b>2024</b>	2023
	<b>No.</b>	No.
Number of staff involved in charitable activities	12	13
Number of administrative staff	3	1
Number of management staff	2	2
	<u>          </u>	<u>          </u>
	17	16
	<u>          </u>	<u>          </u>

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

#### Key Management Personnel

Key management personnel include all persons that have authority and responsibility for planning, directing and controlling the activities of the charity. The total compensation paid to key management personnel for services provided to the charity was £61,737 (2023:£60,195).

#### 15. Trustee remuneration and expenses

No remuneration or other benefits from employment with the charity or a related entity were received by the trustees (2023: nil).

During the year there were no expenses reimbursed to trustees (2023: nil).

# Rights of Women Incorporated Limited

## Company Limited by Guarantee

### Notes to the Financial Statements *(continued)*

#### Year ended 31 March 2024

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#### 16. Transfers between funds

During the year management has undertaken a review of the brought forward restricted funds, concluding that some funds had been provided without restrictions, and others had been released of restrictions following the completion of their funded projects. Leading to a total transfer to unrestricted funds during the year of £6,065.

Shortfall of restricted income on some projects' expenditure has been covered using the charity's unrestricted funds. Leading to a total transfer to restricted funds during the year of £2,189.

#### 17. Tangible fixed assets

	Equipment £
<b>Cost</b>	
<b>At 1 April 2023 and 31 March 2024</b>	67,814
<b>Depreciation</b>	
<b>At 1 April 2023 and 31 March 2024</b>	67,814
<b>Carrying amount</b>	
<b>At 31 March 2024</b>	–
At 31 March 2023	–

#### 18. Investments

	Other investments £
<b>Cost or valuation</b>	
At 1 April 2023	1
Additions	–
<b>At 31 March 2024</b>	1
<b>Impairment</b>	
<b>At 1 April 2023 and 31 March 2024</b>	–
<b>Carrying amount</b>	
<b>At 31 March 2024</b>	1
At 31 March 2023	1

All investments shown above are held at valuation.

Investments represent 1 ordinary share held in Tindlememor Limited, company number: 01380213, registered office 52/24 Featherstone Street, London, EC1Y 8RT.

# Rights of Women Incorporated Limited

## Company Limited by Guarantee

### Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

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#### 19. Debtors

	<b>2024</b>	2023
	£	£
Trade debtors	148,907	89,604
Prepayments and accrued income	2,214	39,717
	<u>151,121</u>	<u>129,321</u>

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

	<b>2024</b>	2023
	£	£
Trade creditors	7,618	16,125
Accruals and deferred income	173,791	32,247
Social security and other taxes	19,509	13,969
Other creditors	1,984	2,454
	<u>202,902</u>	<u>64,795</u>

#### 21. Deferred income

	<b>2024</b>	2023
	£	£
Amount deferred in year	156,667	–
	<u>156,667</u>	<u>–</u>

#### 22. Pensions and other post retirement benefits

##### Defined contribution plans

The amount recognised in income or expenditure as an expense in relation to defined contribution plans was £20,646 (2023: £20,772).

# Rights of Women Incorporated Limited

## Company Limited by Guarantee

### Notes to the Financial Statements *(continued)*

#### Year ended 31 March 2024

#### 23. Analysis of charitable funds

##### Unrestricted funds

	At 1 April 2023 £	Income £	Expenditure £	Transfers £	At 31 March 20 24 £
General funds	234,454	183,584	(153,154)	(15,262)	249,622
Designated Fund - see below	260,000	–	–	19,138	279,138
	<u>494,454</u>	<u>183,584</u>	<u>(153,154)</u>	<u>3,876</u>	<u>528,760</u>

	At 1 April 2022 £	Income £	Expenditure £	Transfers £	At 31 March 20 23 £
General funds	140,501	160,947	(125,664)	58,670	234,454
Designated Fund - see below	178,970	–	–	81,030	260,000
	<u>319,471</u>	<u>160,947</u>	<u>(125,664)</u>	<u>139,700</u>	<u>494,454</u>

**The General Fund** is to support any short term shortfall, for example a gap between grants, or to cover specific expenses where grant or other funding is not available.

The following unrestricted Grants/Awards received are included within the General fund:

**Big Give:** This money was raised from donations from the public through an online crowdfunder to support women experiencing VAWG through provision of legal advice.

**Esmee Fairbairn:** This is a grant for unrestricted core costs to increase access to justice for women experiencing gender-based violence. It is focused on strategic immigration and asylum law policy influencing work to create system change in England and Wales.

**Garden Court:** This small grant covers core costs associated with the charity's work to support the delivery of access to justice.

**Impact 100:** This is a core grant from Impact100 London which is a philanthropic impact fund to give transformative grants to local charities that primarily benefit women and girls in London.

**Indigo Trust:** This is a core grant to support our work on access to justice in the UK.

**Designated Funds** are reserves ringfenced by the board to meet redundancy and winding up costs in the event of loss of funding.

Staff redundancy & notice period payments	178,178
Contractual liabilities	55,960
Professional advice	45,000
At 31 March 2024	<u>279,138</u>

# Rights of Women Incorporated Limited

## Company Limited by Guarantee

### Notes to the Financial Statements *(continued)*

#### Year ended 31 March 2024

#### 23. Analysis of charitable funds *(continued)*

##### Restricted funds

	At 1 April 2023 £	Income £	Expenditure £	Transfers £	At 31 March 20 24 £
Access to Justice Foundation (ILTA)	–	8,333	(4,088)	–	4,245
Access to Justice Foundation (IOTLS)	–	79,387	(79,387)	–	–
Access to Justice Foundation (HALS)	106	37,500	(39,540)	1,934	–
Ascent (London Council's A & C)	148	73,309	(73,457)	–	–
Ascent (London Council's ASSO)	47	31,292	(31,339)	–	–
Ascent Plus	2	27,611	(27,613)	–	–
Big Lottery Fund	–	–	–	–	–
CAB EUSS	–	–	–	–	–
Comic Relief	–	–	–	–	–
Comic Relief Second Grant	–	–	–	–	–
Esmee Fairbairn	–	–	–	–	–
Family Rights Group	6,065	–	–	(6,065)	–
Firebird Foundation	–	60,000	(60,000)	–	–
Foreign and Commonwealth Office/Forced Marriage Unit Domestic Programme Fund	–	–	–	–	–
FRG (TFL)	–	–	–	–	–
Henry Smith	35,112	60,000	(65,112)	–	30,000
Henry Smith (Covid 19)	(2,513)	40,000	(36,505)	–	982
Home Office (EUSS)	–	61,000	(61,000)	–	–
John Ellerman	619	–	(619)	–	–
Justice Together Initiative	8,382	79,000	(83,461)	–	3,921
Labyrinth Project	–	–	–	–	–
Ministry of Justice (FLOWS)	11	150,863	(151,129)	255	–
MOPAC - Solace	–	–	–	–	–
PAS Projects	–	–	–	–	–
Paul Hamlyn Foundation	–	–	–	–	–

# Rights of Women Incorporated Limited

## Company Limited by Guarantee

### Notes to the Financial Statements *(continued)*

#### Year ended 31 March 2024

#### 23. Analysis of charitable funds *(continued)*

ROSA - JEF A&S	–	–	–	–	–
Tampon Tax	–	–	–	–	–
Tampon Tax RCJ	–	–	–	–	–
Treebeard (PA)	16,396	35,000	(33,895)	–	17,501
Treebeard Emergency Grant	–	–	–	–	–
Trust for London	2,484	29,900	(26,006)	–	6,378
Tudor Trust	–	–	–	–	–
Two Magpies Fund	–	–	–	–	–
	<u>66,859</u>	<u>773,195</u>	<u>(773,151)</u>	<u>(3,876)</u>	<u>63,027</u>

	At 1 April 2022 £	Income £	Expenditure £	Transfers £	At 31 March 20 23 £
Access to Justice Foundation (ILTA)	–	–	–	–	–
Access to Justice Foundation (IOTLS)	–	–	–	–	–
Access to Justice Foundation (HALS)	–	75,000	(74,894)	–	106
Ascent (London Council's A & C)	26	72,110	(71,988)	–	148
Ascent (London Council's ASSO)	47	29,649	(29,649)	–	47
Ascent Plus	1	27,611	(27,610)	–	2
Big Lottery Fund	577	–	–	(577)	–
CAB EUSS	67,398	–	–	(67,398)	–
Comic Relief	5,874	–	–	(5,874)	–
Comic Relief Second Grant	1,480	–	–	(1,480)	–
Esmee Fairbairn	33,271	–	–	(33,271)	–
Family Rights Group	6,065	–	–	–	6,065
Firebird Foundation	–	–	–	–	–
Foreign and Commonwealth Office/Forced Marriage Unit Domestic Programme Fund	4,019	–	–	(4,019)	–
FRG (TFL)	1,350	–	–	(1,350)	–
Henry Smith	30,276	59,000	(54,164)	–	35,112
Henry Smith (Covid 19)	–	40,000	(42,513)	–	(2,513)
Home Office (EUSS)	–	54,276	(54,276)	–	–
John Ellerman	–	58,470	(57,851)	–	619
Justice Together Initiative	–	63,000	(54,618)	–	8,382

# Rights of Women Incorporated Limited

## Company Limited by Guarantee

### Notes to the Financial Statements *(continued)*

#### Year ended 31 March 2024

#### 23. Analysis of charitable funds *(continued)*

Labyrinth Project	93	23,591	(23,685)	1	–
Ministry of Justice (FLOWS)	11	132,883	(132,883)	–	11
MOPAC - Solace	165	–	–	(165)	–
PAS Projects	5,331	–	–	(5,331)	–
Paul Hamlyn Foundation	18,114	–	–	(18,114)	–
ROSA - JEF A&S	72,513	–	(70,512)	(2,001)	–
Tampon Tax	246	–	–	(246)	–
Tampon Tax RCJ	1,216	–	–	(1,216)	–
Treebeard (PA)	22,977	35,000	(41,581)	–	16,396
Treebeard Emergency Grant	941	–	–	(941)	–
Trust for London	–	26,000	(23,516)	–	2,484
Tudor Trust	29,023	–	(31,305)	2,282	–
Two Magpies Fund	–	15,000	(15,000)	–	–
	<u>301,014</u>	<u>711,590</u>	<u>(806,045)</u>	<u>(139,700)</u>	<u>66,859</u>

# Rights of Women Incorporated Limited

## Company Limited by Guarantee

### Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

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#### 23. Analysis of charitable funds *(continued)*

**Access to Justice Foundation Improving Lives Through Advice (ILTA):** This grant is part of a grant programme that aims to demonstrate how multi-year advice funding builds sustainability, infrastructure, connections and best practice EDI approach in the delivery of frontline legal advice.

**Access to Justice Foundation Improving Outcomes Through Legal Support (IOTLS):** This grant is to support our frontline specialist legal advice delivery and ensure beneficiaries can access timely advice and support throughout their legal journey. It primarily funds the costs frontline advisers.

**Access to Justice Foundation Help Accessing Legal Support (HALS):** This is a grant to support our frontline specialist legal advice delivery and ensure beneficiaries can access timely advice and support throughout their legal journey. It primarily funds the costs frontline advisers.

**Ascent:** This grant is for the Ascent project which is a grant for two strands of work aimed at tackling VAWG in London, it is comprised of the London Councils Advice and Counselling Ascent strand (lead partner Women and Girls Network) which focuses on advice, training and legal publications and the London Councils 2nd Tier strand / Ascent Support Services to Organisations (ASSO) (lead partner Women's Resource Centre) focused on strengthening VAWG professionals and their organisations through training and capacity building. It primarily covers staffing and direct delivery costs. The overall management of the grant streams is via the London VAWG Consortium.

**Ascent Plus:** This grant is for the Ascent Plus project which is an additional grant to extend the reach of London Councils Advice and Counselling Ascent project. It is a consortium grant from MOPAC and Solace Women's Aid is the lead partner.

**Family Rights Group:** This is a grant for the staffing costs of a project to support women affected by domestic violence involved with social services.

**Firebird Foundation:** This grant funds staffing and project costs for an influencing and practice-based project focused on transforming the family justice system response to women survivors of domestic abuse.

**FLOWS:** This grant is for a partnership project with RCJ Advice called FLOWS (Finding Legal Option for Women Survivors) covering staffing costs and project costs. The funding is from Ministry of Justice. The project focuses on using tech and digital solutions to assist individual women survivors and professionals to access support with family law and criminal legal issues.

**Foreign and Commonwealth Office/Forced Marriage Unit Domestic Programme Fund:** This is a grant towards the staffing and project costs of a series of events with professionals to discuss legal and other responses to forced marriage regionally in England and Wales and to produce a report.

**Henry Smith:** This is a grant towards the staffing and project costs of our immigration and asylum law legal advice team to strengthen the legal advice and support available to vulnerable migrant women at a critical point in their lives.

# Rights of Women Incorporated Limited

## Company Limited by Guarantee

### Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

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#### 23. Analysis of charitable funds *(continued)*

**Henry Smith Covid 19:** This is a grant towards running costs of a project providing legal advice, advocacy and support for women who have experienced or are at risk of Violence Against Women and Girls across England and Wales.

**Home Office EUSS grant:** This grant funds an immigration law legal advice line for women survivors of Violence Against Women and Girls (VAWG) who are making applications to the EU Settlement Scheme (EUSS) and training for professionals working with women survivors of VAWG supporting them to make EUSS applications. It primarily covers staffing, training and project costs.

**John Ellerman:** This is a grant for policy influencing work in relation to family and criminal law justice issues that impact on our women beneficiaries. It primarily covers staffing and project costs.

**Justice Together Initiative (JTI):** This grant is for policy influencing work carried out in the area of immigration and asylum law in relation to access to justice for migrant women survivors with insecure immigration status. It funds policy work and the associated delivery of advice work that produces an evidence base for this work. It primarily funds staffing and project costs.

**Labyrinth project:** This project provides support and training to survivors and professionals in relation to VAWG across 3 nations (England, Scotland and Northern Ireland) It is a partnership of different organisations and is led by Solace Women's Aid and funded by the Tampon Tax fund. Rights of Women is funded to provide training to VAWG professionals and legal advice publications across England. It primarily covers staffing costs.

**PA Project:** This grant funds delivery work to develop an understanding of the experiences of women victims of domestic abuse who are accused of parental alienation through work directly with those victims and the provision of advice in relation to their circumstances. It is funded by Treebeard Trust, Two Magpies and The Roddick Foundation. It primarily covers staffing costs.

**ROSA JEF Advice and Support:** This grant from the ROSA Justice and Equality Fund Advice and Counselling strand is to fund the provision of a legal advice service providing employment law advice to women survivors of sexual harassment in the workplace. It primarily covers staffing and project costs and volunteer expenses.

**Trust for London:** This is a grant towards the staffing and project costs to strengthen the legal advice and support available to vulnerable migrant women in London through provision of advice, second tier support to professionals and influencing work to improve policy.

**Treebeard emergency grant:** This is an unrestricted grant to assist with any additional costs the organisation faces due to the COVID-19 pandemic in its work supporting women experiencing domestic abuse.

**Tudor Trust:** This grant funds our national family law advice law service in relation to delivery of advice, policy work, publications, setting up and working with a women survivor panel and supporting volunteers. It primarily covers staffing costs, volunteer costs and project costs.

# Rights of Women Incorporated Limited

## Company Limited by Guarantee

### Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

#### 24. Analysis of net assets between funds

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
Investments	1	–	1
Current assets	731,661	63,027	794,688
Creditors less than 1 year	(202,902)	–	(202,902)
<b>Net assets</b>	<u>528,760</u>	<u>63,027</u>	<u>591,787</u>

  

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Investments	3	–	3
Current assets	559,248	66,859	626,107
Creditors less than 1 year	(64,797)	–	(64,797)
<b>Net assets</b>	<u>494,454</u>	<u>66,859</u>	<u>561,313</u>

#### 25. Analysis of changes in net debt

	At 1 Apr 2023 £	Cash flows £	At 31 Mar 2024 £
Cash at bank and in hand	<u>496,786</u>	<u>146,781</u>	<u>643,567</u>

#### 26. Limitation of auditors liability

By way of a members' resolution dated 2nd October 2023, the company has agreed to enter into a limited liability agreement with its auditors whereby their exposure to legal claims is limited to £50,000 per claim.

#### 27. Related parties

The charity holds three ordinary shares valuing at £1 in Tindlemanor Limited, which owns the property occupied by the charity. The only transactions with the company during the financial year was for the payment of service charges, room hire and storage space, which amounted to £16,878 (2023: £22,207).

**RIGHTS OF WOMEN INCORPORATED**

England & Wales - Charity number 1147913

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# Accounts

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COMPANY REGISTRATION NUMBER: 08002509  
CHARITY REGISTRATION NUMBER: 1147913

**Rights of Women Incorporated Limited**  
**Company Limited by Guarantee**  
**Financial Statements**  
**31 March 2023**

**WALTER HUNTER & CO LIMITED**  
Chartered accountants & statutory auditor  
24 Bridge Street  
Newport  
South Wales  
NP20 4SF

# **Rights of Women Incorporated Limited**

## **Company Limited by Guarantee**

### **Financial Statements**

**Year ended 31 March 2023**

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# Rights of Women Incorporated Limited

## Company Limited by Guarantee

### Trustees' Annual Report (Incorporating the Director's Report)

Year ended 31 March 2023

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

#### Reference and administrative details

<b>Registered charity name</b>	Rights of Women Incorporated Limited
<b>Charity registration number</b>	1147913
<b>Company registration number</b>	08002509
<b>Principal office and registered office</b>	52-54 Featherstone Street London EC1Y 8RT

#### The trustees

Annie Hedge - Chair  
Aramide Ogunlana - Treasurer  
Elisha Augustin  
Laura Bennett  
Olivia Dehnavi  
Kristina Glenn  
Kat Hacker  
Katherine Minett  
Victoria Poku-Amanfo  
Hannah Phillips

**Director (Staff team)** Estelle du Boulay

**Auditor** Jonathan Rhodes BSc BFP FCA  
Walter Hunter & Co Limited  
Chartered accountants & statutory auditor  
24 Bridge Street  
Newport  
South Wales  
NP20 4SF

**Bankers** Unity Trust Bank  
9 Brindleyplace  
Birmingham  
B1 2HB

Lloyds Bank  
31/33 Holloway Road  
London  
N7 8JP

Triodos Bank  
Deanery Road  
Bristol  
BS1 5AS

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# Rights of Women Incorporated Limited

## Company Limited by Guarantee

### Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2023

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#### Structure, governance and management

##### About Rights of Women (ROW)

Rights of Women (established 1975) is a women's legal rights organisation which specialises in supporting women who are experiencing - or at risk of experiencing - all forms of Violence Against Women and Girls (VAWG), including domestic abuse and sexual violence.

Our purpose is to increase women's understanding of their legal rights and improve their access to justice so that they can live free from abuse and oppression and can make informed choices about their safety. We increase their skills to overcome problems so they can navigate the law and legal processes with confidence.

Our core provision is free specialist confidential legal advice directly to women throughout England and Wales via telephone advice lines covering family, immigration and asylum, employment law (sexual harassment at work) and criminal law.

##### Structure, governance and management

Rights of Women is a company limited by guarantee, Rights of Women Incorporated Limited (number 08002509) and a registered charity (number 1147913) with the Charity Commission.

The Board of Trustees met 4 times during the year. All meetings were carried out virtually using online software throughout the year due to the ongoing pandemic. The Chair continues a process of Board development for new and established Trustees.

The day-to-day management of the organisation continues to be delegated to the Director, Estelle du Boulay, who was assisted during this period in the delivery of the organisation's services by our Senior Leadership team comprised of Mary McGloin (Operations Manager) and Senior Legal Officers (SLOs) Olive Craig, Jasbindar Bhatia, Hannah Couchman, Mandip Ghai, Leigh Morgan, Nicole Masri and Deeba Syed.

The Board continues to employ an external financial consultant, Ken Hercules, to undertake the management accounting.

The Finance Subgroup met virtually 4 times throughout the year, chaired by the Treasurer.

Our direct services for women continue to be supported by our team of 50 active volunteer women barristers and solicitors. The Board of Trustees would like to acknowledge the very significant commitment and energy of the Rights of Women staff team and volunteers in the delivery of our vital services for women.

##### Risk Management

The charity trustees have given consideration to the major risks to which the charity is exposed and satisfied themselves that systems or procedures are established in order to manage those risks. The charity has established and maintains a detailed risk register including, but not limited to: governance, operations, finances, compliance with law and the external financial and political climate. This is reviewed at every Board meeting by the trustees. In addition to this, the charity maintains and regularly reviews a wide range of organisational policies and procedures that address mitigating risk.

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# Rights of Women Incorporated Limited

## Company Limited by Guarantee

### Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2023

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#### Objectives and activities

The Memorandum and Articles of Association of Rights of Women state the objects of the organisation to be restricted to:-

- (a) the elimination of discrimination on the grounds of gender;
- (b) advancing the education of women and raising awareness of equality and diversity;
- (c) commissioning and conducting research on gender equality and diversity issues and publishing the results to the public;
- (d) cultivating a sentiment in favour of equality of women and diversity;
- (e) campaigning in relation to gender equality and diversity issues and in furtherance of the elimination of discrimination on the grounds of gender;
- (f) conducting policy work in relation to gender equality and diversity issues.

#### Vision and Mission

In accordance with these objectives the agreed vision and mission for the organisation are as follows:-

##### Vision

Equality, justice and safety in the law for all women

##### Mission

Rights of Women advises, educates and empowers women by:-

- Providing women with free, confidential legal advice by specialist women solicitors and barristers
- Enabling women to understand and benefit from their legal rights through accessible and timely publications and training
- Campaigning to ensure that women's voices are heard and law and policy meets all women's needs

Our strategic priorities and objectives are set out in our Strategic Plan 2023-25, summarised below:

##### *Priority 1: Sustainability - Preserve ROW's unique services*

Why: Our change aspiration

We are the only frontline women's legal advice organisation in England and Wales. Our free advice services are life-saving and our policy expertise is unique. Sustaining this work in challenging times is vital.

What: Our Top 3 Key Actions

1. Increase our sustainability by increased diversified income
  2. Increase and diversify the number of people who support us
-

# Rights of Women Incorporated Limited

## Company Limited by Guarantee

### Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2023

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#### 3. Support our staff and volunteers

##### *Priority 2: Advice- Provide legal advice services to meet women's changing needs*

Why: Our change aspiration

Advice enables women to make safe and informed choices for themselves and their families. We believe that all women have the right to accurate and accessible advice and information about the law and their legal rights, especially when those rights are being eroded or denied.

What: Our Top 3 Key Actions

1. Increase the impact of our legal expertise and provision
2. Ensure advice strategies centre the lived experience of women
3. Improve accessibility to our services for the women who need us most

##### *Priority 3: Policy- Change laws, legal procedures and systems to benefit women*

Why: Our change aspiration

The law disadvantages women in myriad ways and needs radical change. We will combine our expertise with that of others to bring about changes that make access, treatment and outcomes in the law better for women.

What: Our Top 3 Key Actions

1. Influence culture change and improvements to specific, targeted law, policy and legal advice provision
2. Develop strategic learning from our unique evidence base
3. Work collaboratively with sector partners and key stakeholders to increase access to legal rights

A Board away day was held virtually on 1st July 2022 focusing on our draft strategic plan, understanding our finances and planning for our 50th anniversary in 2025.

On 21 October 2022 the Board of Trustees and staff team attended a hybrid away day at Macquarie Bank in London and online. The sessions for the day focused on how our team will work together in the future, reviewing our Strategic Plan and plans for our 50th Anniversary in 2025.

#### **Theory of change**

The Board of Trustees has developed an organisational theory of change which underpins the priorities within the Strategic Plan 2023-25.

We have identified the following changes (outcomes) as priorities for our organisation to work towards:

- Law and policy better reflect women's needs relative to our Violence Against Women and Girls (VAWG) focus and legal specialisms
  - We assist more women through expert legal advice
  - Women who need our advice services know we exist
  - Women (or their supporters) are able to access legal advice and support with the law through a range of channels or models
  - The end of VAWG is brought nearer by ensuring that women know their legal rights before they experience VAWG
  - Women have access to legal advice on a range of issues that affect them adversely and diminish their equality and safety
  - Providers who are committed to justice and safety for women see the value and relevance of our work
-

# Rights of Women Incorporated Limited

## Company Limited by Guarantee

### Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2023

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We are operating in a very challenging political and financial environment and these challenges have increased during the pandemic.

Since April 2013, with the introduction of the Legal Aid Sentencing and Punishment of Offenders Act 2012, there has been a complete transformation in the availability of legal advice and representation for women in the key areas of expertise of Rights of Women. This means that our model of frontline service delivery is frequently overstretched in meeting women's legal advice and information needs, and this is exacerbated by very limited resources.

This current external economic and political landscape continues to have the following impact:-

- Increased demand for our services as a source of free legal advice and information
- fewer sources of signposting to specialist legal advice and representation
- more women representing themselves in legal proceedings

Our frontline services remain a unique source of legal advice and information. Our policy and public affairs work gains its legitimacy from the experiences of those frontline services. Our service users' voices inform our campaigning and policy work.

Undertaking our unique combination of frontline services, second tier support and policy and public affairs work strengthens our response to the challenges of the current landscape.

Developing new and innovative ways of reaching women with our advice and information services is essential to securing women's access to justice in the absence of alternative sources of support. Building our relationships with key partners creates new opportunities to develop and extend the reach of our activities in this new landscape.

Collaborating with our sector and building new relationships with Government, Parliamentarians and policy makers will increase the effectiveness of our future influencing work and is vital to resisting a push back in women's equality in the law and to preserving the advances we have achieved to date.

Building new audiences of supporters and activists through our social media activity and generating new campaigning capacity will also be vital in extending our reach and keeping our issues on the public and political agenda.

In these ways we will ensure that women have a more confident, informed and positive experience of the law and our justice systems and that they have a greater control over the legal problems they face with improved access to their remedies. We will also prevent the further erosion of women's ability to access the law and their legal remedies, ensuring that women are able to protect themselves from violence and secure more equal futures.

#### **Public benefit**

We have referred to the advice contained in the Charity Commission's general guidance on public benefit when reviewing our aims and objectives and in planning our future activities.

Our objects (set out above) are carried out for the public benefit as follows:-

- Our services are restricted for the benefit of women and are available to all women in England and Wales.
-

# Rights of Women Incorporated Limited

## Company Limited by Guarantee

### Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2023

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- Women experience many barriers to accessing the law and their legal rights. Existing or proposed new law and legal policy often discriminates against or disadvantages women as a whole or as members of a particular group. In our approach, we recognise the additional barriers posed by the intersection of gender-based abuse, racism, structural inequality and other forms of discrimination and oppression that impact on women's vulnerability, exclusion and marginalisation. For example, we recognise and seek to make a contribution through our work towards ending discrimination within the law towards Black and minoritised women; migrant women including refugees and asylum-seeking women; disabled women; women with low socio economic status; lesbian and bisexual women; trans women; women with no recourse to public funds.
- Through all our services and activities we aim to ensure that all women have equal access to the law, their legal rights and justice. In this way we aim to ensure that women enjoy a more equal role in society.
- Through our advice lines and publications women benefit from increased knowledge and understanding and increased confidence in using the law enabling them to overcome the disadvantages they experience. In particular our services focus on supporting women affected by violence - recognised by the UN as one of the most significant discriminations faced by women.
- Through our training for professionals who support women we aim to increase awareness and understanding of the law as it relates to women, enabling these professionals to better support women.
- Through our policy work we aim to ensure that the law and legal policy meets the needs of women and does not disadvantage them. We undertake research to demonstrate the impact of law and legal policy developments on women in order to raise awareness and lobby for changes which will ensure greater equality for women. Our research and policy documents are disseminated to local and national Government, policy makers, statutory and voluntary sector organisations. We regularly meet with law and policy makers to discuss the impact on women and campaign for developments which ensure greater equality for women.
- Through our communications work we aim to advance the education of women, raise awareness and public support of our policy and campaigning work, and shift public attitudes to promote equality and diversity.

#### **Strategic report**

The following sections for achievements and performance and financial review form the strategic report of the charity.

# Rights of Women Incorporated Limited

## Company Limited by Guarantee

### Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2023

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#### Achievements and performance

##### Advice service

We continued to provide free legal advice provision to women who have experienced, or are at risk of or experiencing, Violence Against Women and Girls (VAWG) throughout the year.

In this period our telephone legal advice services have supported a total of 3013 women with advice and information on their legal rights.

Our family and criminal law advice lines provided 2249 women with advice on family law issues including relationship breakdown, finance and children issues and/or with advice and support on the criminal justice process arising from domestic and/or sexual violence.

Our immigration and asylum law lines, including our EU Settlement Scheme advice line, provided advice and support to 580 individual women and professionals supporting women with an insecure immigration status.

Our new Sexual Harassment in the Workplace (Employment Law) advice service provided advice and support to 184 women.

During this period our telephone advice services have been supported by 46 volunteer women solicitors and barristers. We would like to thank all our volunteers sincerely for the time and commitment they have given over the past year to helping women through the law.

##### Training and Events

In total this year we have delivered training and events to over 1000 professionals throughout England and Wales.

##### *Training delivered under the Ascent Project*

As part of the Ascent project (funded by London Councils) we delivered specialist legal training to 434 professionals working with women survivors throughout London. Since the COVID-19 pandemic, all trainings have been held online. Our monitoring shows the majority of participants are still expressing a preference for online training.

The main training course we offered under the Ascent project was 'Changes to divorce law: what you need to know'. The course was aimed at professionals who are supporting survivors of domestic abuse. The sessions provided professionals with up-to-date knowledge of key changes to divorce and dissolution of civil partnership laws which came into effect on April 6th, 2022, and options for survivors concerned about what will happen to the family home. The following subjects were covered:

- The key changes to divorce procedure
- The removal of the requirement to provide reasons for the divorce
- An overview of the types of financial orders the courts can make on divorce
- Home rights if the home is in the other spouse's sole name

Other training we delivered under the Ascent project included a four-part series on the Domestic Abuse Act 2021: An Overview; Protection for Survivors in Legal Proceedings; Offences Involving Violent or Abusive Behaviour; and Injunctions and Powers for Dealing with Domestic Abuse. We also delivered Specialist Briefings on the Domestic Abuse Act 2021 to borough officers and community and voluntary organisations, as well as courses on the following: Migrant Women and Immigration Control and Supporting Women and Girls at Risk of Forced Marriage and Female Genital Mutilation.

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# Rights of Women Incorporated Limited

## Company Limited by Guarantee

### Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2023

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#### *EU Settlement Scheme training*

We trained 467 professionals from the community, voluntary and statutory sectors working in England & Wales on violence against women and girls (VAWG) issues. Our training provided participants with knowledge to support EU citizens and their family members, who are victims of gender-based abuse, to secure the immigration status they need to continue living in the UK.

#### *Labyrinth Project training*

We delivered a number of introductory level online training sessions to 83 professionals supporting survivors of VAWG including introductions to: strategies for dealing with sexual harassment; coercive control; family law legal aid; sexual harassment in the workplace and migrant women and immigration control.

#### *In-house training*

We delivered bespoke family law training sessions in-house to a number of organisations including The Red Cross, Southwark Council Women's Network, Watford CAB, Safe Lives and Money Advice Plus. Our employment law team twice provided training on Sexual Harassment in the Workplace and Trauma-Informed Investigations to ASLEF.

#### **Social Media**

We have a combined audience of over 63,000 across our social media accounts (Facebook, Instagram, Linked In, Twitter), and regularly publish policy and legal information to increase women's understanding of the law and VAWG.

#### **Publications**

In 2022-23 a total of 1,120,022 legal guides, handbooks, reports, briefings, consultation responses and publications were downloaded from our website.

#### **Policy and campaigning**

##### *Access to Legal Aid*

We continued to highlight the ways in which the means test is unjust and restricting access to justice. The means test fails to provide a realistic calculation of a person's income and capital and whether they can afford to pay for legal services. For example, the means test often assesses women as being ineligible for legal aid because it deems that they have access to capital via their homes (often jointly owned with an abuser, so in reality they cannot access the capital). This leaves them in the impossible position of being unable to pay for legal representation and having to represent themselves in court against an abuser or face selling their homes to pay legal fees.

The Government finally published its review of the means test for consultation in 2022. We attended a meeting with the Ministry of Justice (MoJ) along with other stakeholders to understand the proposed new means test and ask questions that would help us prepare our response. We produced a detailed 35-page response to the consultation referencing case studies and evidence from our advice lines. The MoJ considered the consultation responses and made some concessions, including ensuring that survivors seeking legal aid to apply for non-molestation orders who are in receipt of Universal Credit will automatically pass the income stage of the means test. The new means test will be phased in over time.

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# Rights of Women Incorporated Limited

## Company Limited by Guarantee

### Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2023

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Our view is that:

- The new means test will mean more survivors of domestic abuse will be eligible for legal aid, which is positive.
- However, the new means test is based on average earnings. There has been no assessment of whether someone who is ineligible for legal aid under the new test can afford to access lawyers using their own means. We are concerned that there will still be a gap between those who are eligible for legal aid and those who can afford to pay for lawyers.
- There should be a mechanism to request a hardship review for those who are excluded by the means test but can demonstrate good reasons for not having funds to pay privately.
- The financial eligibility test is going to be even more complicated than it was before. This makes it less accessible, and places an extra burden on an already struggling and diminishing pool of legal aid providers.

The final point is something we will be taking forward as part of the MoJ's current Civil Legal Aid Review which began in 2023.

#### *Rights of Cohabiting Partners*

The end of a cohabiting relationship, either through separation or the death of a partner, can lead to significant hardship for women (including those in religious-only marriages) which is why we have been calling for laws to protect cohabiting couples for well over a decade. Following on from our written and oral evidence to the Women and Equalities Committee in the previous year, the Committee made recommendations for law reform which the Government rejected. Looking forward to the year 2023-24, we hope to identify opportunities to influence policy positions and move this cause forward.

#### *Family Court Reform*

Our policy priorities in this area are detailed and include the treatment of survivors and children by the family courts during child arrangements cases.

Important work on the family court's approach to domestic abuse in child contact cases has been going on since the publication of the report, 'Assessing Risk of Harm to Children and Parents in Private Law Children Cases'. This report, also known as the Harm Report, was published by the Ministry of Justice in June 2020. It provided important recognition of the many problems victims face in the family court and the Government has committed to various reforms as a result.

We are an active member of a Family Courts and Domestic Abuse expert working group, where we discuss trends, updates on law and practice and the potential for action to improve the family justice system for survivors of domestic abuse.

We have continued to work on strategic cases following success in four joined appeals looking at the importance of coercive control in child contact cases.

We represented Latin American Women's Aid (LAWA), Refuge and Women's Aid in their intervention in a High Court case in relation to the service of court papers on women in refuge. The case will have a positive impact on other cases as the High Court gave guidance on the service of court papers which prioritises the safety of refuge workers and survivors. This case is particularly significant as the serving of papers on women in refuge to disclose details of refuge workers relates back to refuges being able to provide evidence to support DV gateway applications, which was one of the positive outcomes of our Judicial Review (on appeal) in 2016 on access to DV legal aid. We continue to support transparency in

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# Rights of Women Incorporated Limited

## Company Limited by Guarantee

### Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

#### Year ended 31 March 2023

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the Family Court by contributing to the work of the President of the Family Division's Transparency Implementation Group. We have been co-training with Safe Lives for their project on training family law solicitors and barristers. The aim is to increase delegates' understanding of domestic abuse, improve the service survivors receive from their lawyers, and improve the way domestic abuse is approached in the family courts.

#### *Work on parental alienation*

We are developing our understanding of the experiences of victims of domestic abuse who are accused of parental alienation through work directly with those victims and the provision of advice in relation to their circumstances. An academic colleague received funding and ethics approval to begin evaluating this work. We continue to engage with sector work on this issue. This includes engaging regularly with the Domestic Abuse Commissioner's office to provide updates and expertise.

#### *Dispute Resolution*

In March 2023 the MoJ opened a new consultation on dispute resolution, with proposals that would make family law mediation mandatory for many cases. We have concerns about this approach in relation to women survivors finding themselves having to accept mediation with their abuser, which raises safety and safeguarding concerns. We are continuing to raise these concerns.

#### *Joint tenancies*

We responded to the Government's consultation on the impacts of joint tenancies on victims of domestic abuse. We focused our response on how the current approach, where the only option survivors have is to seek orders from the family court. Women survivors face serious challenges when trying to obtain these orders (including not being eligible for legal aid).

#### *Migrant Women and Domestic Abuse*

Following our disappointment at the lack of provision for migrant women in the Domestic Abuse Act 2021, we submitted our proposals to the Home Office on amending the immigration rules and policy to support migrant women victims of domestic abuse and some forms of gender-based violence to apply for both temporary and indefinite leave to remain. We emphasised the importance of early legal advice being available to victims of domestic violence (DV).

We also responded to the consultation on the draft guidance on coercive and controlling behaviour, focusing on how migrant victims of coercive control experience DV disproportionately. We highlighted the fact that immigration status is often used as a weapon by the perpetrator of abuse to exert control over the victim. This was an important element in awareness raising to enable professionals to provide effective and appropriate support to all victims of DV as per their obligations in the draft guidance.

#### *EU Settlement Scheme (EUSS)*

We made submissions to the Independent Monitoring Authority (IMA) regarding wrongful refusals under the EU Settlement Scheme, which are due to systematic process failures of the EUSS. The IMA have agreed to investigate our concerns. The IMA was set up post Brexit to ensure that the rights of EU citizens and their family members under the withdrawal agreement were being met. The IMA is an independent public body with monitoring and investigative powers and can take the appropriate action to hold the Home Office to account when rights are not being protected.

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# Rights of Women Incorporated Limited

## Company Limited by Guarantee

### Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2023

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#### *Information Commissioner's Office*

We made a complaint to the Information Commissioner's Office (ICO) about the Home Office's handling of information in relation to one of our beneficiary clients. Her Home Office file contained redacted information which appeared to be a statement from the woman's estranged husband informing the Home Office that he was divorcing her. We asserted that the woman should be made aware of this information as it could potentially have an adverse impact on her immigration status. We urged the Home Office to review their approach regarding the application of information recorded on an individual's Home Office file, particularly when that information is provided by estranged partners. We wanted to alert the Home Office to the fact that reports of relationship breakdown by perpetrators can form part of the abusive behaviour that migrant victims are often subjected to, and that it was important to take this into account when deciding whether or not to disclose this information. A change to Home Office practices could be of benefit to many migrant women victims of DV in the future.

#### *Strategic Litigation (Immigration)*

We provided an extensive witness statement for the Upper Tribunal of the Immigration and Asylum Chamber in support of a woman victim of DV who had been refused status under the EU settlement scheme due to her inability to provide evidence of her estranged husband's residence in the UK. The Tribunal found there to be an error of law as the Home Office had not discharged their duty to apply a flexible and pragmatic approach to evidence, failing to make reasonable enquiries regarding the husband's residence in the UK in accordance with the EUSS guidance. The Tribunal also found that the Home Office had misled the First Tier Tribunal, Immigration and Asylum Chamber by failing to disclose details of the woman's previous application to the Home Office for a European Economic Area (EEA) family permit.

#### *Sexual Harassment in the Workplace*

We have continued to pursue our policy priorities in this area which include legislating for a new mandatory duty on employers to prevent sexual harassment in the workplace; reintroducing legal protections for victims who are sexually harassed by third parties; restricting the use of Non-Disclosure Agreements by employers in sexual harassment and discrimination cases; extending the three-month time limit on bringing a claim to an Employment Tribunal to at least one year to afford women adequate time to come forward.

We continued to campaign for legal reform as part of an alliance of trade unions and equalities organisations called ThisIsNotWorking, over the last year. This included advising and supporting as the Worker Protection Bill made its passage through Parliament. This Bill was put forward by Liberal Democrat MP Wera Hobhouse and was seeking to introduce a mandatory duty on employers as a Private Member's Bill. During the passage of the Bill, we campaigned against amendments that would effectively water down the scope and remit of the Bill, compared to its original form when it was announced by the Government Equalities Office in 2021. In particular, we opposed the proposed limitations to extending protections against third party harassment, which we did in tandem with others who held the same position, such as the Equality and Human Rights Commission.

This included being a signatory to open letters to the press and the Women and Equalities Minister. We also worked with others to challenge arguments put forward against the Bill relating to 'freedom of speech'. We argued this was inappropriate as protections that would protect women from sexual harassment from third parties were much needed, especially for those in public-facing roles where the risk of harassment can be higher.

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# Rights of Women Incorporated Limited

## Company Limited by Guarantee

### Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2023

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#### *Victims' Bill pre-legislative scrutiny*

We responded to the MoJ's consultation on delivering justice for victims. A draft Victims' Bill was then published and we provided written evidence in response.

#### *Legal Advice for Survivors of Sexual Violence*

ROW organised a sector working group on this issue and led initial work to develop an amendment to the Victims (now Victims and Prisoners) Bill. We have been at the forefront of discussions around how a model for legal advice would work and be structured, and how it would be funded. We have drafted full briefings for parliamentarians and other decision makers.

#### *Bill of Rights Bill*

This year, ROW submitted a response to the Government's consultation around the proposal to replace the Human Rights Act with a British Bill of Rights. ROW made clear its concerns that this proposal was designed to weaken the rights to which we are all entitled and that any suggestions that these changes will support survivors of violence against women and girls (VAWG) are ill-founded. We also highlighted that such attacks on our rights are most keenly felt by those who are minoritised by society and the state. Our response is available online.

ROW joined a cross-organisational coalition working to resist the Rights Removal Bill, and was invited to join the steering committee for this work. We worked with End violence Against Women (EVAW) to organise a parliamentary event on the Bill of Rights and the implications for work to end VAWG, to be chaired by Emily Thornberry. We also spoke to BBC Woman's Hour about why the Bill of Rights will be harmful for women and threaten work to end VAWG. This interview involved a live debate with the then-Minister Victoria Atkins.

#### *Public Order Bill*

ROW led a number of interventions on the Public Order Bill from the VAWG sector. ROW's statement on the Public Order Bill was referenced in Parliament, and sections read out in the debate by Alex Cunningham MP.

#### *Other policy work*

In other areas of our policy work we have continued to focus on addressing the gaps in law and policy relating to women affected by violence. We sit on a range of key groups including the EU Commission Network, Home Office EUSS Safeguarding User Group, Home Office Vulnerability Advisory Group (Future Immigration Scheme).

We continue to raise awareness of our work via social media and our website.

# Rights of Women Incorporated Limited

## Company Limited by Guarantee

### Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2023

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#### Partnerships and other achievements

##### *Voices of Women panel*

We are committed to ensuring our work is driven by women with lived experience of the issues we work on. In 2020 we established an experts-by-experience panel who named themselves the ROW Voices of Women Panel. This year the Voices of Women panel continued to support our work on the digitisation of 'From Report to Court', as described in the previous report.

The Voices of Women panel were also crucial to our development of the brand new FLOWS Answers service, which provides written advice online to women survivors. They gave us initial advice about the type of information that would be most useful for the women using it, and about how best to ask for information from the women using the service. They were extremely generous with their time in attending meetings and responding to emails and gave us their thoughts and advice as we developed the website itself, including tips for us to give the women accessing the site about what information we need from them to best advise them. They assisted us with thinking about safety features for the website. They also tested the site at several stages of its development, providing us with invaluable feedback which meant we could be confident that we were making the site as user-friendly as possible.

We have continued our commitment to a trauma-informed approach to work with the panel and have continued the methods explained in the previous report to create a safe space, including the WhatsApp peer support group and offering a counsellor for therapeutic support after each meeting. Panel members have also been providing each other with peer-peer support, which we endorse.

##### *Developing our relationships with the media*

As part of our strategic communications work, we have been developing and solidifying new and existing relationships with key journalists and publications and taking proactive approaches to increasing women's understanding of VAWG and the legal system. We have ensured our work is reaching the attention of a wide range of journalists and editors at publications including (but not limited to) the Metro; Tortoise Media; the Independent; BBC; the Guardian and Observer; Cosmopolitan; ITV; the Bureau for Investigative Journalism.

We have consulted with Inquest, On Road Media, and Level Up, on supporting women survivors to share their stories in the media and are developing our own policy and approach to this work. We collaborated with The Bureau of Investigative Journalism on a project coordinated by Louise Tickle on their 'Family Justice: What You Need to Know About Reporting in the Family Court System' online guide. We provided information and advice for victims involved in the family court process on their rights and options when speaking to the media and for journalists on how to communicate with victims in family court matters.

##### *Partnership work with the Immigration Law Practitioner's Association (ILPA)*

The immigration and asylum legal team have continued to collaborate with ILPA, a professional organisation which aims to promote and improve immigration advice and representation. This year we have contributed extensively to the simplification of the immigration rules process with respect to protections for victims of DV, in particular victims of transnational marriage abandonment (TMA).

We provided feedback on the challenges with the processing of immigration human rights applications including the mitigating of delays in decision-making, lack of engagement between applicants and caseworkers and the prioritisation of applications from vulnerable applicants.

We also submitted that the complex rules relating to the EUSS should be simplified to support vulnerable applicants to effectively navigate the rules, making proposals on how to approach changes to the rules.

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# Rights of Women Incorporated Limited

## Company Limited by Guarantee

### Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2023

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#### *Collaborative work with the migrant advice and VAWG sector*

This year we submitted many joint letters to the Home Office including:

- On the exploitation of migrant workers in the labour market, the impact of the hostile environment on migrants and how other forms of exploitation can lead to or impact exploitation in the labour market, and difficulties for victims of DV in switching from non-sponsored employment to sponsored employment.
- A call for the Home Office to scrap its harmful asylum policies and the Nationality and Borders Act which will have a disproportionate impact on women seeking asylum and trafficked women.
- A joint letter signed by 30 organisations summarising the detrimental impact of the proposed illegal migration bill and how genuine asylum seekers would not be protected by the Refugee Convention facing a potential risk of being returned to their country of origin and facing further persecution.

#### *Equality, Diversity and Inclusion*

In our approach to tackling VAWG, we recognise the additional barriers posed by the intersection of gender-based abuse, racism, structural inequality and other forms of discrimination and oppression that impact on women's vulnerability, exclusion and marginalisation.

Our organisation is committed to continual improvement in relation to Equality, Diversity and Inclusion (EDI) practices and has been working towards this through an EDI staff working group that meets regularly and Board oversight. During the reporting year we focused on further developing our in-house training for staff. We worked with an expert external trainer to provide training on an Introduction to Trans Awareness and arranged a six-month externally facilitated EDI training programme for staff which includes feedback groups and reflection space.

#### *Increased anti-racism work*

We recognise the importance of amplifying and supporting specialist 'by and for' Black and minoritised women's organisations in this work and supporting their leadership. We are an anti-racist, white-led organisation and recognise that our working practice must strengthen and be accountable to specialist 'by and for' Black and minoritised women's organisations. Our approach to working together accountably includes but is not limited to:

- recognising the value of specialist 'by and for' Black and minoritised women's work in ways which are visible;
  - strengthening their leadership and autonomy in all spaces we operate in;
  - sharing resources and recognising the privilege we have;
  - communicating meaningfully at the early stages of the development of any proposed new partnership work with specialist 'by and for' Black and minoritised women's organisations;
  - paying others for their specialist expertise and educating ourselves on issues;
  - challenging structural inequalities in partnerships.
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# Rights of Women Incorporated Limited

## Company Limited by Guarantee

### Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2023

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In 2020 we conducted organisational meetings on anti-racism and an anonymous survey which have helped establish a set of priorities to improve our practice as a white-led organisation, accessibility to our services and our approach to diversity.

Our Director continues to be a member of the VAWG sector's Anti-Racism Working Group, established in July 2020, which has produced a Call for Action and Anti-Racism Charter. Our organisation has committed to implement the Charter. We contributed to delivery of workshops and seminars delivered to sector workers throughout April 2022 to March 2023.

#### *Sexual Harassment at Work Advice Service*

We continued to provide legal advice provision to cover employment and discrimination law in relation to sexual harassment in the workplace with the support of the ROSA Justice and Equality Fund and Time's Up UK. The advice service continued successfully despite the pandemic impacting on the retention of volunteers in this area. We are grateful to the support from an Expert Advisory Panel of lawyers and experts to support the project which now has 9 members and meets regularly.

#### *FLAWS (Finding Legal Options for Women Survivors)*

Since April 2018 we have worked in partnership with RCJ Advice on the FLOWS project. This project has a focus on using technology and digital solutions to provide advice and information to survivors and the professionals that support them. We host an online forum for professionals providing peer-to-peer support on family law and criminal law issues. This project continues to work to expand its reach including facilitating online events and drop-in Q&A to reach more people and increase understanding of the legal issues and options facing survivors of domestic abuse in both family and criminal law.

This year, we also began working on the development of a new service called FLOWS Answers. This service will enable survivors to submit written questions using an online platform, to which we will respond in writing. We hope this service will increase accessibility for those who cannot reach us by telephone. We have been working with developers to create and test the service, and we have been assisted by the Voices of Women panel as detailed above. As it is the first time we are delivering this type of service, we initially intend to run it as a three month pilot. We will evaluate the service and consider whether we can continue providing the service going forward.

#### **Human Resource Management**

Our aim is to create a working environment that anticipates and meets the varied needs of our team and prospective employees. Hybrid working is now an established working arrangement enabling women throughout the UK to work for ROW. It is also a key element in supporting women with caring responsibilities to work for us.

We have undertaken a comprehensive programme of employee policy development including convening a working group to produce our Menopause Policy. We now have an online platform to assist all staff in the management of personnel activities.

# Rights of Women Incorporated Limited

## Company Limited by Guarantee

### Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2023

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#### Financial review

In this period Rights of Women has had two major sources of income:-

**Grants and donations** from a broad range of sources including major grant givers such as John Ellerman, Henry Smith Charity, the Rosa Justice and Equality Fund, Esmee Fairbairn Foundation, Justice Together Initiative, Trust for London, Treebeard, The Roddick Foundation, Two Magpies and Tudor Trust. Our FLOWS partnership with RCJ Advice has been funded by the MoJ. As part of the London Violence Against Women and Girls Consortium we have received funding for the Ascent project from London Councils and the Mayor's Office for Policing and Crime (MOPAC). Our work on the EU Settlement Scheme has been funded primarily by the Home Office. We also received public donations and smaller grants from partners such as Goldsmiths, Macquarie Bank and Garden Court Chambers.

**Income generating activities** included training courses.

#### Reserves

The Board has designated funds to meet contractual obligations in respect of staffing and administrative costs.

ROW has a Reserves Policy to maintain sufficient level of reserves to enable normal operating activities to continue over a period of up to 6 months should a shortfall in income occur and to take account of potential risks and contingencies that may arise from time to time.

The Board of Trustees has determined that £260,000 be designated within Rights of Women's overall reserves:

Staff redundancy & notice period payments:	£ 177,000
Contractual liabilities:	£ 55,000
Professional advice:	£ 28,000

Excluded from the Reserves Policy is income associated with:

- Donor / Grant Restricted Funds (Earmarked Income)

Therefore, in order to demonstrate transparency, accountability and sound financial management the ROW Reserves Policy clearly justifies the amount of reserves kept back each year.

In order to make a judgment on the amount of reserves the Trustees have considered the risks in respect of expenditure, unrestricted income and where appropriate restricted income. Also taken into consideration are any external identified potential major risks to income and expenditure.

#### Review of the charity's financial position at the year end

The Board have reviewed the charity's financial position at year end and are satisfied the charity continues to be in good financial health. It is also noted that the charity's income is increasing year on year and this reflects growth in relation to meeting targets and priorities identified within the charity's Strategic Plan.

# Rights of Women Incorporated Limited

## Company Limited by Guarantee

### Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2023

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#### Plans for the future

Our trustees have identified the following priorities for our organisation going forward through an analysis of our work, infrastructure, funding, horizon scanning and in line with our strategic plan:

- Maintain or increase current number of women assisted through legal advice
- Invest in growth of our core infrastructure to enable sustainability
- Strengthen our alternative income generation by developing new income streams
- Increase our use of strategic communications across our work
- Increase organisational investment in supporting staff and volunteer wellbeing
- Ensure all our work is underpinned by our values and commitments to increasing Equality, Diversity and Inclusion

#### Post balance sheet events affecting the charity

There are no significant post balance sheet events affecting the charity to note. However, the Board would highlight that the pandemic and cost of living crisis has had a critical impact on society, organisations and the economy as a whole. Furthermore, these changes have disproportionately affected some groups within society because of structural disadvantage faced by groups with protected characteristics and/or facing intersectional disadvantage. It has impacted greatly on access to equality, safety and justice for women and the charity will seek to increase its charitable activities to address this.

#### Trustees' responsibilities statement

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

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

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

- select suitable accounting policies and then apply them consistently;
  - observe the methods and principles in the applicable Charities SORP;
  - make judgments and accounting estimates that are reasonable and prudent;
  - state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
  - prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.
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# Rights of Women Incorporated Limited

## Company Limited by Guarantee

### Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2023

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The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

#### Auditor

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

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

The trustees' annual report and the strategic report were approved on 6 December 2023 and signed on behalf of the board of trustees by:

*Annie Hedge*

Annie Hedge - Chair  
Trustee

# **Rights of Women Incorporated Limited**

## **Company Limited by Guarantee**

### **Independent Auditor's Report to the Members of Rights of Women Incorporated Limited**

**Year ended 31 March 2023**

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#### **Opinion**

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

In our opinion the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 March 2023 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- have been prepared in accordance with the requirements of the Companies Act 2006.

#### **Basis for opinion**

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

#### **Conclusions relating to going concern**

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

# **Rights of Women Incorporated Limited**

## **Company Limited by Guarantee**

### **Independent Auditor's Report to the Members of Rights of Women Incorporated Limited *(continued)***

**Year ended 31 March 2023**

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#### **Other information**

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

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

We have nothing to report in this regard.

#### **Opinions on other matters prescribed by the Companies Act 2006**

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

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

#### **Matters on which we are required to report by exception**

In the light of the knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

# Rights of Women Incorporated Limited

## Company Limited by Guarantee

### Independent Auditor's Report to the Members of Rights of Women Incorporated Limited *(continued)*

Year ended 31 March 2023

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#### Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement, the trustees (who are also the directors for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charity or to cease operations, or have no realistic alternative but to do so.

#### Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

- By enquiring with senior management and those charged with governance all area of risk identified were considered and any potential litigation or claim, if any, were noted
- Ensuring by enquiry that there were no issues of non-compliance with laws and regulations relating to tax and compliance
- By obtaining an understanding of the company's policies and procedures on compliance with laws and regulations, and with best accounting practice
- Noting issues discussed with Directors and the Senior Management Team as this relates to risks faced by the company
- Reviewing information received from the company's solicitors, if any and discussing their contents with the Directors
- Reviewing disclosures in the financial statements and testing to supporting documentation to assess compliance with applicable laws and regulations
- Auditing the risk of management overrides of controls including testing journal entries and other adjustments for appropriateness and evaluating the business rationale of significant transactions outside the normal course of business

Through these procedures, we did not become aware of any actual or suspected non-compliance.

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# **Rights of Women Incorporated Limited**

## **Company Limited by Guarantee**

### **Independent Auditor's Report to the Members of Rights of Women Incorporated Limited *(continued)***

**Year ended 31 March 2023**

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

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

# Rights of Women Incorporated Limited

## Company Limited by Guarantee

### Independent Auditor's Report to the Members of Rights of Women Incorporated Limited *(continued)*

Year ended 31 March 2023

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

#### Use of our report

This report is made solely to the charity's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charity's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's members as a body, for our audit work, for this report, or for the opinions we have formed.



Jonathan Rhodes BSc BFP FCA (Senior Statutory Auditor)

For and on behalf of  
Walter Hunter & Co Limited  
Chartered accountants & statutory auditor  
24 Bridge Street  
Newport  
South Wales  
NP20 4SF

6 December 2023

# Rights of Women Incorporated Limited

## Company Limited by Guarantee

### Statement of Financial Activities (including income and expenditure account)

Year ended 31 March 2023

		Unrestricted funds	2023 Restricted funds	Total funds	2022 Total funds
	Note	£	£	£	£
<b>Income and endowments</b>					
Donations and legacies	5	62,376	–	62,376	99,351
Charitable activities	6	81,292	711,590	792,882	741,617
Other trading activities	7	16,400	–	16,400	–
Investment income	8	879	–	879	79
<b>Total income</b>		<u>160,947</u>	<u>711,590</u>	<u>872,537</u>	<u>841,047</u>
<b>Expenditure</b>					
Expenditure on raising funds:					
Costs of other trading activities	9	9,895	–	9,895	5,000
Expenditure on charitable activities	10,11	115,769	806,045	921,814	797,475
<b>Total expenditure</b>		<u>125,664</u>	<u>806,045</u>	<u>931,709</u>	<u>802,475</u>
<b>Net (expenditure)/income</b>		<u>35,283</u>	<u>(94,455)</u>	<u>(59,172)</u>	<u>38,572</u>
Transfers between funds		139,700	(139,700)	–	–
<b>Net movement in funds</b>		<u>174,983</u>	<u>(234,155)</u>	<u>(59,172)</u>	<u>38,572</u>
<b>Reconciliation of funds</b>					
Total funds brought forward		319,471	301,014	620,485	581,913
<b>Total funds carried forward</b>		<u>494,454</u>	<u>66,859</u>	<u>561,313</u>	<u>620,485</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 27 to 46 form part of these financial statements.

# Rights of Women Incorporated Limited

## Company Limited by Guarantee

### Statement of Financial Position

31 March 2023

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	Note	2023 £	2022 £
<b>Fixed assets</b>			
Investments	18	1	1
<b>Current assets</b>			
Debtors	19	129,321	108,092
Cash at bank and in hand		496,786	557,706
		<u>626,107</u>	<u>665,798</u>
<b>Creditors: amounts falling due within one year</b>	20	64,795	45,314
<b>Net current assets</b>		<u>561,312</u>	<u>620,484</u>
<b>Total assets less current liabilities</b>		<u>561,313</u>	<u>620,485</u>
<b>Net assets</b>		<u>561,313</u>	<u>620,485</u>
<b>Funds of the charity</b>			
Restricted funds		66,859	301,014
Unrestricted funds		494,454	319,471
<b>Total charity funds</b>	23	<u>561,313</u>	<u>620,485</u>

These financial statements were approved by the board of trustees and authorised for issue on 6 December 2023, and are signed on behalf of the board by:

*Annie Hedge*

*Aramide O*

Annie Hedge - Chair  
Trustee

Aramide Ogunlana - Treasurer  
Trustee

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The notes on pages 27 to 46 form part of these financial statements.

# Rights of Women Incorporated Limited

## Company Limited by Guarantee

### Statement of Cash Flows

Year ended 31 March 2023

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	2023	2022
	£	£
<b>Cash flows from operating activities</b>		
Net (expenditure)/income	(59,172)	38,572
<i>Adjustments for:</i>		
Other interest receivable and similar income	(879)	(79)
Accrued expenses/(income)	54,114	(4,434)
<i>Changes in:</i>		
Trade and other debtors	(49,040)	57,523
Trade and other creditors	(6,822)	(51,502)
Cash generated from operations	(61,799)	40,080
Interest received	879	79
Net cash (used in)/from operating activities	<u>(60,920)</u>	<u>40,159</u>
<b>Net (decrease)/increase in cash and cash equivalents</b>	(60,920)	40,159
<b>Cash and cash equivalents at beginning of year</b>	557,706	517,547
<b>Cash and cash equivalents at end of year</b>	<u>496,786</u>	<u>557,706</u>

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The notes on pages 27 to 46 form part of these financial statements.

# Rights of Women Incorporated Limited

## Company Limited by Guarantee

### Notes to the Financial Statements

Year ended 31 March 2023

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#### 1. General information

The charity is a public benefit entity and a private company limited by guarantee, registered in England and Wales and a registered charity in England and Wales. The address of the registered office is 52-54 Featherstone Street, London, EC1Y 8RT.

#### 2. Statement of compliance

These financial statements have been prepared in compliance with FRS 102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland', the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP (FRS 102)) and the Companies Act 2006.

#### 3. Accounting policies

##### Basis of preparation

The financial statements have been prepared on the historical cost basis.

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

##### Going concern

A review of the organisation is undertaken annually in line with ISA (UK) 570 to assess the going concern status of the organisation. The assessment is undertaken as part of the budget setting process for the following year in the light of the forecast financial statements for the current year. The assessment considers key forecasts for income generation, expenditure, planned activities, risk register, cashflow, organisational performance, external factors and contingencies required to secure the future business operations of the organisation.

Trustees consider that, having reviewed the management assessment, that Rights of Women Incorporated Limited can be considered a going concern for the foreseeable future and that suitable risk mitigations and contingencies are in place.

##### Judgements and key sources of estimation uncertainty

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported. These estimates and judgements are continually reviewed and are based on experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

##### Income tax

As a registered charity, the charity is exempt from income tax to the extent that its income and gains are applicable to charitable purposes only. Value added tax is not recoverable by the charity and is therefore included in the relevant costs in the Statement of Financial Activities.

# Rights of Women Incorporated Limited

## Company Limited by Guarantee

### Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

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#### 3. Accounting policies *(continued)*

##### Fund accounting

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

Designated funds 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.

##### Incoming resources

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

- income from donations or grants is recognised when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably.
- legacy income is recognised when receipt is probable and entitlement is established.
- income from donated goods is measured at the fair value of the goods unless this is impractical to measure reliably, in which case the value is derived from the cost to the donor or the estimated resale value. Donated facilities and services are recognised in the accounts when received if the value can be reliably measured. No amounts are included for the contribution of general volunteers.
- income from contracts for the supply of services is recognised with the delivery of the contracted service. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent, in which case it may be regarded as restricted.

# Rights of Women Incorporated Limited

## Company Limited by Guarantee

### Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

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#### 3. Accounting policies *(continued)*

##### Resources expended

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

- expenditure on raising funds includes the costs of all fundraising activities, events, non-charitable trading activities, and the sale of donated goods.
- expenditure on charitable activities includes all costs incurred by a charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities.
- other expenditure includes all expenditure that is neither related to raising funds for the charity nor part of its expenditure on charitable activities.

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

##### 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.

##### 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:

Equipment	-	25% p.a. straight line
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##### Investments

Unlisted equity investments are initially recorded at cost, and subsequently measured at fair value. If fair value cannot be reliably measured, assets are measured at cost less impairment.

##### 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.

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# Rights of Women Incorporated Limited

## Company Limited by Guarantee

### Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

#### 3. Accounting policies *(continued)*

##### Financial instruments

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

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

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

##### Defined contribution plans

Contributions to defined contribution plans are recognised as an expense in the period in which the related service is provided. Prepaid contributions are recognised as an asset to the extent that the prepayment will lead to a reduction in future payments or a cash refund.

#### 4. Limited by guarantee

The charity is incorporated under the Companies Act 2006 and is limited by guarantee, each member having undertaken to contribute such amounts not exceeding one pound as may be required in the event of the company being wound up whilst he or she is still a member or within one year thereafter.

There are 10 members of the company (2022: 10).

#### 5. Donations and legacies

	Unrestricted Funds £	Total Funds 2023 £	Unrestricted Funds £	Total Funds 2022 £
<b>Donations</b>				
Euromonitor Intern	–	–	3,000	3,000
Forsters LLP	–	–	996	996
Garden Court Chambers Limited	–	–	4,000	4,000
Just Giving - The Last Leg's Fundraiser	11,013	11,013	–	–
Justice Platform	–	–	18,159	18,159
London Legal Support Trust	1,456	1,456	1,040	1,040
Other donations under £2000	31,166	31,166	48,217	48,217
The Big Give Trust	18,741	18,741	711	711
Tudor Capital Europe	–	–	23,228	23,228
	<u>62,376</u>	<u>62,376</u>	<u>99,351</u>	<u>99,351</u>

# Rights of Women Incorporated Limited

## Company Limited by Guarantee

### Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

#### 6. Charitable activities

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Access to Justice Foundation	–	75,000	75,000
Esmee Fairbairn	56,000	–	56,000
FLAWS	–	132,883	132,883
GLA European Londoners Grant	–	–	–
Goldsmith	–	–	–
Henry Smith	–	59,000	59,000
Henry Smith - Covid 19	–	40,000	40,000
Home Office	–	54,276	54,276
John Ellerman	–	58,470	58,470
Justice Together Initiative	–	63,000	63,000
Labyrinth Project	–	23,591	23,591
Miscellaneous Income	2,116	–	2,116
MOPAC Solace VAWG Ascent Plus	–	27,611	27,611
Oak/Tides Funded Project	–	–	–
ROSA - J&E	–	–	–
Solace Women's Aid	–	72,110	72,110
The Roddick Foundation	–	–	–
Training income and speakers' fees	23,176	–	23,176
Treebeard	–	–	–
Treebeard PA	–	35,000	35,000
Trust for London	–	26,000	26,000
Tudor Trust	–	–	–
Two Magpies	–	15,000	15,000
Women's Resource Centre	–	29,649	29,649
	<u>81,292</u>	<u>711,590</u>	<u>792,882</u>

# Rights of Women Incorporated Limited

## Company Limited by Guarantee

### Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

#### 6. Charitable activities *(continued)*

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Access to Justice Foundation	–	–	–
Esmee Fairbairn	–	40,000	40,000
FLAWS	–	138,240	138,240
GLA European Londoners Grant	–	10,000	10,000
Goldsmith	6,000	–	6,000
Henry Smith	–	58,200	58,200
Henry Smith - Covid 19	–	–	–
Home Office	–	51,340	51,340
John Ellerman	–	56,500	56,500
Justice Together Initiative	–	30,500	30,500
Labyrinth Project	–	58,977	58,977
Miscellaneous Income	200	–	200
MOPAC Solace VAWG Ascent Plus	–	27,612	27,612
Oak/Tides Funded Project	3,983	–	3,983
ROSA - J&E	–	79,985	79,985
Solace Women's Aid	–	67,555	67,555
The Roddick Foundation	–	15,000	15,000
Training income and speakers' fees	5,080	–	5,080
Treebeard	–	15,000	15,000
Treebeard PA	–	35,000	35,000
Trust for London	–	–	–
Tudor Trust	–	16,811	16,811
Two Magpies	–	–	–
Women's Resource Centre	–	25,634	25,634
	<u>15,263</u>	<u>726,354</u>	<u>741,617</u>

#### 7. Other trading activities

	Unrestricted Funds £	Total Funds 2023 £	Unrestricted Funds £	Total Funds 2022 £
Fundraising events	<u>16,400</u>	<u>16,400</u>	<u>–</u>	<u>–</u>

#### 8. Investment income

	Unrestricted Funds £	Total Funds 2023 £	Unrestricted Funds £	Total Funds 2022 £
Bank interest receivable	<u>879</u>	<u>879</u>	<u>79</u>	<u>79</u>

# Rights of Women Incorporated Limited

## Company Limited by Guarantee

### Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

#### 9. Costs of other trading activities

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Costs of other trading activities - Membership schemes and social lotteries	—	—	—
Costs of other trading activities - Staging events	9,895	—	9,895
	<u>9,895</u>	<u>—</u>	<u>9,895</u>

  

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Costs of other trading activities - Membership schemes and social lotteries	—	5,000	5,000
Costs of other trading activities - Staging events	—	—	—
	<u>—</u>	<u>5,000</u>	<u>5,000</u>

# Rights of Women Incorporated Limited

## Company Limited by Guarantee

### Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

#### 10. Expenditure on charitable activities by fund type

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Access to Justice Foundation	–	74,894	74,894
Ascent Plus	–	26,815	26,815
Big Lottery Fund	–	–	–
CAB EUSS	–	–	–
Comic Relief Second Grant	–	–	–
Core Costs	63,083	–	63,083
Crowdjustice	–	–	–
Esmee Fairbairn	38,414	–	38,414
Foreign and Commonwealth Office/Forced Marriage Unit Domestic Programme Fund	–	–	–
Henry Smith	–	54,164	54,164
Henry Smith - Covid 19	–	42,513	42,513
Home Office	–	54,276	54,276
John Ellerman	–	57,851	57,851
Justice Together Initiative	–	54,618	54,618
Labyrinth Project	–	23,685	23,685
Lloyds Bank Foundation	–	–	–
Lottery Covid-19	–	–	–
Ministry of Justice	–	132,883	132,883
Multiple Disadvantaged Women	–	–	–
ROSA - JEF A&S	–	70,512	70,512
ROSA Comm	–	–	–
Solace Women's Aid	–	71,988	71,988
Support costs	14,272	1,791	16,063
TFL European Londoners Grant	–	–	–
The Roddick Foundation	–	–	–
Treebeard	–	–	–
Treebeard PA	–	56,581	56,581
Trust for London	–	23,312	23,312
Tudor Trust	–	30,544	30,544
Unbound Philanthropy	–	–	–
Women's Resource Centre	–	29,618	29,618
	<u>115,769</u>	<u>806,045</u>	<u>921,814</u>

# Rights of Women Incorporated Limited

## Company Limited by Guarantee

### Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

#### 10. Expenditure on charitable activities by fund type *(continued)*

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Access to Justice Foundation	–	2,872	2,872
Ascent Plus	–	26,533	26,533
Big Lottery Fund	–	3,377	3,377
CAB EUSS	–	5,168	5,168
Comic Relief Second Grant	–	7,389	7,389
Core Costs	29,241	–	29,241
Crowdjustice	–	4,520	4,520
Esmee Fairbairn	–	6,121	6,121
Foreign and Commonwealth Office/Forced Marriage Unit Domestic Programme Fund	–	48	48
Henry Smith	–	30,037	30,037
Henry Smith - Covid 19	–	–	–
Home Office	–	50,393	50,393
John Ellerman	–	86,175	86,175
Justice Together Initiative	–	30,551	30,551
Labyrinth Project	–	58,565	58,565
Lloyds Bank Foundation	–	278	278
Lottery Covid-19	–	30,546	30,546
Ministry of Justice	–	136,174	136,174
Multiple Disadvantaged Women	–	1,052	1,052
ROSA - JEF A&S	–	74,163	74,163
ROSA Comm	–	1,866	1,866
Solace Women's Aid	–	62,594	62,594
Support costs	996	17,549	18,545
TFL European Londoners Grant	–	10,001	10,001
The Roddick Foundation	–	16,249	16,249
Treebeard	–	15,300	15,300
Treebeard PA	–	11,823	11,823
Trust for London	–	–	–
Tudor Trust	–	37,723	37,723
Unbound Philanthropy	–	13,670	13,670
Women's Resource Centre	–	26,501	26,501
	<u>30,237</u>	<u>767,238</u>	<u>797,475</u>

# Rights of Women Incorporated Limited

## Company Limited by Guarantee

### Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

#### 11. Expenditure on charitable activities by activity type

	Activities undertaken directly	Support costs	Total funds 2023	Total fund 2022
	£	£	£	£
Access to Justice Foundation	74,894	–	74,894	2,872
Ascent Plus	26,815	795	27,610	27,611
Big Lottery Fund	–	–	–	3,377
CAB EUSS	–	–	–	5,168
Comic Relief Second Grant	–	–	–	7,389
Core Costs	63,083	546	63,629	30,237
Crowdjustice	–	–	–	4,520
Esmee Fairbairn	38,414	13,726	52,140	6,729
Foreign and Commonwealth Office/Forced Marriage Unit Domestic Programme Fund	–	–	–	48
Henry Smith	54,164	–	54,164	30,037
Henry Smith - Covid 19	42,513	–	42,513	–
Home Office	54,276	–	54,276	51,372
John Ellerman	57,851	–	57,851	87,176
Justice Together Initiative	54,618	–	54,618	30,551
Labyrinth Project	23,685	–	23,685	58,884
Lloyds Bank Foundation	–	–	–	278
Lottery Covid-19	–	–	–	30,546
Ministry of Justice	132,883	–	132,883	138,229
Multiple Disadvantaged Women	–	–	–	1,052
ROSA - JEF A&S	70,512	–	70,512	77,792
ROSA Comm	–	–	–	1,866
Solace Women's Aid	71,988	–	71,988	68,664
TFL European Londoners Grant	–	–	–	10,001
The Roddick Foundation	–	–	–	16,449
Treebeard	–	–	–	15,300
Treebeard PA	56,581	–	56,581	12,023
Trust for London	23,312	204	23,516	–
Tudor Trust	30,544	761	31,305	37,743
Unbound Philanthropy	–	–	–	13,670
Women's Resource Centre	29,618	31	29,649	27,891
	<u>905,751</u>	<u>16,063</u>	<u>921,814</u>	<u>797,475</u>

# Rights of Women Incorporated Limited

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

## 12. Analysis of support costs

	Ascent Plus £	Core Costs £	Esmee Fairbairn £	Trust for London £	Tudor Trust £	Women's Resource Centre £	Total 2023 £	Total 2022 £
AGM	–	62	11	–	761	31	865	1,629
Legal & Professional Fees	795	484	8,675	204	–	–	10,158	11,456
Audit	–	–	5,040	–	–	–	5,040	5,460
	<u>795</u>	<u>546</u>	<u>13,726</u>	<u>204</u>	<u>761</u>	<u>31</u>	<u>16,063</u>	<u>18,545</u>

# Rights of Women Incorporated Limited

## Company Limited by Guarantee

### Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

#### 13. Net (expenditure)/income

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

	2023	2022
	£	£
Operating lease rentals	90	861
Audit fee	5,040	5,460

#### 14. Staff costs

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

	2023	2022
	£	£
Wages and salaries	673,119	583,373
Social security costs	62,695	55,116
Employer contributions to pension plans	20,772	20,505
	<u>756,586</u>	<u>658,994</u>

The average head count of employees during the year was 21 (2022: 20). The average number of full-time equivalent employees during the year is analysed as follows:

	2023	2022
	No.	No.
Number of staff involved in charitable activities	13	13
Number of administrative staff	1	2
Number of management staff	2	2
	<u>16</u>	<u>17</u>

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

#### Key Management Personnel

Key management personnel include all persons that have authority and responsibility for planning, directing and controlling the activities of the charity. The total compensation paid to key management personnel for services provided to the charity was £60,195 (2022: £57,584).

#### 15. Trustee remuneration and expenses

No remuneration or other benefits from employment with the charity or a related entity were received by the trustees (2022: nil).

During the year there were no expenses reimbursed to trustees (2022: nil).

#### 16. Transfers between funds

During the year management has undertaken a review of the brought forward restricted funds, concluding that some funds had been provided without restrictions, and others had been released of restrictions following the completion of their funded projects. Leading to a total transfer to unrestricted funds during the year of £139,700.

# Rights of Women Incorporated Limited

## Company Limited by Guarantee

### Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

<b>17. Tangible fixed assets</b>	<b>Equipment</b>
	<b>£</b>
Cost	
At 1 April 2022 and 31 March 2023	67,814
Depreciation	
At 1 April 2022 and 31 March 2023	67,814
Carrying amount	
At 31 March 2023	—
At 31 March 2022	—

<b>18. Investments</b>	<b>Other</b>
	<b>investments</b>
	<b>£</b>
Cost or valuation	
At 1 April 2022	1
Additions	—
At 31 March 2023	1
Impairment	
At 1 April 2022 and 31 March 2023	—
Carrying amount	
At 31 March 2023	1
At 31 March 2022	1

All investments shown above are held at valuation.

Investments represent 1 ordinary share held in Tindlemanor Limited, company number: 01380213, registered office 52/24 Featherstone Street, London, EC1Y 8RT.

<b>19. Debtors</b>	<b>2023</b>	<b>2022</b>
	<b>£</b>	<b>£</b>
Trade debtors	89,604	44,355
Prepayments and accrued income	39,717	63,737
	<u>129,321</u>	<u>108,092</u>

<b>20. Creditors: amounts falling due within one year</b>	<b>2023</b>	<b>2022</b>
	<b>£</b>	<b>£</b>
Trade creditors	16,125	21,740
Accruals and deferred income	32,247	5,944
Social security and other taxes	13,969	15,289
Other creditors	2,454	2,341
	<u>64,795</u>	<u>45,314</u>

# Rights of Women Incorporated Limited

## Company Limited by Guarantee

### Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

#### 21. Deferred income

	2023 £	2022 £
At 1 April 2022	–	8,000
Amount released to income	–	(8,000)
<b>At 31 March 2023</b>	<u>–</u>	<u>–</u>

#### 22. Pensions and other post retirement benefits

##### Defined contribution plans

The amount recognised in income or expenditure as an expense in relation to defined contribution plans was £20,772 (2022: £20,505).

#### 23. Analysis of charitable funds

##### Unrestricted funds

	At 1 April 2022 £	Income £	Expenditure £	Transfers £	At 31 March 2023 £
General funds	140,501	160,947	(125,664)	58,670	234,454
Designated Fund - see below	<u>178,970</u>	–	–	<u>81,030</u>	<u>260,000</u>
	<u>319,471</u>	<u>160,947</u>	<u>(125,664)</u>	<u>139,700</u>	<u>494,454</u>

  

	At 1 April 2021 £	Income £	Expenditure £	Transfers £	At 31 March 2022 £
General funds	58,270	114,693	(30,237)	(2,225)	140,501
Designated Fund - see below	<u>178,970</u>	–	–	–	<u>178,970</u>
	<u>237,240</u>	<u>114,693</u>	<u>(30,237)</u>	<u>(2,225)</u>	<u>319,471</u>

The General Fund is to support any short term shortfall, for example a gap between grants, or to cover specific expenses where grant or other funding is not available.

Designated Funds are reserves ringfenced by the board to meet redundancy and winding up costs in the event of loss of funding:

	£
Staff redundancy & notice period payments	177,000
Contractual liabilities	55,000
Professional advice	<u>28,000</u>
<b>At 31 March 2023</b>	<u>260,000</u>

# Rights of Women Incorporated Limited

## Company Limited by Guarantee

### Notes to the Financial Statements *(continued)*

#### Year ended 31 March 2023

#### 23. Analysis of charitable funds *(continued)*

Restricted funds	At	Income	Expenditure	Transfers	At 31 March
	1 April 2022				2023
	£	£	£	£	£
Access to Justice Foundation	–	75,000	(74,894)	–	106
Ascent Plus	1	27,611	(27,610)	–	2
Big Lottery Fund	577	–	–	(577)	–
CAB EUSS	67,398	–	–	(67,398)	–
Comic Relief	5,874	–	–	(5,874)	–
Comic Relief Second Grant	1,480	–	–	(1,480)	–
Crowdjustice	–	–	–	–	–
Esmee Fairbairn	33,271	–	–	(33,271)	–
Family Rights Group	6,065	–	–	–	6,065
Foreign and Commonwealth Office/Forced Marriage Unit	4,019	–	–	(4,019)	–
Domestic Programme Fund	–	–	–	–	–
FRG (TFL)	1,350	–	–	(1,350)	–
GLA European Londoners Grant	–	–	–	–	–
Henry Smith	30,276	59,000	(54,164)	–	35,112
Henry Smith - Covid 19	–	40,000	(42,513)	–	(2,513)
Home Office	–	54,276	(54,276)	–	–
John Ellerman	–	58,470	(57,851)	–	619
Justice Together Initiative	–	63,000	(54,618)	–	8,382
Labyrinth Project	93	23,591	(23,685)	1	–
Lloyds Bank Foundation	–	–	–	–	–
Lottery Covid-19	–	–	–	–	–
Ministry of Justice	11	132,883	(132,883)	–	11
MOPAC - Solace	165	–	–	(165)	–
Multiple Disadvantaged Women	–	–	–	–	–
PAS Projects	5,331	–	–	(5,331)	–
Paul Hamlyn Foundation	18,114	–	–	(18,114)	–
ROSA - JEF A&S	72,513	–	(70,512)	(2,001)	–
ROSA Comm	–	–	–	–	–
Solace Women's Aid	26	72,110	(71,988)	–	148
Tampon Tax	246	–	–	(246)	–
Tampon Tax RCJ	1,216	–	–	(1,216)	–
The Roddick Foundation	–	–	–	–	–
Treebeard	941	–	–	(941)	–
Treebeard PA	22,977	35,000	(41,581)	–	16,396
Trust for London	–	26,000	(23,516)	–	2,484
Tudor Trust	29,023	–	(31,305)	2,282	–
Two Magpies Fund	–	15,000	(15,000)	–	–
Unbound Philanthropy	–	–	–	–	–
Women's Resource Centre	47	29,649	(29,649)	–	47
	<u>301,014</u>	<u>711,590</u>	<u>(806,045)</u>	<u>(139,700)</u>	<u>66,859</u>

# Rights of Women Incorporated Limited

## Company Limited by Guarantee

### Notes to the Financial Statements *(continued)*

#### Year ended 31 March 2023

#### 23. Analysis of charitable funds *(continued)*

	At 1 April 2021	Income	Expenditure	Transfers	At 31 March 2022
	£	£	£	£	£
Access to Justice Foundation	7,872	–	(7,872)	–	–
Ascent Plus	–	27,612	(27,611)	–	1
Big Lottery Fund	3,954	–	(3,377)	–	577
CAB EUSS	72,566	–	(5,168)	–	67,398
Comic Relief	5,874	–	–	–	5,874
Comic Relief Second Grant	8,869	–	(7,389)	–	1,480
Crowdjustice	4,520	–	(4,520)	–	–
Esmee Fairbairn	–	40,000	(6,729)	–	33,271
Family Rights Group	6,065	–	–	–	6,065
Foreign and Commonwealth Office/Forced Marriage Unit Domestic Programme Fund	4,067	–	(48)	–	4,019
FRG (TFL)	1,350	–	–	–	1,350
GLA European Londoners Grant	–	10,000	(10,001)	1	–
Henry Smith	2,113	58,200	(30,037)	–	30,276
Henry Smith - Covid 19	–	–	–	–	–
Home Office	–	51,340	(51,372)	32	–
John Ellerman	29,986	56,500	(87,176)	690	–
Justice Together Initiative	–	30,500	(30,551)	51	–
Labyrinth Project	–	58,977	(58,884)	–	93
Lloyds Bank Foundation	277	–	(278)	1	–
Lottery Covid-19	30,546	–	(30,546)	–	–
Ministry of Justice	–	138,240	(138,229)	–	11
MOPAC - Solace	165	–	–	–	165
Multiple Disadvantaged Women	1,051	–	(1,052)	1	–
PAS Projects	5,331	–	–	–	5,331
Paul Hamlyn Foundation	18,114	–	–	–	18,114
ROSA - JEF A&S	70,320	79,985	(77,792)	–	72,513
ROSA Comm	1,866	–	(1,866)	–	–
Solace Women's Aid	1,135	67,555	(68,664)	–	26
Tampon Tax	246	–	–	–	246
Tampon Tax RCJ	1,216	–	–	–	1,216
The Roddick Foundation	–	15,000	(16,449)	1,449	–
Treebeard	1,241	15,000	(15,300)	–	941
Treebeard PA	–	35,000	(12,023)	–	22,977
Trust for London	–	–	–	–	–
Tudor Trust	49,955	16,811	(37,743)	–	29,023
Two Magpies Fund	–	–	–	–	–
Unbound Philanthropy	13,670	–	(13,670)	–	–
Women's Resource Centre	2,304	25,634	(27,891)	–	47
	<u>344,673</u>	<u>726,354</u>	<u>(772,238)</u>	<u>2,225</u>	<u>301,014</u>

# Rights of Women Incorporated Limited

## Company Limited by Guarantee

### Notes to the Financial Statements *(continued)*

#### Year ended 31 March 2023

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#### 23. Analysis of charitable funds *(continued)*

**Access to Justice Foundation (ATJF) Community Justice Fund:** This is a grant to adjust and respond to challenges faced due to remote working and the pandemic environment. It primarily funds the costs of a new advice case management system.

**Ascent:** This is a grant for the Ascent project which is a grant for two strands of work aimed at tackling VAWG in London, it is comprised of the London Councils Advice and Counselling Ascent strand (lead partner Solace Women's Aid) which focuses on advice, training and legal publications and the London Councils 2nd Tier strand/Ascent Support Services (ASSO) (lead partner Women's Resource Centre) focused on strengthening VAWG professionals and their organisations through training and capacity building. It primarily covers staffing and direct delivery costs. The overall management of the grant streams is via the London VAWG Consortium.

**Ascent Plus:** This grant is for the Ascent Plus project which is an additional grant to extend the reach of London Councils Advice and Counselling Ascent project. It is a consortium grant from MOPAC and Solace Women's Aid is the lead partner.

**Big Lottery Fund:** This is a grant towards the staffing and project costs of our telephone advice lines and legal guides supporting women affected by violence. This grant also supports the development of a new website and capital costs for new IT and office equipment.

**CAB EUSS second tier immigration pilot:** This grant is for a partnership project with RCJ Advice to provide specialist immigration legal advice on demand to vulnerable women with complex cases making applications to the EU Settlement Scheme. It covers staffing costs.

**Comic Relief:** This is a grant towards the staffing and project costs of our work supporting migrant women including advice, publications and workshops.

**Comic Relief Second Grant:** This is a grant towards the staffing and project costs of our Athena project to strengthen the legal advice and support available to vulnerable migrant women.

**Crowdjustice:** This money was raised from donations from the public through an online crowd funder to support women experiencing domestic abuse with family law legal justice needs.

**Esmee Fairbairn:** This is a grant for unrestricted core costs to increase access to justice for women experiencing gender-based violence. It is focused on strategic immigration and asylum law policy influencing work to create system change in England and Wales.

**Foreign and Commonwealth Office/Forced Marriage Unit Domestic Programme Fund:** This is a grant towards the staffing and project costs of a series of events with professionals to discuss legal and other responses to forced marriage regionally in England and Wales and to produce a report.

**Family Rights Group:** This is a grant for the staffing costs of a project to support women affected by domestic violence involved with social services.

**FLAWS:** This grant is for a partnership project with RCJ Advice called FLOWS (Finding Legal Option for Women Survivors) covering staffing costs and project costs. The project focuses on using tech and digital solutions to assist individual women survivors and professionals to access support with family law and criminal legal issues.

# Rights of Women Incorporated Limited

## Company Limited by Guarantee

### Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

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#### 23. Analysis of charitable funds *(continued)*

**Garden Court:** This small grant covers core costs associated with the charity's work to support the delivery of access to justice.

**GLA European Londoners:** This grant contributes funding towards the delivery of our immigration law legal advice line for women survivors of Violence Against Women and Girls (VAWG) based in London who are making applications to the EU Settlement Scheme (EUSS) and training for professionals working with women survivors of VAWG supporting them to make EUSS applications. It primarily covers staffing, training and project costs.

**Goldsmiths:** This is an unrestricted grant to support our organisation to respond to women survivors of VAWG during the ongoing pandemic.

**Henry Smith:** This is a grant towards the staffing and project costs of our immigration and asylum law legal advice team to strengthen the legal advice and support available to vulnerable migrant women at a critical point in their lives.

**Henry Smith Covid 19:** This is a grant towards running costs of a project providing legal advice, advocacy and support for women who have experienced or are at risk of Violence Against Women and Girls across England and Wales.

**Home Office EUSS grant:** This grant funds a new immigration law legal advice line for women survivors of Violence Against Women and Girls (VAWG) who are making applications to the EU Settlement Scheme (EUSS) and training for professionals working with women survivors of VAWG supporting them to make EUSS applications. It primarily covers staffing, training and project costs.

**John Ellerman:** This is a grant for policy influencing work in relation to family and criminal law justice issues that impact on our women beneficiaries. It primarily covers staffing and project costs.

**Justice Together Initiative (JTI):** This grant is for policy influencing work carried out in the area of immigration and asylum law in relation to access to justice for migrant women survivors with insecure immigration status. It funds policy work and the associated delivery of advice work that produces an evidence base for this work. It primarily funds staffing and project costs.

**Labyrinth project:** This project provides support and training to survivors and professionals in relation to VAWG across 3 nations (England, Scotland and Northern Ireland) It is a partnership of different organisations and is led by Solace Women's Aid and funded by the Tampon Tax fund. Rights of Women is funded to provide training to VAWG professionals and legal advice publications across England. It primarily covers staffing costs.

**Lottery Covid19:** This grant funds a learning partnership comprised of organisations working across the Violence Against Women and Girls Sector to identify, collate and disseminate learning associated with new challenges faced by women survivors in relation to the pandemic. It primarily covers staffing costs.

**Lloyds Bank Foundation:** This is a grant to deliver casework to women survivors and make policy recommendations in relation to the Exceptional Case Funding scheme in the Legal Aid system.

**Multiple Disadvantaged Women:** This is a partnership project providing immigration legal advice to women in Tower Hamlets with complex needs including those who have No Recourse to Public Funds.

# Rights of Women Incorporated Limited

## Company Limited by Guarantee

### Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

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#### 23. Analysis of charitable funds *(continued)*

**PA Project:** This grant funds delivery work to develop an understanding of the experiences of women victims of domestic abuse who are accused of parental alienation through work directly with those victims and the provision of advice in relation to their circumstances. It is funded by Treebeard Trust, Two Magpies and The Roddick Foundation. It primarily covers staffing costs.

**PAS Project:** This is a partnership project with Prisoners Advisory Service providing family law advice to women in prisons.

**ROSA JEF Communications:** This grant from the ROSA Justice and Equality Fund 'Changing the Conversation' strand is to fund communications work to raise awareness and change the public narrative around sexual harassment in the workplace. It primarily covers staffing and project costs.

**ROSA JEF Advice and Support:** This grant from the ROSA Justice and Equality Fund Advice and Counselling strand is to fund the provision of a legal advice service providing employment law advice to women survivors of sexual harassment in the workplace. It primarily covers staffing and project costs and volunteer expenses.

**TFL 2018:** This is a grant Trust for London towards the staffing and project costs of our Athena project (Phase 2) to strengthen the legal advice and support available to vulnerable migrant women.

**Treebeard emergency grant:** This is an unrestricted grant to assist with any additional costs the organisation faces due to the COVID-19 pandemic in its work supporting women experiencing domestic abuse.

**Tudor Trust:** This grant funds our national family law advice law service in relation to delivery of advice, policy work, publications, setting up and working with a women survivor panel and supporting volunteers. It primarily covers staffing costs, volunteer costs and project costs.

**Tudor Trust wellbeing grant:** This is an additional one-off unrestricted grant given to existing Tudor Trust grant holders to support wellbeing in their organisations in response to the COVID-19 pandemic.

**Unbound Philanthropy:** This is a grant towards the staffing and project costs of our telephone advice lines and legal information for vulnerable migrant women affected by violence and towards our policy and influencing activities.

# Rights of Women Incorporated Limited

## Company Limited by Guarantee

### Notes to the Financial Statements *(continued)*

Year ended 31 March 2023

#### 24. Analysis of net assets between funds

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Investments	3	–	3
Current assets	559,248	66,859	626,107
Creditors less than 1 year	(64,797)	–	(64,797)
<b>Net assets</b>	<u>494,454</u>	<u>66,859</u>	<u>561,313</u>

  

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Investments	3	–	3
Current assets	364,784	301,014	665,798
Creditors less than 1 year	(45,316)	–	(45,316)
<b>Net assets</b>	<u>319,471</u>	<u>301,014</u>	<u>620,485</u>

#### 25. Analysis of changes in net debt

	At 1 Apr 2022 £	Cash flows £	At 1 Mar 2023 £
Cash at bank and in hand	<u>557,706</u>	<u>(60,920)</u>	<u>496,786</u>

#### 26. Operating lease commitments

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

	2023 £	2022 £
Not later than 1 year	<u>–</u>	<u>386</u>

#### 27. Limitation of auditors liability

By way of a members' resolution dated 2nd October 2023, the company has agreed to enter into a limited liability agreement with its auditors whereby their exposure to legal claims is limited to £50,000 per claim.

#### 28. Related parties

The charity holds three ordinary shares valuing at £1 in Tindlemanor Limited, which owns the property occupied by the charity. The only transactions with the company during the financial year was for the payment of service charges, room hire and storage space, which amounted to £22,207 (2022: £17,258).

**RIGHTS OF WOMEN INCORPORATED**

England & Wales - Charity number 1147913

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# Accounts

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**COMPANY REGISTRATION NUMBER: 08002509**  
**CHARITY REGISTRATION NUMBER: 1147913**

**Rights of Women Incorporated Limited**  
**Company Limited by Guarantee**  
**Audited Financial Statements**  
**31 March 2022**

**Jackson & Jackson**  
**A trading name of Jackson Nicholas Assie Limited**  
**Chartered Certified Accountants & Statutory Auditors**  
**Suite 7, Meridian House**  
**62 Station Road, Chingford**  
**London E4 7BA**

# **Rights of Women Incorporated Limited**

**Company Limited by Guarantee**

**Financial Statements**

**Year ended 31 March 2022**

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# Rights of Women Incorporated Limited

## Company Limited by Guarantee

### Trustees' Annual Report (Incorporating the Director's Report)

Year ended 31 March 2022

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

#### Reference and administrative details

<b>Registered charity name</b>	Rights of Women Incorporated Limited
<b>Charity registration number</b>	1147913
<b>Company registration number</b>	08002509
<b>Principal office and registered office</b>	52-54 Featherstone Street London EC1Y 8RT

#### The trustees

Annie Hedge - Chair	
Fiona Dwyer	(Retired 15 September 2021)
Rebecca Jones - Treasurer	(Retired 9 February 2022)
Patsy Wollaston	(Retired 15 September 2021)
Mireille Hebing	(Retired 15 September 2021)
Elisha Augustin	
Katherine Minett	
Kristina Glenn	
Victoria Poki-Amanfo	
Kat Hacker	
Olivia Dehnavi	(Appointed 6 October 2021)
Laura Bennett	(Appointed 6 October 2021)
Hannah Phillips	(Appointed 6 October 2021)
Aramide Ogunlana - Treasurer	(Appointed 9 February 2022)

**Director** Estelle du Boulay

**Auditor** Jackson Nicholas Assie Limited  
Chartered Certified Accountants & statutory auditor  
Suite 7, Meridian House  
62 Station Road  
Chingford  
London  
E4 7BA

**Bankers** Unity Trust Bank  
Nine Brindleyplace  
Birmingham  
B1 2HB

Lloyds Bank  
31/33 Holloway Road  
London  
N7 8JP

Triodos Bank  
Brunel House  
11 The Promenade  
Clifton, Bristol  
BS8 3FA

# **Rights of Women Incorporated Limited**

## **Company Limited by Guarantee**

### **Trustees' Annual Report (Incorporating the Director's Report) *(continued)***

**Year ended 31 March 2022**

#### **About Rights of Women**

Rights of Women (established 1975) is a women's legal rights organisation which specialises in supporting women who are experiencing – or at risk of experiencing – all forms of Violence Against Women and Girls (VAWG), including domestic abuse and sexual violence.

Our purpose is to increase women's understanding of their legal rights and improve their access to justice so that they can live free from abuse and oppression and can make informed choices about their safety. We increase their skills to overcome problems so they can navigate the law and legal processes with confidence.

Our core provision is free specialist confidential legal advice directly to women throughout England and Wales via telephone advice lines covering family, immigration and asylum, employment law (sexual harassment at work) and criminal law.

#### **Structure, governance and management**

Rights of Women is a company limited by guarantee, Rights of Women Incorporated Limited (number 08002509) and a registered charity (number 1147913) with the Charity Commission.

The Board of Trustees met 4 times during the year. All meetings were carried out virtually using online software throughout the year due to the ongoing pandemic. The Chair continues a process of Board development for new and established Trustees.

The day-to-day management of the organisation continues to be delegated to the Director, Estelle du Boulay, who was assisted during this period in the delivery of the organisation's services by our Senior Leadership team comprised of Mary McGloin (Operations Manager) and Senior Legal Officers (SLOs) Olive Craig, Jasbinder Bhatia, Hannah Couchman, Mandip Ghai, Leigh Morgan, Nicole Masri and Deeba Syed.

The Board continues to employ an external financial consultant, Ken Hercules, to undertake the management accounting.

The Finance Subgroup met virtually 4 times throughout the year, chaired by the Treasurer.

Our direct services for women continue to be supported by our team of 50 active volunteer women barristers and solicitors. The Board of Trustees would like to acknowledge the very significant commitment and energy of the Rights of Women staff team and volunteers in the delivery of our vital services for women.

Open recruitment for new trustees was held throughout the year in August 2021 leading to the recruitment of three new trustees. The process followed best practice in relation to recruitment as per RoW's recruitment policy. The Board reviewed and identified gaps in skills and representation on the Board prior to the recruitment and ensured these were addressed in the recruitment advertising. The roles were advertised widely in the public domain to ensure we reached a diversity of potential candidates and a full application pack with a description of board roles and responsibilities was included. The recruitment process required applicants to apply by way of an application form. Shortlisting and interviews were carried out by a panel of Board members who were nominated by the Board to carry out this work. After the recruitment process, the Board reviewed a summary of anonymised equality and diversity data provided by candidates to ensure organisational scrutiny and learning in relation Equality, Diversity and Inclusion principles and standards.

# **Rights of Women Incorporated Limited**

## **Company Limited by Guarantee**

### **Trustees' Annual Report (Incorporating the Director's Report) *(continued)***

**Year ended 31 March 2022**

#### **Risk Management**

The charity trustees have given consideration to the major risks to which the charity is exposed and satisfied themselves that systems or procedures are established in order to manage those risks. The charity has established and maintains a detailed risk register including, but not limited to: governance, operations, finances, compliance with law and the external financial and political climate. This is reviewed at every Board meeting by the trustees. In addition to this, the charity maintains and regularly reviews a wide range of organisational policies and procedures that address mitigating risk.

#### **Objectives, Activities and Strategic Report**

The Memorandum and Articles of Association of Rights of Women state the objects of the organisation to be restricted to:-

- (a) the elimination of discrimination on the grounds of gender;
- (b) advancing the education of women and raising awareness of equality and diversity;
- (c) commissioning and conducting research on gender equality and diversity issues and publishing the results to the public;
- (d) cultivating a sentiment in favour of equality of women and diversity;
- (e) campaigning in relation to gender equality and diversity issues and in furtherance of the elimination of discrimination on the grounds of gender;
- (f) conducting policy work in relation to gender equality and diversity issues.

#### **Vision and Mission**

In accordance with these objectives the agreed vision and mission for the organisation are as follows:-

##### **Vision**

Equality, justice and safety in the law for all women

##### **Mission**

Rights of Women advises, educates and empowers women by:-

- Providing women with free, confidential legal advice by specialist women solicitors and barristers
- Enabling women to understand and benefit from their legal rights through accessible and timely publications and training
- Campaigning to ensure that women's voices are heard and law and policy meets all women's needs

# **Rights of Women Incorporated Limited**

## **Company Limited by Guarantee**

### **Trustees' Annual Report (Incorporating the Director's Report) *(continued)***

#### **Year ended 31 March 2022**

#### **Strategic Plan Apr 2020 – March 2023**

Our strategic priorities and objectives are set out in our Strategic Plan 2020-23, summarised below:

**Sustainability:** RoW's unique and needed services are preserved in the women's legal advice landscape

- RoW has diversified funding which guarantees our sustainability
- RoW has a high profile among targeted stakeholders:
  - Grant funders
  - Individual supporters
  - Corporate supporters
- RoW has optimal volunteer and stakeholder engagement

**Advice:** RoW's legal advice services meet women's changing needs

- Women are empowered to make informed choices about the law
- Women have increased confidence to assert their rights and entitlements
- Women survivors' voices are better amplified in RoW's work
- Increased number of women access advice from RoW
- Increased numbers of women have access to advice and representation
- Different ways of delivering advice are explored and developed e.g. casework, advocacy, face to face, digitally
- Our volunteer base is used to increase access to advice

**Policy:** Laws, legal procedures and legal systems are changed to benefit women

- Law and policy better reflect women's needs
- There is improved knowledge and understanding of VAWG with the justice system
- RoW is strategic, consistent and clear in its messaging
- Opinion formers, law and policy makers seek out RoW and its evidence
- RoW is invited to all important decision-making meetings concerning women and the law (in the areas of VAWG and Immigration & Asylum); our advice is acted upon
- Strategic litigation is used to hold statutory bodies to account and change the law

A Board away day was held virtually on 23 April 2021 focusing on supporting governance roles, diversifying our income and next steps with our Equality, Diversity and Inclusion work.

On 21 October 2021 the Board of Trustees and staff team attended a hybrid away day at Wallace Space in London and online. The sessions for the day focused on relationship building, our values as an organisation and fundraising.

# **Rights of Women Incorporated Limited**

## **Company Limited by Guarantee**

### **Trustees' Annual Report (Incorporating the Director's Report) *(continued)***

**Year ended 31 March 2022**

#### **Theory of change**

The Board of Trustees has developed an organisational theory of change which underpins the priorities within the Strategic Plan 2020-23.

We have identified the following changes (outcomes) as priorities for our organisation to work towards:

- Law and policy better reflect women's needs relative to our Violence Against Women and Girls (VAWG) focus and legal specialisms
- We assist more women through expert legal advice
- Women who need our advice services know we exist
- Women (or their supporters) are able to access legal advice and support with the law through a range of channels or models
- The end of VAWG is brought nearer by ensuring that women know their legal rights before they experience VAWG
- Women have access to legal advice on a range of issues that affect them adversely and diminish their equality and safety
- Providers who are committed to justice and safety for women see the value and relevance of our work

We are operating in a very challenging political and financial environment for the issues we work on and these challenges have increased during the pandemic.

Since April 2013, with the introduction of the Legal Aid Sentencing and Punishment of Offenders Act 2012, there has been a complete transformation in the availability of legal advice and representation for women in the key areas of expertise of Rights of Women. This means that our model of frontline service delivery is frequently overstretched in meeting women's legal advice and information needs, and this is exacerbated by very limited resources.

This current external economic and political landscape continues to have the following impact:-

- increased demand for our services as a source of free legal advice and information
- fewer sources of signposting to specialist legal advice and representation
- more women representing themselves in legal proceedings

Our frontline services remain a unique source of legal advice and information. Our policy and public affairs work gains its legitimacy from the experiences of those frontline services. Our service users' voices inform our campaigning and policy work.

Undertaking our unique combination of frontline services, second tier support and policy and public affairs work strengthens our response to the challenges of the current landscape.

Developing new and innovative ways of reaching women with our advice and information services is essential to securing women's access to justice in the absence of alternative sources of support. Building our relationships with key partners creates new opportunities to develop and extend the reach of our activities in this new landscape.

Collaborating with our sector and building new relationships with Government, Parliamentarians and policy makers will increase the effectiveness of our future influencing work and is vital to resisting a push back in women's equality in the law and to preserving the advances we have achieved to date.

# **Rights of Women Incorporated Limited**

## **Company Limited by Guarantee**

### **Trustees' Annual Report (Incorporating the Director's Report) *(continued)***

#### **Year ended 31 March 2022**

Building new audiences of supporters and activists through our social media activity and generating new campaigning capacity will also be vital in extending our reach and keeping our issues on the public and political agenda.

In these ways we will ensure that women have a more confident, informed and positive experience of the law and our justice systems and that they have a greater control over the legal problems they face with improved access to their remedies. We will also prevent the further erosion of women's ability to access the law and their legal remedies, ensuring that women are able to protect themselves from violence and secure more equal futures.

#### **Public benefit**

We have referred to the advice contained in the Charity Commission's general guidance on public benefit when reviewing our aims and objectives and in planning our future activities.

Our Objects (set out above) are carried out for the public benefit as follows:-

- Our services are restricted for the benefit of women and are available to all women in England and Wales.
- Women experience many barriers to accessing the law and their legal rights. Existing or proposed new law and legal policy often discriminates against or disadvantages women as a whole or as members of a particular group. In our approach, we recognise the additional barriers posed by the intersection of gender-based abuse, racism, structural inequality and other forms of discrimination and oppression that impact on women's vulnerability, exclusion and marginalisation. For example, we recognise and seek to make a contribution through our work towards ending discrimination within the law towards Black and minoritised women; migrant women including refugees and asylum-seeking women; women with disabilities; women with low socio economic status and lesbian and bisexual women; trans women and women with no recourse to public funds.
- Through all our services and activities we aim to ensure that all women have equal access to the law, their legal rights and justice. In this way we aim to ensure that women enjoy a more equal role in society.
- Through our advice lines and publications women benefit from increased knowledge and understanding and increased confidence in using the law enabling them to overcome the disadvantages they experience. In particular our services focus on supporting women affected by violence – recognised by the UN as one of the most significant discriminations faced by women.
- Through our training for professionals who support women we aim to increase awareness and understanding of the law as it relates to women, enabling these professionals to better support women
- Through our policy work we aim to ensure that the law and legal policy meets the needs of women and does not disadvantage them. We undertake research to demonstrate the impact of law and legal policy developments on women in order to raise awareness and lobby for changes which will ensure greater equality for women. Our research and policy documents are disseminated to local and national Government, policy makers, statutory and voluntary sector organisations. We regularly meet with law and policy makers to discuss the impact on women and campaign for developments which ensure greater equality for women.

# Rights of Women Incorporated Limited

## Company Limited by Guarantee

### Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

#### Year ended 31 March 2022

- Through our communications work we aim to advance the education of women, raise awareness and public support of our policy and campaigning work, and shift public attitudes to promote equality and diversity.

#### **Achievements and performance**

##### **Advice service**

We increased our free legal advice provision to women who are at risk of or experiencing Violence Against Women and Girls throughout the year.

In this period our telephone legal advice services have supported a total of 3674 women with advice and information on their legal rights.

Our family and criminal law advice lines provided 2721 women with advice on family law issues including relationship breakdown, finance and children issues and/or with advice and support on the criminal justice process arising from domestic and/or sexual violence.

Our immigration and asylum law lines including our new EU Settlement Scheme advice line provided advice and support to 702 individual women and professionals supporting women with an insecure immigration status.

Our new Sexual Harassment in the Workplace (Employment Law) advice service provided advice and support to 313 women.

During this period our telephone advice services have been supported by 43 volunteer women solicitors and barristers. We would like to thank all our volunteers sincerely for the time and commitment they have given over the past year to helping women through the law.

##### **Training and Events**

In total this year we have delivered training and events to over 1000 professionals throughout England and Wales.

##### *Training delivered under the Ascent project*

As part of the Ascent project (funded by London Councils) we delivered specialist legal training to 266 professionals working with women throughout London. All trainings were held online due to the COVID-19 pandemic. Our monitoring shows the majority of participants are still expressing a preference for online training.

The main training course we offered under the Ascent project was 'Family law legal aid' The course was aimed at professionals who are supporting survivors of domestic abuse. The session provided professionals with up-to-date knowledge of legal aid eligibility requirements and practical tips on how to help women access legal support. It covered:

- When is family law legal aid available?
- Who is eligible for legal aid?
- Domestic violence and child abuse evidence gateway
- Recent changes to the way the Legal Aid Agency assess capital and equity in homes
- Options for those who are not eligible for legal aid

# **Rights of Women Incorporated Limited**

## **Company Limited by Guarantee**

### **Trustees' Annual Report (Incorporating the Director's Report) *(continued)***

#### **Year ended 31 March 2022**

Other training courses we provided under this project included: Coercive control and the law, Domestic Abuse Act 2021: family and criminal law measures, Migrant women and immigration control, and Supporting women and girls at risk of forced marriage and Female Genital Mutilation. These sessions were also delivered online to a total of 116 professionals.

#### *EU Settlement Scheme training*

We trained 515 professionals from the community, voluntary and statutory sectors working in England & Wales on violence against women and girls (VAWG) issues. Our training provided participants with knowledge to support EU citizens and their family members who are victims of gender-based abuse to secure the immigration status they need to continue living in the UK.

#### *Labyrinth Project training*

We delivered a number of introductory level online training sessions to 113 professionals supporting survivors of VAWG including introductions to: child arrangements and domestic abuse, domestic abuse injunctions, coercive control, family law legal aid, sexual violence, sexual harassment in the workplace, migrant women and immigration control and the EU Settlement Scheme.

#### *In-house training*

We delivered bespoke family law training sessions in-house to a number of organisations including North Somerset Council Young Victims Service, Safelives and Swale Action to End Domestic Abuse (SATEDA). We also delivered four immigration and asylum law training sessions to Rochdale Council.

#### *Conference*

Our employment law team held a highly successful #MeToo anniversary 'Sexual harassment in the workplace legal conference' in November 2021 covering the bias in sexual harassment investigations, safeguarding victims, overlaps with criminal law and police investigations and a panel discussion on the use of non-disclosure agreements. It was attended by over 100 delegates online.

#### **Social Media**

We have a combined audience of over 63,000 across our social media accounts (Facebook, Instagram, Linked In, Twitter), and regularly publish policy and legal information to increase women's understanding of the law and VAWG.

#### **Publications**

In 2021-22 a total of 1,011,279 family and criminal law guides, handbooks, reports, briefings, consultation responses and publications were downloaded from our website.

# **Rights of Women Incorporated Limited**

## **Company Limited by Guarantee**

### **Trustees' Annual Report (Incorporating the Director's Report) *(continued)***

**Year ended 31 March 2022**

#### **Policy and campaigning**

##### *Access to Legal Aid*

We continued to highlight the ways in which the means test is unjust and restricting access to justice. The means test fails to provide a realistic calculation of a person's income and capital and whether they can afford to pay for legal services. For example, the means test often assesses women as being ineligible for legal aid because it deems that they have access to capital via their homes (often jointly owned with an abuser, so in reality they cannot access the capital). This leaves them in the impossible position of being unable to pay for legal representation and having to represent themselves in court against an abuser or face selling their homes to pay legal fees.

Progress on this policy objective was hampered this year because so much depended upon the outcome of the Ministry of Justice's means test review (which we contributed to in 2019). The outcome of the review was initially expected in the summer of 2020 but was significantly delayed due to Covid 19. The Ministry of Justice gave an indication of policy proposals to improve the means test in June 2021 which we fed back on, but the final proposals for a new means test were not published and opened for consultation until March 2022. The proposed means test is an improvement but will still include significant barriers and misses opportunities to improve access to justice. Rights of Women responded to the consultation on the proposed new means test in June 2022.

##### *Domestic Abuse Act 2021*

The Domestic Abuse Act 2021 (the Act) received Royal Assent on 29 April 2021. Our aim this year was to monitor its implementation to ensure we could raise any critical friend observations to ensure it was carried out in a way which achieved maximum benefit for survivors.

We provided feedback on the Domestic Abuse Act Statutory Guidance through thematic meetings and communications alongside others in the VAWG sector and submitted a detailed response to the Home Office consultation on draft statutory guidance on coercive control in September 2021.

We also responded to a consultation on changes to the Family Procedure Rules required to implement the provisions of the Act which ban direct cross-examination between survivors and perpetrators.

We have been advising and educating professionals on the family and criminal justice elements of the Act through training and workshops, FLOWS (Finding Legal Options for Women Survivors) Forum posts and updating or creating new legal guides which are available to download on our website.

##### *Rights of Cohabiting Partners*

The end of a cohabiting relationship, either through separation or the death of a partner, can lead to significant hardship for women (including those in religious-only marriages) which is why we have been calling for laws to protect cohabiting couples for well over a decade. We prepared a joint submission to the Women and Equalities Committee call for evidence on the Rights of Cohabiting Couples in June 2021 and gave oral evidence to the Committee in November 2021. We spoke about why the current laws put women at a disadvantage and how laws can be improved to put cohabiting couples on a more equal footing with married and civil partnership couples.

# **Rights of Women Incorporated Limited**

## **Company Limited by Guarantee**

### **Trustees' Annual Report (Incorporating the Director's Report) *(continued)***

**Year ended 31 March 2022**

#### *Family Court Reform*

Our policy priorities in this area are detailed and include the treatment of survivors and children by the family courts during child arrangements cases.

Important work on the family court's approach to domestic abuse in child contact cases has been going on since the publication of the report, 'Assessing Risk of Harm to Children and Parents in Private Law Children Cases'. This report, also known as the Harm Report, was published by the Ministry of Justice in June 2020. It provided important recognition of the many problems victims face in the family court and the Government has committed to various reforms as a result.

One year on from the Harm Report in June 2021 we published a letter which highlighted the lack of changes since the report and called for urgent action and accountability following the Family Court's failure to introduce feasible measures which are vital for the safety and security of domestic abuse and child sexual abuse survivors. Over 40 experts in family justice and violence against women and girls (VAWG) signed a Rights of Women's letter to The Ministry of Justice, The Family Justice Council, The President of the Family Division, and The Family Procedure Rules Committee.

We were part of the advisory group working with the Ministry of Justice to contribute to the design a pilot trialling a new family justice model that takes a more 'problem-solving' and trauma informed approach. The pilot started in March 2022.

A further recommendation from the Harm Report referenced above was a review of the presumption of parental involvement. Following on from the work we did last year to ensure that the review included engagement with the Harm Report panel and victim/survivor groups and services that represent the voices of survivors with multiple disadvantage, the Government commenced work on the review. We attended and provided input at an information event outlining the Government's proposed research project. We await an update on the progress of the review.

We have continued to work on strategic cases following success in four joined appeals looking at the importance of coercive control in child contact cases.

One of these was a case in relation to the publication of information relating to proceedings around increased transparency in the Family Court. The High Court and Court of Appeal gave judgments supporting our submissions on the way in which this issue impacts survivors of domestic abuse.

This has led to further engagement on issues in relation to transparency in the Family Court including becoming a member of the President of the Family Division's Transparency Implementation Group.

#### *Work on parental alienation*

We are developing our understanding of the experiences of victims of domestic abuse who are accused of parental alienation through work directly with those victims and the provision of advice in relation to their circumstances. We continue to engage with sector work on this issue.

#### *Dispute Resolution*

In October 2021 we responded to the Ministry of Justice's consultation on dispute resolution. We focused our response on the experiences of survivors of domestic abuse and women from lower socio-economic backgrounds in the context of family law mediation. We highlighted how current policies make survivors feel pressured into mediation and unsafe agreements, unsafe mediation practices and what measures could be introduced to encourage safe out of court agreements.

# **Rights of Women Incorporated Limited**

## **Company Limited by Guarantee**

### **Trustees' Annual Report (Incorporating the Director's Report) *(continued)***

**Year ended 31 March 2022**

#### *Child maintenance service*

We submitted a response to the independent review into Child Maintenance Service domestic abuse policy and procedure. This independent review was launched following the death of Emma Day, who was murdered by her ex-partner after making a claim for child maintenance.

#### *Police, Crime, Sentencing and Courts Bill*

Throughout this period, Rights of Women continued our campaign work on the Police, Crime, Sentencing and Courts Bill – drawing attention to the myriad of ways in which the legislation would undermine women's rights and grant disproportionate powers to the state. ROW were part of a civil society working group that co-ordinated parliamentary work and other campaign interventions in relation to the Bill, led on several briefings on behalf of the VAWG sector and met with Parliamentarians to discuss our concerns.

#### *Human Rights Act reform*

In December 2021, the Ministry of Justice opened a consultation on the Human Rights Act and a "modern Bill of Rights". ROW submitted a response which provided evidence on why the proposals would weaken important provisions relied on by VAWG survivors under the current Human Rights Act.

#### *Misogyny as a hate crime*

ROW has taken the time to research and formulate a position on proposals to address VAWG through the use of hate crime laws (i.e. through making misogyny a hate crime). We have liaised directly with the Law Commission and the office of Stella Creasy MP to outline our concerns around such proposals and where emphasis on addressing VAWG should instead lie.

#### *HASC inquiry on the investigation and prosecution of rape*

ROW submitted a response to this inquiry in June 2021. We outlined in detail the ways in which survivors of sexual violence are denied access to justice and insufficiently supported throughout the criminal justice process. We also outlined the barriers to reporting, charging, prosecuting and convicting rape and sexual assaults from the perspective of the survivors who call our advice lines.

#### *Delivering justice for victims*

ROW submitted a response to the MOJ's consultation in February 2022 on delivering justice for victims. The aim of the consultation was to improve victims' experiences of the justice system and to explore questions around meeting victims' expectations, improving oversight and driving better performance together with greater efficacy in supporting victims of crime. It was expected that this consultation would be foundational in the forthcoming Victims' Bill which ROW seeks to influence to ensure that victims are properly supported, their voices heard and there is greater availability of legal advice.

# **Rights of Women Incorporated Limited**

## **Company Limited by Guarantee**

### **Trustees' Annual Report (Incorporating the Director's Report) *(continued)***

**Year ended 31 March 2022**

#### *EU Settlement Scheme*

We raised concerns and made recommendations for improvement to the Home Office about the EU Settlement Scheme (EUSS) in respect of women made vulnerable through violence and abuse. The Home Office accepted one of our priority policy demands to amend the law to address the gaps in protection for unmarried partners whose relationships had broken down due to DV. The legal change came into force on 4<sup>th</sup> June 2020. The change related to domestic violence protection which was previously limited to former spouses where their marriage ended by divorce but now any family member within the scope of the EUSS (a spouse, unmarried partner, child, dependent parent or dependent relative) whose family relationship with an EU citizen has broken down permanently as a result of domestic violence will have a continued right of residence and be able to rely on this and their own residence in the UK to apply for status under the EUSS as long as they meet the requirements of the immigration rules.

#### *Strategic Litigation*

The immigration and asylum legal team also provided a detailed witness statement in the High Court case of Akinsanya in May 2021. This was a case relating to the rights of Zambrano (primary carers of British children) to apply under the EU settlement scheme. The challenge was to the narrow eligibility criteria of appendix EU (the rules relating to the EU settlement scheme). On 9 June 2021 the High Court ruled that the Home Office had misunderstood EU law. The rules relating to Zambrano carers were declared unlawful and the accompanying guidance quashed. The Home Office was given time to reconsider the rules. The judgment is R (Akinsanya) v Secretary of State for the Home Department [2021] EWHC 1535 (Admin).

The Home Office appealed to the Court of Appeal who decided on 25th January 2022 that the Home Office had lost their argument, as they had acted unlawfully in writing the rules of the EU settlement scheme, but the Court did not tell the Government what the rules should be.

The Home Office reviewed the rules relating to Zambrano carers outside the annual review period and an update was provided on our website. We will continue reporting on further case developments on our website.

#### *Sexual Harassment in the Workplace*

We have developed policy priorities in this area which include legislating for a new mandatory duty on employers to prevent sexual harassment in the workplace; reintroducing legal protections for victims who are sexually harassed by third parties; restricting the use of Non-Disclosure Agreements by employers in sexual harassment and discrimination cases; extending the three-month time limit on bringing a claim to an Employment Tribunal to at least one year to afford women adequate time to come forward.

We submitted evidence and recommendations to a Government Equalities Office consultation on current sexual harassment legislation in October 2019. The Government published its response in July 2021 with the intention to introduce the changes in an Employment Bill. They did not get introduced in 2022, however the government committed to the changes we campaigned for except for extending protections to interns and volunteers. We campaigned collectively for legislative reform as part of an alliance of trade unions and equalities organisations called #ThisIsNotWorking.

We drafted a comprehensive guide for survivors of sexual harassment in the workplace in consultation with our expert Advisory Group based on the most common issues raised through our advice line.

# **Rights of Women Incorporated Limited**

## **Company Limited by Guarantee**

### **Trustees' Annual Report (Incorporating the Director's Report) *(continued)***

**Year ended 31 March 2022**

#### *Other policy work*

In other areas of our policy work we have continued to focus on addressing the gaps in law and policy relating to women affected by violence. We sit on a range of key groups including the EU Commission Network, Home Office EUSS Safeguarding User Group, Home Office Vulnerability Advisory Group (Future Immigration Scheme).

We continue to raise awareness of our work via social media and our website.

#### **Partnerships and other achievements**

##### *Voices of Women panel*

We are committed to ensuring our work is driven by women with lived experience of the issues we work on. We have worked with women survivors on many projects previously but were able to consolidate this within our organisational structure in the summer of 2020, by establishing an experts-by-experience panel who have named themselves the RoW Voices of Women Panel.

The panel work closely with us to help guide RoW's work and, ultimately, ensure more women can access the equality, justice and safety they deserve. This year, the panel focused on guiding our new online version of *From Report to Court: A handbook for adult survivors of sexual violence*. We convened regular meetings with the panel to seek feedback on each section of the handbook as it progressed. The panel provided us with valuable insights on the content, structure, style and aesthetics of the handbook. The panel have also been helping to shape a brand new service called FLOWS Answers which aims to provide digital advice to survivors.

In our commitment to a trauma-informed approach we have continued methods to create a safe space, including a peer support group and offering a counsellor for therapeutic support after each meeting.

In April 2021 we conducted a survey of the VoW panel members to learn about their views and experiences of being part of the panel. 90% of respondents said that they found the project they were working on to be engaging, they felt their contribution is valued, and they would also be interested in getting involved with other areas of RoW's work.

We envisage RoW's Voices of Women Panel as being part of the organisation's future and will continue to work with it on many more projects.

##### *Developing our relationships with the media*

As part of our strategic communications work, we have been developing and solidifying new and existing relationships with key journalists and publications and taking proactive approaches to increasing women's understanding of VAWG and the legal system. We have ensured our work is reaching the attention of a wide range of journalists and editors at publications including (but not limited to) the Metro; Tortoise Media; the Independent; BBC; the Guardian.

We have consulted with Inquest, On Road Media, and Level Up, on supporting women survivors to share their stories in the media and are developing our own policy and approach to this work.

# **Rights of Women Incorporated Limited**

## **Company Limited by Guarantee**

### **Trustees' Annual Report (Incorporating the Director's Report) *(continued)***

#### **Year ended 31 March 2022**

##### *Partnership work with the Immigration Law Practitioner's Association (ILPA)*

The immigration team have continued to collaborate with ILPA, a professional organisation which aims to promote and improve immigration advice and representation. This year we have sought to influence changes to immigration law and policy that will benefit vulnerable women through our written contributions to the simplification of the immigration rules and the draft guidance on discretion as well as our communications with Home Office policy officials on transnational marriage abandonment cases.

##### *Consultation on the processing of family visas*

We responded to the call for evidence from the Independent Chief Inspector of Borders and Immigration (ICIBI) focusing on significant issues such as the accessibility of information about the different family routes on the Home Office website, lack of awareness and understanding of fee waivers, difficulties in accessing early legal advice and reinforcing the fact that longer routes to settlement could adversely impact a person's well-being.

We also used this opportunity to provide evidence on how some perpetrators of DV were controlling their migrant partner's immigration status and making consecutive applications for limited leave when they were eligible for indefinite leave.

##### *Windrush: response to calls for evidence on the Home Office's progress towards meeting the recommendations in the Windrush report*

We provided a detailed response to the Independent Adviser on Windrush's team highlighting the impact of hostile environment policies on vulnerable migrants as well as identifying flaws in Home Office systems and processes. We made recommendations as to how systems and processes could be improved to promote fairness and compassion within the Home Office.

##### *Increased anti-racism work*

In our approach to tackling Violence Against Women and Girls (VAWG), we recognise the additional barriers posed by the intersection of gender-based abuse, racism, structural inequality and other forms of discrimination and oppression that impact on women's vulnerability, exclusion and marginalisation.

We also fully recognise the importance of amplifying and supporting specialist 'by and for' Black and minoritised women's organisations in this work and supporting their leadership. We are an anti-racist, white-led organisation and recognise that our working practice must strengthen and be accountable to specialist 'by and for' Black and minoritised women's organisations. Our approach to working together accountably includes but is not limited to:

- recognising the value of specialist 'by and for' Black and minoritised women's work in ways which are visible;
- strengthening their leadership and autonomy in all spaces we operate in;
- sharing resources and recognising the privilege we have;
- communicating meaningfully at the early stages of the development of any proposed new partnership work with specialist 'by and for' Black and minoritised women's organisations;
- paying others for their specialist expertise and educating ourselves on issues;
- challenging structural inequalities in partnerships.

# Rights of Women Incorporated Limited

## Company Limited by Guarantee

### Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

#### Year ended 31 March 2022

In 2020 we conducted organisational meetings on anti-racism and an anonymous survey which have helped establish a set of priorities to improve our practice as a white-led organisation, accessibility to our services and our approach to diversity. Our organisation is committed to continual improvement in relation to Equality, Diversity and Inclusion (EDI) practices and has been working towards this through an EDI panel internally and Board oversight.

Our Director continues to be a member of the VAWG sector's Anti-Racism Working Group, established in July 2020, which has produced a Call for Action and Anti-Racism Charter. Our organisation has committed to implement the Charter. We contributed to delivery of workshops and seminars delivered to sector workers throughout April 2021 to March 2022.

#### *Sexual Harassment at Work Advice Service*

We continued to provide legal advice provision to cover employment law for the second year running with the support of the ROSA Justice and Equality Fund and Time's Up UK. The advice service continued successfully despite the pandemic impacting on the retention of volunteers in this area. We are grateful to the support from an Expert Advisory Panel of lawyers and experts to support the project which now has 9 members and meets regularly. As noted previously in the report, the team also hosted an online legal conference attended by over 100 participants.

#### *FLOWs (Finding Legal Options for Women Survivors)*

Since April 2018 we have worked in partnership with the RCJ Advice on the FLOWs project. This project is concerned primarily with supporting the professionals that in turn support women survivors with family law and related VAWG justice matters. This project has a focus on using technology and using digital solutions. We host an online forum for professionals providing peer-to-peer support on family law and criminal law issues. This project continues to work to expand its reach including facilitating online events and drop-in Q&A on FLOWs forum to reach more people and increase understanding of the legal issues and options facing survivors of domestic abuse in both family and criminal law. An evaluation of the project will be finalised in the next financial year.

#### **Financial review**

In this period Rights of Women has had two major sources of income:-

**Grants and donations** from a broad range of sources including major grant givers such as John Ellerman, Henry Smith Charity, the Rosa Justice and Equality Fund, Esmee Fairbairn Foundation, National Lottery and Tudor Trust. Our FLOWs partnership with RCJ Advice has been funded by the Ministry of Justice. As part of the London Violence Against Women and Girls Consortium we have received funding for the Ascent project from London Councils, MOPAC and the Ministry of Justice. Our work on the EU Settlement Scheme has been funded by the Home Office. We also received public donations and smaller grants from partners such as Macquarie Bank and Garden Court Chambers. We also received funding to help support our continuation during the ongoing pandemic from the Treebeard Trust.

**Income generating activities** included training courses.

# **Rights of Women Incorporated Limited**

## **Company Limited by Guarantee**

### **Trustees' Annual Report (Incorporating the Director's Report) *(continued)***

#### **Year ended 31 March 2022**

#### **Reserves**

The Board has designated funds to meet contractual obligations in respect of staffing and administrative costs. The board has designated £178,970 (2021: £178,970) funds to meet contractual obligations in respect of staffing and administrative costs and is committed to ensuring that the level of reserves held represents at least 6 months running costs.

The total funds held by the charity at the end of the reporting period was £620,485 (2021: £581,913) of which £301,014 (2021: £344,673) were restricted funds. The unrestricted reserves held at the end of the reporting period was £319,471 (2021: £237,240).

RoW has a Reserves Policy to maintain sufficient level of reserves to enable normal operating activities to continue over a period of up to 6 months should a shortfall in income occur and to take account of potential risks and contingencies that may arise from time to time.

Excluded from the Reserves Policy is income associated with:

- Donor / Grant Restricted Funds (Earmarked Income)

Therefore, in order to demonstrate transparency, accountability and sound financial management the ROW Reserves Policy clearly justifies the amount of reserves kept back each year.

In order to make a judgment on the amount of reserves the Trustees have considered the risks in respect of expenditure, unrestricted income and where appropriate restricted income. Also taken into consideration are any external identified potential major risks to income and expenditure.

#### **Review of the charity's financial position at the year end**

The Board have reviewed the charity's financial position at year end and are satisfied the charity continues to be in good financial health. It is also noted that the charity's income is increasing year on year and this reflects growth in relation to meeting targets and priorities identified within the charity's Strategic Plan.

#### **Plans for the future**

Our Trustees have identified the following priorities for our organisation going forward through an analysis of our work, infrastructure and funding, horizon scanning and in line with our strategic plan:

- Maintain or increase current number of women assisted through legal advice
- Invest in growth of our core infrastructure to enable steady growth
- Strengthen our alternative income generation by developing new income streams
- Increase our use of strategic communications across our work
- Increase organisational investment in supporting staff and volunteer wellbeing

#### **Post balance sheet events affecting the charity**

There are no significant post balance sheet events affecting the charity to note. However, the Board would highlight that the pandemic has had a critical impact on society, organisations and the economy as a whole. Furthermore, these changes have disproportionately affected some groups within society because of structural disadvantage faced by groups with protected characteristics and/or facing intersectional disadvantage. It has impacted greatly on access to equality, safety and justice for women and the charity will seek to increase its charitable activities to address this.

#### **Events after the end of the reporting period**

Particulars of events after the reporting date are detailed in note 27 to the financial statements.

# **Rights of Women Incorporated Limited**

## **Company Limited by Guarantee**

### **Trustees' Annual Report (Incorporating the Director's Report) *(continued)***

**Year ended 31 March 2022**

#### **Directors Responsibilities**

- (a) the directors are responsible for preparing the Directors' Report and the financial statements in accordance with applicable law and regulations and in accordance with United Kingdom Generally Accepted Accounting Practice;
- (b) company law requires the directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charity and of the surplus or deficit profit or loss of the charity for that period;
- (c) in preparing the financial statements the directors are required to:
  - (i) select suitable accounting policies and then apply them consistently;
  - (ii) make judgements and accounting estimates that are reasonable and prudent;
  - (iii) State whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
  - (iv) prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.
- (d) the directors are responsible for keeping adequate accounting records that are sufficient to show and explain the company's transactions and disclose with reasonable accuracy at any time the financial position of the charity and that enable them to ensure that the financial statements comply with the Companies Act;
- (e) the directors are responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities; and
- (f) where appropriate, the directors are responsible for the maintenance and integrity of the corporate and financial information included on the charity's website.

In the case of CA 06 Co.-s418(2) each of the persons who are directors at the time when the report is approved, the following applies:

(a) so far as each director is aware, there is no relevant audit information (information needed by the company's auditors in connection with preparing their report) of which the company's auditors are unaware; and

(b) each director has taken all the steps that he ought to have taken as a director in order to make himself aware of any relevant audit information and to establish that the company's auditors are aware of that information

**Rights of Women Incorporated Limited**

**Company Limited by Guarantee**

**Trustees' Annual Report (Incorporating the Director's Report) (*continued*)**

**Year ended 31 March 2022**

**Auditor**

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

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

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

**Small company provisions**

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

The trustees' annual report was approved on 22 March 2023 and signed on behalf of the board of trustees by:

  
Annie Hedge (Mar 22, 2023 18:39 GMT)

A Hedge (Chair)  
Trustee

# **Rights of Women Incorporated Limited**

## **Company Limited by Guarantee**

### **Independent Auditor's Report to the Members of Rights of Women Incorporated Limited**

**Year ended 31 March 2022**

#### **Opinion**

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

In our opinion the audited financial statements:

- give a true and fair view of the state of the charity's affairs as of 31 March 2022 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom accounting standards, including FRS102 The Financial Reporting Standard applicable in the UK and Republic of Ireland; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

#### **Basis for opinion**

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements relating to the audit of the financial statements in the UK, including the Financial Reporting Standards (the 'FRC's') Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

In common with many other charities of this size and nature the auditors are used to assist with the preparation of the financial statements.

#### **Conclusions relating to going concern**

In auditing the financial statements, we have concluded that the trustees use of the going concern basis of accounting in preparation of the financial statements is appropriate.

Based on the work, we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

However, as we cannot predict all future events or conditions and as subsequent events may result in outcomes that are inconsistent with judgements that were reasonable at the time they were made, the absence of reference to a material uncertainty in this auditor's report is not a guarantee that the company will continue in operation.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

**The notes on pages 27 to 43 form part of these financial statements.**

# **Rights of Women Incorporated Limited**

## **Company Limited by Guarantee**

### **Independent Auditor's Report to the Members of Rights of Women Incorporated Limited *(continued)***

**Year ended 31 March 2022**

#### **Other information**

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

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

#### **Opinions on other matters prescribed by the Companies Act 2006**

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

- the information given in the trustees' report (incorporating the Directors' Report) for the financial year for which the audited financial statements are prepared is consistent with the audited financial statements; and
- the Directors' Report has been prepared in accordance with applicable legal requirements

#### **Matters on which we are required to report by exception**

In the light of the knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the audited financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the audited financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the directors' report and from the requirement to prepare a strategic report.

**The notes on pages 27 to 43 form part of these financial statements.**

# **Rights of Women Incorporated Limited**

## **Company Limited by Guarantee**

### **Independent Auditor's Report to the Members of Rights of Women Incorporated Limited *(continued)***

**Year ended 31 March 2022**

#### **Responsibilities of trustees**

As explained more fully in the trustees' responsibilities statement, the trustees (who are also the directors for the purposes of company law) are responsible for the preparation of the financial statements in accordance with the applicable financial reporting framework and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of audited financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charity or to cease operations, or have no realistic alternative but to do so.

#### **Auditor's Responsibilities for the Audit of the Financial Statements**

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

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

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

**The notes on pages 27 to 43 form part of these financial statements.**

# **Rights of Women Incorporated Limited**

## **Company Limited by Guarantee**

### **Independent Auditor's Report to the Members of Rights of Women Incorporated Limited *(continued)***

**Year ended 31 March 2022**

- Evaluate the overall presentation, structure and content of the audited financial statements, including the disclosures, and whether the audited financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

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

#### **Extent to which the audit was considered capable of detecting irregularities, including fraud**

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

We considered the nature of the charity's industry and its control environment and reviewed the charity's documentation of their policies and procedures relating to fraud and compliance with laws and regulations. We also enquired of management and others within the entity about their own identification and assessment of the risks of irregularities.

We obtained an understanding of the legal and regulatory frameworks that the charity operates in, and identified the key laws and regulations that:

– had a direct effect on the determination of material amounts and disclosures in the financial statements. These included the Companies Act, Charities Act, Charities (Accounts and Reports) Regulations 2008, Health and Safety Act, employment law, pensions legislation, tax legislation, Bribery Act and Slavery Act; and

– do not have a direct effect on the financial statements but compliance with which may be fundamental to the charity's ability to operate or to avoid a material penalty. These included the Charity Commission for England and Wales (Charity Commission) regulations, fundraising regulations and Anti-Money Laundering Regulations (including Proceeds of Crime Act 2002 and Terrorism Act 2000)

We discussed among the audit engagement team regarding the opportunities and incentives that may exist within the organisation for fraud and how and where fraud might occur in the financial statements.

As a result of performing the above, we identified the greatest potential for fraud in the following areas, and our specific procedures performed to address them are described below:

– Recognition of grant income: this involves judgement around whether grants have performance conditions attached to them which have to be met before income can be recognised, as well as judgement over whether or not those conditions have been satisfied. On a sample basis, we have assessed the judgements and estimates made by management in the recognition of this income.

– Appropriate allocation of restricted income: there is a risk that restricted income may not have been identified and allocated as such. We reviewed the allocation of income to restricted or unrestricted funds on initial recognition to ensure restrictions were appropriately identified and applied, and we reviewed fund transfers from restricted to unrestricted funds to assess the rationale for those movements.

**The notes on pages 27 to 43 form part of these financial statements.**

# **Rights of Women Incorporated Limited**

**Company Limited by Guarantee**

## **Independent Auditor's Report to the Members of Rights of Women Incorporated Limited *(continued)***

**Year ended 31 March 2022**

In common with all audits under ISAs (UK), we are also required to perform specific procedures to respond to the risk of management override. In addressing the risk of fraud through management override of controls, we tested the appropriateness of journal entries and other adjustments; assessed whether the judgements made in making accounting estimates are indicative of a potential bias; and evaluated the business rationale of any significant transactions that are unusual or outside the normal course of business.

In addition to the above, our procedures to respond to the risks identified included the following:

- reviewing financial statement disclosures by testing to supporting documentation to assess compliance with provisions of relevant laws and regulations described as having a direct effect on the financial statements;
- performing analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud;
- enquiring of management concerning actual and potential litigation and claims, and instances of non-compliance with laws and regulations; and
- reading minutes of meetings of those charged with governance, reviewing internal management reports, reviewing correspondence with HMRC and with the Charity Commission.

### **Use of our report**

This report is made solely to the charity's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charity's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's members as a body, for our audit work, for this report, or for the opinions we have formed.

**John Assie FCCA (Senior Statutory Auditor)**  
**for and on behalf of**  
**Jackson Nicholas Assie Limited**  
**Chartered Certified Accountants and Statutory Auditors**  
Suite 7, Meridian House  
62 Station Road  
North Chingford  
London E4 7DB



23 March 2023

The notes on pages 27 to 43 form part of these financial statements.

## Rights of Women Incorporated Limited

### Company Limited by Guarantee

#### Statement of Financial Activities (including income and expenditure account)

Year ended 31 March 2022

		Unrestricted funds	2022 Restricted funds	Total funds	2021 Total funds
	Note	£	£	£	£
<b>Income and endowments</b>					
Donations and legacies	5	109,334	726,354	<b>835,688</b>	865,140
Charitable activities	6	5,280	–	<b>5,280</b>	16,471
Investment income	7	79	–	<b>79</b>	208
<b>Total income</b>		<u>114,693</u>	<u>726,354</u>	<u><b>841,047</b></u>	<u>881,819</u>
<b>Expenditure</b>					
Expenditure on raising funds:					
Costs of other trading activities	8	–	5,000	<b>5,000</b>	–
Expenditure on charitable activities	9,10	30,237	767,238	<b>797,475</b>	694,882
<b>Total expenditure</b>		<u>30,237</u>	<u>772,238</u>	<u><b>802,475</b></u>	<u>694,882</u>
<b>Net income</b>		<u>84,456</u>	<u>(45,884)</u>	<u><b>38,572</b></u>	<u>186,937</u>
Transfers between funds		(2,225)	2,225	–	–
<b>Net movement in funds</b>		<u>82,231</u>	<u>(43,659)</u>	<u><b>38,572</b></u>	<u>186,937</u>
<b>Reconciliation of funds</b>					
Total funds brought forward		237,240	344,673	<b>581,913</b>	394,976
<b>Total funds carried forward</b>		<u>319,471</u>	<u>301,014</u>	<u><b>620,485</b></u>	<u>581,913</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 27 to 43 form part of these financial statements.

# Rights of Women Incorporated Limited

Company Limited by Guarantee

Statement of Financial Position

31 March 2022

	Note	2022 £	£	2021 £
<b>Fixed assets</b>				
Investments	18		3	3
<b>Current assets</b>				
Debtors	19	108,092		162,056
Cash at bank and in hand		557,706		517,547
		<u>665,798</u>		<u>679,603</u>
<b>Creditors: amounts falling due within one year</b>	20	<u>45,316</u>		<u>97,693</u>
<b>Net current assets</b>			<u>620,482</u>	<u>581,910</u>
<b>Total assets less current liabilities</b>			<u>620,485</u>	<u>581,913</u>
<b>Net assets</b>			<u>620,485</u>	<u>581,913</u>
<b>Funds of the charity</b>				
Restricted funds			301,014	344,673
Unrestricted funds			319,471	237,240
<b>Total charity funds</b>	23		<u>620,485</u>	<u>581,913</u>

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

These financial statements were approved by the board of trustees and authorised for issue on 22 March 2023, and are signed on behalf of the board by:

  
Annie Hedge (Mar 22, 2023 18:39 GMT)

A. Hedge  
Chair of Board of Trustees

  
Aramide (Mar 22, 2023 21:54 GMT)

A. Ogunlana  
Treasurer  
(Trustee)

The notes on pages 27 to 43 form part of these financial statements.

# Rights of Women Incorporated Limited

## Company Limited by Guarantee

### Statement of Cash Flows

Year ended 31 March 2022

	2022 £	2021 £
<b>Cash flows from operating activities</b>		
Net income	38,572	186,937
<i>Adjustments for:</i>		
Other interest receivable and similar income	(79)	(208)
Accrued income	(4,435)	(27,521)
<i>Changes in:</i>		
Trade and other debtors	57,524	(24,582)
Trade and other creditors	(51,502)	56,554
Cash generated from operations	40,080	191,180
Interest received	79	208
Net cash from operating activities	<u>40,159</u>	<u>191,388</u>
<b>Cash flows from investing activities</b>		
Purchases of other investments	-	(3)
Net cash used in investing activities	<u>-</u>	<u>(3)</u>
<b>Net increase in cash and cash equivalents</b>	<b>40,159</b>	<b>191,385</b>
<b>Cash and cash equivalents at beginning of year</b>	<b>517,547</b>	<b>326,162</b>
<b>Cash and cash equivalents at end of year</b>	<b><u>557,706</u></b>	<b><u>517,547</u></b>

The notes on pages 27 to 43 form part of these financial statements.

# **Rights of Women Incorporated Limited**

## **Company Limited by Guarantee**

### **Notes to the Financial Statements**

**Year ended 31 March 2022**

#### **1. General information**

The charity is a public benefit entity and a private company limited by guarantee, registered in England and Wales and a registered charity in England and Wales. The address of the registered office is 52-54 Featherstone Street, London, EC1Y 8RT.

#### **2. Statement of compliance**

These financial statements have been prepared in compliance with FRS 102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland', the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP (FRS 102)) and the Companies Act 2006.

#### **3. Accounting policies**

##### **Basis of preparation**

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

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

##### **Going concern**

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

##### **Judgements and key sources of estimation uncertainty**

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported. These estimates and judgements are continually reviewed and are based on experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. Significant judgements There have not been any significant judgements (apart from those involving estimations) that management has made in the process of applying the entity's accounting policies and that have the most significant effect on the amounts recognised in the financial statements are as follows. Key sources of estimation uncertainty Accounting estimates and assumptions are made concerning the future and, by their nature, will rarely equal the related actual outcome. There has not been any assumptions and other sources of estimation uncertainty that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year.

##### **Fund accounting**

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

Designated funds 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.

# Rights of Women Incorporated Limited

## Company Limited by Guarantee

### Notes to the Financial Statements *(continued)*

#### Year ended 31 March 2022

#### 3. Accounting policies *(continued)*

##### Incoming resources

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

- income from donations or grants is recognised when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably.
- legacy income is recognised when receipt is probable and entitlement is established.
- income from donated goods is measured at the fair value of the goods unless this is impractical to measure reliably, in which case the value is derived from the cost to the donor or the estimated resale value. Donated facilities and services are recognised in the accounts when received if the value can be reliably measured. No amounts are included for the contribution of general volunteers.
- income from contracts for the supply of services is recognised with the delivery of the contracted service. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent, in which case it may be regarded as restricted.

##### Resources expended

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

- expenditure on raising funds includes the costs of all fundraising activities, events, non-charitable trading activities, and the sale of donated goods.
- expenditure on charitable activities includes all costs incurred by a charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities.
- other expenditure includes all expenditure that is neither related to raising funds for the charity nor part of its expenditure on charitable activities.

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

##### Tangible assets

Fixed assets (excluding investments) are stated at cost less accumulated depreciation. The costs of minor additions or those costing below £2,000 are not capitalised.

# **Rights of Women Incorporated Limited**

## **Company Limited by Guarantee**

### **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:

Equipment - Straight line basis over 4 years

##### **Investments**

Unlisted equity investments are initially recorded at cost, and subsequently measured at fair value. If fair value cannot be reliably measured, assets are measured at cost less impairment.

Listed investments are measured at fair value with changes in fair value being recognised in income or expenditure.

##### **Investments in associates**

Investments in associates accounted for in accordance with the cost model are recorded at cost less any accumulated impairment losses.

Investments in associates accounted for in accordance with the fair value model are initially recorded at the transaction price. At each reporting date, the investments are measured at fair value, with changes in fair value taken through income or expenditure. Where it is impracticable to measure fair value reliably without undue cost or effort, the cost model will be adopted.

Dividends and other distributions received from the investment are recognised as income without regard to whether the distributions are from accumulated profits of the associate arising before or after the date of acquisition.

##### **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.

# **Rights of Women Incorporated Limited**

## **Company Limited by Guarantee**

### **Notes to the Financial Statements *(continued)***

#### **Year ended 31 March 2022**

#### **3. Accounting policies *(continued)***

##### **Financial instruments**

A financial asset or a financial liability is recognised only when the charity 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.

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.

Financial assets that are measured at cost or amortised cost are reviewed for objective evidence of impairment at the end of each reporting date. If there is objective evidence of impairment, an impairment loss is recognised under the appropriate heading in the statement of financial activities in which the initial gain was recognised.

For all equity instruments regardless of significance, and other financial assets that are individually significant, these are assessed individually for impairment. Other financial assets are either assessed individually or grouped on the basis of similar credit risk characteristics.

Any reversals of impairment are recognised immediately, to the extent that the reversal does not result in a carrying amount of the financial asset that exceeds what the carrying amount would have been had the impairment not previously been recognised.

##### **Defined contribution plans**

Contributions to defined contribution plans are recognised as an expense in the period in which the related service is provided. Prepaid contributions are recognised as an asset to the extent that the prepayment will lead to a reduction in future payments or a cash refund.

When contributions are not expected to be settled wholly within 12 months of the end of the reporting date in which the employees render the related service, the liability is measured on a discounted present value basis. The unwinding of the discount is recognised as an expense in the period in which it arises.

#### **4. Limited by guarantee**

Rights of Women Incorporated Limited is a company limited by guarantee and accordingly does not have a share capital.

Every member of the company undertakes to contribute such amount as may be required not exceeding £1 to the assets of the charitable company in the event of its being wound up while he or she is a member, or within one year after he or she ceases to be a member.

**Company Limited by Guarantee**

**Notes to the Financial Statements** *(continued)*

**Year ended 31 March 2022**

**5. Donations and legacies** *(continued)*

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
<b>Donations</b>			
Garden Court Chambers Limited	4,000	–	4,000
Justice Platform	18,159	–	18,159
London Legal Support Trust	1,040	–	1,040
Tudor Capital Europe	23,228	–	23,228
Euromonitor Intern	3,000	–	3,000
Forsters LLP	996	–	996
The Big Give Trust	711	–	711
Other donations under £2000	48,217	–	48,217
<b>Grants</b>			
Solace Womens Aid	–	67,555	67,555
Women's Resource Centre	–	25,634	25,634
TFL 2018	–	–	–
CAB EUSS	–	–	–
Henry Smith	–	58,200	58,200
ROSA - J&E	–	79,985	79,985
Home Office	–	51,340	51,340
Esmee Fairbairn	–	40,000	40,000
Oak/Tides Funded Project	3,983	–	3,983
New Philanthropy	–	–	–
Paul Hamlyn	–	–	–
Justice Together Initiative	–	30,500	30,500
Labyrinth Project	–	58,977	58,977
The Roddick Foundation	–	15,000	15,000
Treebeard PA	–	35,000	35,000
GLA European Londoners Grant	–	10,000	10,000
Goldsmith	6,000	–	6,000
ROSA Comm	–	–	–
Treebeard	–	15,000	15,000
Tudor Trust	–	16,811	16,811
Access to Justice Foundation	–	–	–
John Ellerman	–	56,500	56,500
Lottery COVID19	–	–	–
FLAWS	–	138,240	138,240
MOPAC Solace VAWG Ascent Plus	–	27,612	27,612
NRPF	–	–	–
	<u>109,334</u>	<u>726,354</u>	<u>835,688</u>

# Rights of Women Incorporated Limited

## Company Limited by Guarantee

### Notes to the Financial Statements *(continued)*

Year ended 31 March 2022

	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £
<b>Donations</b>			
Garden Court Chambers Limited	4,000	–	4,000
Justice Platform	14,847	–	14,847
London Legal Support Trust	–	–	–
Tudor Capital Europe	–	–	–
Euromonitor Intern	–	–	–
Forsters LLP	–	–	–
The Big Give Trust	–	–	–
Other donations under £2000	14,142	–	14,142
<b>Grants</b>			
Solace Womens Aid	–	67,555	67,555
Women's Resource Centre	–	23,564	23,564
TFL 2018	–	20,000	20,000
CAB EUSS	–	38,564	38,564
Henry Smith	–	40,000	40,000
ROSA - J&E	–	89,475	89,475
Home Office	–	46,198	46,198
Esmee Fairbairn	–	–	–
Oak/Tides Funded Project	–	–	–
New Philanthropy	4,690	–	4,690
Paul Hamlyn	–	20,000	20,000
Justice Together Initiative	–	–	–
Labyrinth Project	–	–	–
The Roddick Foundation	–	–	–
Treebeard PA	–	–	–
GLA European Londoners Grant	–	–	–
Goldsmith	–	–	–
ROSA Comm	–	11,270	11,270
Treebeard	–	–	–
Tudor Trust	–	47,046	47,046
Access to Justice Foundation	–	124,218	124,218
John Ellerman	–	35,000	35,000
Lottery COVID19	–	42,000	42,000
FLAWS	–	113,505	113,505
MOPAC Solace VAWG Ascent Plus	–	37,894	37,894
NRPF	–	71,172	71,172
	<u>37,679</u>	<u>827,461</u>	<u>865,140</u>

# Rights of Women Incorporated Limited

## Company Limited by Guarantee

### Notes to the Financial Statements *(continued)*

#### Year ended 31 March 2022

#### 6. Charitable activities

	Unrestricted Funds £	Total Funds 2022 £	Unrestricted Funds £	Total Funds 2021 £
Training income and speakers' fees	5,080	5,080	16,471	16,471
Miscellaneous income	200	200	–	–
	<u>5,280</u>	<u>5,280</u>	<u>16,471</u>	<u>16,471</u>

#### 7. Investment income

	Unrestricted Funds £	Total Funds 2022 £	Unrestricted Funds £	Total Funds 2021 £
Bank interest receivable	79	79	208	208

#### 8. Costs of other trading activities

	Restricted Funds £	Total Funds 2022 £	Restricted Funds £	Total Funds 2021 £
Costs of other trading activities - Membership schemes and social lotteries	5,000	5,000	–	–

#### 9. Expenditure on charitable activities by fund type

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Legal Advice and information for women	778	440,099	440,877
Training and events	–	72,998	72,998
Policy work arising from advice work	–	60,478	60,478
Core support to staff team and organisational administration	28,414	155,421	183,835
Other activities	49	20,693	20,742
Support costs	996	17,549	18,545
	<u>30,237</u>	<u>767,238</u>	<u>797,475</u>

  

	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £
Legal Advice and information for women	3,737	410,802	414,539
Training and events	–	72,420	72,420
Policy work arising from advice work	–	50,683	50,683
Core support to staff team and organisational administration	–	126,842	126,842
Other activities	–	15,828	15,828
Support costs	36	14,534	14,570
	<u>3,773</u>	<u>691,109</u>	<u>694,882</u>

There is no separate analysis of significant activities, as there are no discernible delineations in the activities, and they are therefore most meaningfully construed as one activity.

# Rights of Women Incorporated Limited

## Company Limited by Guarantee

### Notes to the Financial Statements *(continued)*

#### Year ended 31 March 2022

#### 10. Expenditure on charitable activities by activity type

	Activities undertaken directly £	Support costs £	Total funds 2022 £	Total fund 2021 £
Legal Advice and information for women	440,877	–	440,877	414,539
Training and events	72,998	–	72,998	72,420
Policy work arising from advice work	60,478	–	60,478	50,683
Core support to staff team and organisational administration	183,835	–	183,835	126,842
Other activities	20,742	–	20,742	15,828
Governance costs	–	18,545	18,545	14,570
	<u>778,930</u>	<u>18,545</u>	<u>797,475</u>	<u>694,882</u>

#### 11. Analysis of support costs

	Agm costs £	Legal & Professional costs £	Audit fees £	Total 2022 £	Total 2021 £
Governance costs	<u>1,629</u>	<u>11,456</u>	<u>5,460</u>	<u>18,545</u>	<u>14,570</u>

#### 12. Net income

Net income is stated after charging/(crediting):

	2022 £	2021 £
Operating lease rentals	<u>861</u>	<u>701</u>

#### 13. Auditors remuneration

	2022 £	2021 £
Fees payable for the audit of the financial statements	4,050	3,973
Fees for non-audit services	1,350	1,324
	<u>5,400</u>	<u>5,297</u>

#### 14. Staff costs

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

	2022 £	2021 £
Wages and salaries	601,358	456,912
Social security costs	55,116	39,403
Employer contributions to pension plans	20,505	16,033
SMP Recovered	(17,985)	(4,558)
	<u>658,994</u>	<u>507,790</u>

# Rights of Women Incorporated Limited

## Company Limited by Guarantee

### Notes to the Financial Statements *(continued)*

#### Year ended 31 March 2022

#### 14. Staff costs *(continued)*

The average head count of employees during the year was 20 (2021: 17). The average number of full-time equivalent employees during the year is analysed as follows:

	2022 No.	2021 No.
Number of staff involved in charitable activities	13	10
Number of administrative staff	2	2
Number of management staff	2	1
	<u>17</u>	<u>13</u>

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

#### Key Management Personnel

Key management personnel include all persons that have authority and responsibility for planning, directing and controlling the activities of the charity. The total compensation paid to key management personnel for services provided to the charity was £57,584 (2021:£54,414).

#### 15. Trustee remuneration, expenses & related party transactions

- No trustees received any remuneration or other benefits from employment with the charity; and
- No trustees or other person related to the charity has any personal interest in any contract or transaction entered into by the charity during the year or the previous year.
- No Trustees received expenses during the year (2020: Nil)

#### 16. Transfers between funds

Transfers from unrestricted funds to restricted funds are to make good funding shortfalls and eliminate negative fund balances.

#### 17. Tangible fixed assets

	Equipment £	Total £
<b>Cost</b>		
At 1 April 2021 and 31 March 2022	67,814	<u>67,814</u>
<b>Depreciation</b>		
At 1 April 2021 and 31 March 2022	67,814	<u>67,814</u>
<b>Carrying amount</b>		
At 31 March 2022	-	-
At 31 March 2021	-	-

# Rights of Women Incorporated Limited

## Company Limited by Guarantee

### Notes to the Financial Statements *(continued)*

Year ended 31 March 2022

#### 18. Investments

	Other investments £
<b>Cost or valuation</b>	
At 1 April 2021	3
Additions	—
<b>At 31 March 2022</b>	<u>3</u>
<b>Impairment</b>	
At 1 April 2021 and 31 March 2022	—
<b>Carrying amount</b>	
At 31 March 2022	<u>3</u>
At 31 March 2021	<u>3</u>

All investments shown above are held at valuation.

The investment is held in Tindlemanor Limited, registered office address being 52/54 Featherstone Street, London, EC1Y 8RT.

#### 19. Debtors

	2022 £	2021 £
Trade debtor	49,153	115,848
Bad debt provision	(4,800)	(14,655)
Prepayments and accrued income	63,739	60,863
	<u>108,092</u>	<u>162,056</u>

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

	2022 £	2021 £
Trade creditors	21,740	64,304
Accruals and deferred income	5,944	14,819
Social security and other taxes	15,289	13,871
Other creditors	2,343	4,699
	<u>45,316</u>	<u>97,693</u>

The figure of other creditors includes a pension liability of £2,321 (2021: £4,724). There is no other pension liability other than those disclosed above.

# Rights of Women Incorporated Limited

## Company Limited by Guarantee

### Notes to the Financial Statements *(continued)*

#### Year ended 31 March 2022

#### 21. Deferred income

	2022 £	2021 £
At 1 April 2021	8,000	–
Additions during the year	–	8,000
Amounts released to income	<u>(8,000)</u>	<u>–</u>
At 31 March 2022	<u>–</u>	<u>8,000</u>

#### 22. Pensions and other post retirement benefits

##### Defined contribution plans

The amount recognised in income or expenditure as an expense in relation to defined contribution plans was £20,505 (2021: £16,033).

#### 23. Analysis of charitable funds

##### Unrestricted funds

	At 1 April 2021 £	Income £	Expenditure £	Transfers £	At 31 March 2022 £
General funds	58,270	114,693	(30,237)	(2,225)	<b>140,501</b>
Designated Fund - see below	<u>178,970</u>	<u>–</u>	<u>–</u>	<u>–</u>	<b>178,970</b>
	<u>237,240</u>	<u>114,693</u>	<u>(30,237)</u>	<u>(2,225)</u>	<b>319,471</b>

  

	At 1 April 2020 £	Income £	Expenditure £	Transfers £	At 31 March 2021 £
General funds	8,342	54,358	(3,773)	(657)	58,270
Designated Fund - see below	<u>178,970</u>	<u>–</u>	<u>–</u>	<u>–</u>	178,970
	<u>187,312</u>	<u>54,358</u>	<u>(3,773)</u>	<u>(657)</u>	<u>237,240</u>

Designated Funds are reserves ringfenced by the Board to meet redundancy and winding up costs in the event of loss of funding. These funds are the equivalent of approximately 6 months running costs.

The General Fund is to support any short term shortfall, for example a gap between grants, or to cover specific expenses where grant or other funding is not available.

# Rights of Women Incorporated Limited

## Company Limited by Guarantee

### Notes to the Financial Statements *(continued)*

#### Year ended 31 March 2022

#### 23. Analysis of charitable funds *(continued)*

##### Restricted funds

	At 1 April 2021	Income	Expenditure	Transfers	At 31 March 2022
	£	£	£	£	£
Big Lottery Fund	3,954	–	(3,377)	–	577
Foreign and Commonwealth Office/Forced Marriage Unit Domestic Programme Fund	4,067	–	(48)	–	4,019
Women's Resource Centre	2,304	25,634	(27,891)	–	47
Solace Women's Aid	1,135	67,555	(68,664)	–	26
Access to Justice Foundation	7,872	–	(7,872)	–	–
Unbound Philanthropy	13,670	–	(13,670)	–	–
Comic Relief Second Grant	8,869	–	(7,389)	–	1,480
Family Rights Group	6,065	–	–	–	6,065
PAS Projects	5,331	–	–	–	5,331
Multiple Disadvantaged Women	1,051	–	(1,052)	1	–
Crowdjustice	4,520	–	(4,520)	–	–
Lloyds Bank Foundation	277	–	(278)	1	–
Tampon Tax	246	–	–	–	246
TFL 2018	–	–	–	–	–
Tampon Tax RCJ	1,216	–	–	–	1,216
ROSA - JEF A&S	70,320	79,985	(77,792)	–	72,513
Henry Smith	2,113	58,200	(30,037)	–	30,276
CAB EUSS	72,566	–	(5,168)	–	67,398
Comic Relief	5,874	–	–	–	5,874
FRG (TFL)	1,350	–	–	–	1,350
Esmee Fairbairn	–	40,000	(6,729)	–	33,271
MOPAC - Solace	165	–	–	–	165
ROSA Comm	1,866	–	(1,866)	–	–
Treebeard	1,241	15,000	(15,300)	–	941
Tudor Trust	49,955	16,811	(37,743)	–	29,023
Lottery Covid-19	30,546	–	(30,546)	–	–
John Ellerman	29,986	56,500	(87,176)	690	–
Ministry of Justice	–	138,240	(138,229)	–	11
NRPF	–	–	–	–	–
Paul Hamlyn Foundation	18,114	–	–	–	18,114
Ascent Plus	–	27,612	(27,611)	–	1
Home Office	–	51,340	(51,372)	32	–
Justice Together Initiative	–	30,500	(30,551)	51	–
Labyrinth Project	–	58,977	(58,884)	–	93
The Roddick Foundation	–	15,000	(16,449)	1,449	–
Treaboard PA	–	35,000	(12,023)	–	22,977
TFL European Londoners Grant	–	10,000	(10,001)	1	–
	<b>344,673</b>	<b>726,354</b>	<b>(772,238)</b>	<b>2,225</b>	<b>301,014</b>

# Rights of Women Incorporated Limited

## Company Limited by Guarantee

### Notes to the Financial Statements *(continued)*

#### Year ended 31 March 2022

#### 23. Analysis of charitable funds *(continued)*

	At 1 April 2020	Income	Expenditure	Transfers	At 31 March 2021
	£	£	£	£	£
Big Lottery Fund	3,954	3,819	-	-	7,773
Foreign and Commonwealth Office/Forced Marriage Unit Domestic Programme Fund	4,067	-	-	-	4,067
Women's Resource Centre	2,304	23,564	(23,564)	-	2,304
Solace Women's Aid	1,078	67,555	(67,498)	-	1,135
Access to Justice Foundation	-	124,218	(116,346)	-	7,872
Unbound Philanthropy	13,670	-	-	-	13,670
Comic Relief Second Grant	8,869	-	-	-	8,869
Family Rights Group	6,065	-	-	-	6,065
PAS Projects	5,331	-	-	-	5,331
Multiple Disadvantaged Women	1,051	-	-	-	1,051
Crowdjustice	4,520	-	-	-	4,520
Lloyds Bank Foundation	277	-	-	-	277
Tampon Tax	246	-	-	-	246
TFL 2018	15,444	20,000	(36,040)	596	-
Tampon Tax RCJ	1,216	-	-	-	1,216
ROSA - JEF A&S	49,590	89,475	(68,745)	-	70,320
Henry Smith	-	40,000	(37,887)	-	2,113
CAB EUSS	34,201	38,564	(199)	-	72,566
Comic Relief	5,874	-	-	-	5,874
FRG (TFL)	1,350	-	-	-	1,350
Home Office	-	46,198	(46,198)	-	-
MOPAC - Solace	165	37,894	(37,894)	-	165
ROSA Comm	13,709	11,270	(23,113)	-	1,866
Treebeard	6,618	-	(5,377)	-	1,241
Tudor Trust	28,065	47,046	(25,156)	-	49,955
Lottery Covid-19	-	38,181	(11,454)	-	26,727
John Ellerman	-	35,000	(5,014)	-	29,986
Ministry of Justice	-	113,505	(113,566)	61	-
NRPF	-	71,172	(71,172)	-	-
Paul Hamlyn Foundation	-	20,000	(1,886)	-	18,114
Ascent Plus	-	-	-	-	-
Home Office	-	-	-	-	-
Justice Together Initiative	-	-	-	-	-
Labyrinth Project	-	-	-	-	-
The Roddick Foundation	-	-	-	-	-
Trebeard PA	-	-	-	-	-
TFL European Londoners Grant	-	-	-	-	-
	207,664	827,461	(691,109)	657	344,673
	=====	=====	=====	=====	=====

# Rights of Women Incorporated Limited

## Company Limited by Guarantee

### Notes to the Financial Statements *(continued)*

#### Year ended 31 March 2022

**Access to Justice Foundation (ATJF) Community Justice Fund:** This is a grant to enable organisations to adjust and respond to challenges faced due to remote working and the pandemic environment. It primarily funds the costs of a new advice case management system.

**Ascent:** This grant is for the Ascent project which is a grant for two strands of work aimed at tackling VAWG in London, it is comprised of the London Councils Advice and Counselling Ascent strand (lead partner Solace Women's Aid) which focuses on advice, training and legal publications and the London Councils 2<sup>nd</sup> Tier strand (lead partner Women's Resource Centre) focused on strengthening VAWG professionals and their organisations through training and capacity building. It primarily covers staffing and direct delivery costs. The overall management of the grant streams is via the London VAWG Consortium.

**Ascent Plus:** This grant is for the Ascent Plus project which is an additional grant to extend the reach of the London Councils Advice and Counselling Ascent project. It is a consortium grant from MOPAC and Solace Women's Aid is the lead partner.

**Big Lottery Fund:** This is a grant towards the staffing and project costs of our telephone advice lines and legal guides supporting women affected by violence. This grant also supports the development of a new website and capital costs for new IT and office equipment.

**Comic Relief:** This is a grant towards the staffing and project costs of our work supporting migrant women including advice, publications and workshops.

**Comic Relief Second grant:** This is a grant towards the staffing and project costs of our Athena project to strengthen the legal advice and support available to vulnerable migrant women.

**Crowdjustice:** This money was raised from donations from the public through an online crowdfunder to support women experiencing domestic abuse with family law legal justice needs.

**Esmee Fairbairn:** This grant is for unrestricted core costs to increase access to justice for women experiencing gender-based violence. It is focused on strategic immigration and asylum law policy influencing work to create system change in England and Wales.

**Foreign and Commonwealth Office/Forced Marriage Unit Domestic Programme Fund:** This is a grant towards the staffing and project costs of a series of events with professionals to discuss legal and other responses to forced marriage regionally in England and Wales and to produce a report.

**Family Rights Group:** This is a grant for the staffing costs of a project to support women affected by domestic violence involved with social services.

**FLAWS:** This grant is for a partnership project with RCJ Advice called FLOWS (Finding Legal Option for Women Survivors) covering staffing costs and project costs. The project focuses on using tech and digital solutions to assist individual women survivors and professionals to access support with family law and criminal legal issues.

**Garden Court:** This small grant covers core costs associated with the charity's work to support the delivery of access to justice.

**GLA European Londoners:** This grant contributes funding towards the delivery of our immigration law legal advice line for women survivors of Violence Against Women and Girls (VAWG) based in London who are making applications to the EU Settlement Scheme (EUSS) and training for professionals working with women survivors of VAWG supporting them to make EUSS applications. It primarily covers staffing, training and project costs

**Goldsmiths:** This is an unrestricted grant to support our organisation to respond to women survivors of VAWG during the ongoing pandemic.

**Henry Smith:** This is a grant towards the staffing and project costs of our immigration and asylum law legal advice team to strengthen the legal advice and support available to vulnerable migrant women at a critical point in their lives.

# Rights of Women Incorporated Limited

## Company Limited by Guarantee

### Notes to the Financial Statements *(continued)*

#### Year ended 31 March 2022

**Home Office EUSS grant:** This grant funds a new immigration law legal advice line for women survivors of Violence Against Women and Girls (VAWG) who are making applications to the EU Settlement Scheme (EUSS) and training for professionals working with women survivors of VAWG supporting them to make EUSS applications. It primarily covers staffing, training and project costs.

**John Ellerman:** This grant is for policy influencing work in relation to family and criminal law justice issues that impact on our women beneficiaries. It primarily covers staffing and project costs.

**Justice Together Initiative (JTI):** This grant is for policy influencing work carried out in the area of immigration and asylum law in relation to access to justice for migrant women survivors with insecure immigration status. It funds policy work and the associated delivery of advice work that provides an evidence base for this work. It primarily funds staffing and project costs.

**Labyrinth project:** This project provides support and training to survivors and professionals in relation to VAWG across 3 nations (England, Scotland, Northern Ireland). It is a partnership of different organisations and is led by Solace Women's Aid and funded by the Tampon Tax fund. Rights of Women is funded to provide training to VAWG professionals and legal advice publications across England. It primarily covers staffing costs.

**Lottery Covid19:** This grant funds a learning partnership comprised of organisations working across the Violence Against Women and Girls Sector to identify, collate and disseminate learning associated with new challenges faced by women survivors in relation to the pandemic. It primarily covers staffing costs.

**Lloyds Bank Foundation:** This is a grant to deliver casework to women survivors and make policy recommendations in relation to the Exceptional Case Funding scheme in the Legal Aid system.

**Multiple Disadvantaged Women:** This is a partnership project providing immigration legal advice to women in Tower Hamlets with complex needs including those who have No Recourse to Public Funds.

**PA Project:** This grant funds delivery work to develop an understanding of the experiences of women victims of domestic abuse who are accused of parental alienation through work directly with those victims and the provision of advice in relation to their circumstances. It is funded by Treebeard Trust, Two Magpies and The Roddick Foundation. It primarily covers staffing costs.

**PAS Project:** This is a partnership project with Prisoners Advisory Service providing family law advice to women in prisons.

**ROSA JEF Communications:** This grant from the ROSA Justice and Equality Fund 'Changing the Conversation' strand is to fund communications work to raise awareness and change the public narrative around sexual harassment in the workplace. It primarily covers staffing and project costs.

**ROSA JEF Advice and Support:** This grant from the ROSA Justice and Equality Fund Advice and Counselling strand is to fund the provision of a legal advice service providing employment law advice to women survivors of sexual harassment in the workplace. It primarily covers staffing and project costs and volunteer expenses.

**TFL 2018:** This is a grant from Trust for London towards the staffing and project costs of our Athena project (Phase 2) to strengthen the legal advice and support available to vulnerable migrant women.

**Treebeard emergency grant:** This is an unrestricted grant to assist with any additional costs the organisation faces due to the COVID-19 pandemic in its work supporting women experiencing domestic abuse.

**Tudor Trust:** This grant funds our national family law advice law service in relation to delivery of advice, policy work, publications, setting up and working with a women survivor panel and supporting volunteers. It primarily covers staffing costs, volunteer costs and project costs.

**Tudor Trust wellbeing grant:** This is an additional one-off unrestricted grant given to existing Tudor Trust grant holders to support wellbeing in their organisations in response to the COVID-19 pandemic.

**Unbound Philanthropy:** This is a grant towards the staffing and project costs of our telephone advice lines and legal information for vulnerable migrant women affected by violence and towards our policy and influencing activities.

# Rights of Women Incorporated Limited

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2022

## 24. Analysis of net assets between funds

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Tangible fixed assets	3	–	3
Current assets	364,784	301,014	665,798
Creditors less than 1 year	(45,316)	–	(45,316)
<b>Net assets</b>	<u>319,471</u>	<u>301,014</u>	<u>620,485</u>

  

	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £
Tangible fixed assets	3	–	3
Current assets	334,930	344,673	679,603
Creditors less than 1 year	(97,693)	–	(97,693)
<b>Net assets</b>	<u>237,240</u>	<u>344,673</u>	<u>581,913</u>

## 25. Analysis of changes in net debt

	At 1 Apr 2021 £	Cash flows £	At 31 Mar 2022 £
Cash at bank and in hand	<u>517,547</u>	<u>40,159</u>	<u>557,706</u>

## 26. Operating lease commitments

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

	2022 £	2021 £
Not later than 1 year	386	771
Later than 1 year and not later than 5 years	–	386
	<u>386</u>	<u>1,157</u>

## 27. Post balance sheet events

The trustees have considered the likelihood of any significant post balance sheet events including the long-term impact of COVID-19 and have concluded that there are none which significantly impact the financial statements.

# **Rights of Women Incorporated Limited**

## **Company Limited by Guarantee**

### **Notes to the Financial Statements *(continued)***

#### **Year ended 31 March 2022**

#### **28. Related parties**

The charity holds three ordinary shares valuing at £1 in Tindlemanor Limited, which owns the property occupied by the charity. The only transactions with the company during the financial year was for the payment of service charges, room hire and storage space, which amounted to £17,258 (2021: £13,915).

During the year £67,555 (2021: £67,555) was received through Solace Women's Aid, of which Fiona Dwyer (trustee until 15/09/2021) is the CEO. Fiona Dwyer had not been involved in any part of the funding process.

#### **29. Going concern (covid-19)**

The trustees have been carrying out a continuous assessment of the impact of COVID-19 on the operations of the charity, and considered the risks and threats posed.

The trustees are satisfied that to date, the threat to operations has been minimal, and whilst working arrangements have had to be adapted, this has not significantly reduced the effectiveness of the organisation.

The trustees are monitoring events in the country as a whole and have a protocol in place to provide a quick response to any changes in the operating environment. They currently do not anticipate any circumstances that significantly curtail the ability of the charity to function.

The trustees have also considered the non-COVID-19 related circumstances and projections of the charity and are satisfied that the going concern basis is appropriate for these financial statements.

**RIGHTS OF WOMEN INCORPORATED**

England & Wales - Charity number 1147913

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# Accounts

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**COMPANY REGISTRATION NUMBER: 08002509**  
**CHARITY REGISTRATION NUMBER: 1147913**

**Rights of Women Incorporated Limited**  
**Company Limited by Guarantee**  
**Audited Financial Statements**  
**31 March 2021**

**Jackson & Jackson**  
**A trading name of Jackson Nicholas Assie Limited**  
**Chartered Certified Accountants & Statutory Auditors**  
**Suite 7, Meridian House**  
**62 Station Road, Chingford**  
**London E4 7BA**

# **Rights of Women Incorporated Limited**

## **Company Limited by Guarantee**

### **Financial Statements**

**Year ended 31 March 2021**

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**Rights of Women Incorporated Limited**  
**Company Limited by Guarantee**  
**Trustees' Annual Report (Incorporating the Director's Report)**  
**Year ended 31 March 2021**

The trustees, who are also the directors for the purposes of company law, present their report and the financial statements of the charity for the year ended 31 March 2021.

**Reference and administrative details**

<b>Registered charity name</b>	Rights of Women Incorporated Limited
<b>Charity registration number</b>	1147913
<b>Company registration number</b>	08002509
<b>Principal office and registered office</b>	52-54 Featherstone Street London EC1Y 8RT

**The trustees**

Niamh Donnelly	(Retired 10 September 2020)
Annie Hedge	
Fiona Dwyer	(Retired 15 September 2021)
Rebecca Jones	
Patsy Wollaston	(Retired 15 September 2021)
Annette Maria Ashley	(Retired 10 December 2020)
Lis Howell	(Retired 11 June 2020)
Mireille Hebing	(Retired 15 September 2021)
Elisha Augustin	
Phillippa Tuckman	(Retired 10 March 2021)
Katherine Minett	
Kristina Glenn	
Victoria Amanfo	(Appointed 10 September 2020)
Kat Hacker	(Appointed 10 September 2020)
Olivia Dehnavi	(Appointed 6 October 2021)
Laura Bennett	(Appointed 6 October 2021)
Hannah Phillips	(Appointed 6 October 2021)
Aramide Ogunlana	(Appointed 9 February 2022)

**Director** Estelle Du Boulay

**Auditor** Jackson Nicholas Assie Limited  
Chartered Certified Accountants & statutory auditor  
Suite 7, Meridian House  
62 Station Road  
Chingford  
London  
E4 7BA

**Bankers** Unity Trust Bank  
Nine Brindleyplace  
Birmingham  
B1 2HB

Lloyds Bank  
31/33 Holloway Road  
London  
N7 8JP

Triodos Bank  
Brunel House  
11 The Promenade  
Clifton, Bristol  
BS8 3FA

# **Rights of Women Incorporated Limited**

## **Company Limited by Guarantee**

### **Trustees' Annual Report (Incorporating the Director's Report) *(continued)***

**Year ended 31 March 2021**

#### **About Rights of Women**

Rights of Women [established 1975] is a women's legal rights organisation which specialises in supporting women who are experiencing – or at risk of experiencing – all forms of Violence Against Women and Girls (VAWG), including domestic abuse and sexual violence.

Our purpose is to increase women's understanding of their legal rights and improve their access to justice so that they can live free from abuse and oppression and can make informed choices about their safety. We increase their skills to overcome problems so they can navigate the law and legal processes with confidence.

Our core provision is free specialist confidential legal advice directly to women throughout England and Wales via telephone advice lines covering family, immigration and asylum, employment law (sexual harassment at work) and criminal law.

#### **Structure, governance and management**

Rights of Women is a company limited by guarantee, Rights of Women Incorporated Limited (number 08002509) and a registered charity (number 1147913) with the Charity Commission.

The Board of Trustees met 4 times during the year. All meetings were carried out virtually using online software throughout the year due to the ongoing pandemic. The Chair continues a process of Board development for new and established Trustees.

The day-to-day management of the organisation continues to be delegated to the Director, Estelle du Boulay, who was assisted during this period in the delivery of the organisation's services by our Senior Legal Officers (SLOs) Olive Craig, Jasbindar Bhattoa, Hannah Couchman, Mandip Ghai, Nicole Masri and Deeba Syed.

The Board continues to employ an external financial consultant, Ken Hercules, to undertake the management accounting.

The Finance Subgroup was held virtually 4 times throughout the year, chaired by the Treasurer.

Our direct services for women continue to be supported by our team of 50 active volunteer women barristers and solicitors. The Board of Trustees would like to acknowledge the very significant commitment and energy of the Rights of Women staff team and volunteers in the delivery of our vital services for women.

Open recruitment for new trustees was held throughout the year in June 2020 leading to the recruitment of two new trustees. The process followed best practice in relation to recruitment as per RoW's recruitment policy. The Board reviewed and identified gaps in skills and representation on the Board prior to the recruitment and ensured these were addressed in the recruitment advertising. The roles were advertised widely in the public domain to ensure reach to a diversity of potential candidates and a full application pack with a description of board roles and responsibilities was included. The recruitment process required applicants to apply by way of an application form. Shortlisting and interviews were carried out by a panel of Board members who were nominated by the Board to carry this work out. After the recruitment process, the Board reviewed a summary of anonymised equality and diversity data provided by candidates to ensure organisational scrutiny and learning in relation Equality, Diversity and Inclusion principles and standards.

# **Rights of Women Incorporated Limited**

## **Company Limited by Guarantee**

### **Trustees' Annual Report (Incorporating the Director's Report) *(continued)***

**Year ended 31 March 2021**

#### **Risk Management**

The charity trustees have given consideration to the major risks to which the charity is exposed and satisfied themselves that systems or procedures are established in order to manage those risks. The charity has established and maintains a detailed risk register including, but not limited to: governance, operations, finances, compliance with law and the external financial and political climate. This is reviewed at every Board meeting by the trustees. In addition to this, the charity maintains and regularly reviews a wide range of organisational policies and procedures that address mitigating risk.

#### **Objectives, Activities and Strategic Report**

The Memorandum and Articles of Association of Rights of Women state the objects of the organisation to be restricted to:-

- (a) the elimination of discrimination on the grounds of gender;
- (b) advancing the education of women and raising awareness of equality and diversity;
- (c) commissioning and conducting research on gender equality and diversity issues and publishing the results to the public;
- (d) cultivating a sentiment in favour of equality of women and diversity;
- (e) campaigning in relation to gender equality and diversity issues and in furtherance of the elimination of discrimination on the grounds of gender
- (f) conducting policy work in relation to gender equality and diversity issues

#### **Vision and Mission**

In accordance with these objectives the agreed vision and mission for the organisation are as follows:-

##### **Vision**

Equality, justice and safety in the law for all women

##### **Mission**

Rights of Women advises, educates and empowers women by:-

- Providing women with free, confidential legal advice by specialist women solicitors and barristers
- Enabling women to understand and benefit from their legal rights through accessible and timely publications and training
- Campaigning to ensure that women's voices are heard and law and policy meets all women's needs

# Rights of Women Incorporated Limited

## Company Limited by Guarantee

### Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

#### Year ended 31 March 2021

#### Strategic Plan Apr 2020 – March 2023

Our strategic priorities and objectives are set out in our Strategic Plan 2020-23, summarised below:

Sustainability: RoW's unique and needed services are preserved in the women's legal advice landscape

- RoW has diversified funding which guarantees our sustainability
- RoW has a high profile among targeted stakeholders:
  - Grant funders
  - Individual supporters
  - Corporate supporters
- RoW has optimal volunteer and stakeholder engagement

Advice: RoW's legal advice services meet women's changing needs

- Women are empowered to make informed choices through the law
- Women have increased confidence to assert their rights and entitlements
- Women survivors voices are better amplified in ROW's work
- Increased number of women access advice from RoW
- Increased numbers of women have access to advice and representation
- Different ways of delivering advice are explored and developed e.g. casework, advocacy, face to face, digitally
- Our volunteer base is used to increase access to advice

Policy: Laws, legal procedures and legal systems are changed to benefit women

- Law and policy better reflect women's needs
- Improved knowledge and understanding of VAWG with the justice system
- RoW being strategic, consistent and clear in its messaging
- Opinion formers, law and policy makers seek out RoW and its evidence
- RoW is invited to all important decision-making meetings concerning women and the law (in the areas of VAWG and I&A); our advice is acted upon
- Use of strategic litigation to hold statutory bodies to account and change the law

A Board away day was held virtually on 24 April 2020 focusing on the current Covid-19 pandemic and the changed future that lies ahead for our women service users, the sectors we work in and our organisation.

On 23 October 2020 the Board of Trustees and staff team attended a virtual away day. The sessions for the day focused on relationship building, RoW's survivor panel (an experts by experience panel which is called Voices of Women), our increased work in relation to anti-racism and a session on communications.

# Rights of Women Incorporated Limited

## Company Limited by Guarantee

### Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2021

#### Theory of change

The Board of Trustees has developed an organisational theory of change which underpins the priorities within the Strategic Plan 2020-23.

We have identified the following changes (outcomes) as priorities for our organisation to work towards:

- Law and policy better reflect women's needs relative to our Violence Against Women and Girls (VAWG) focus and legal specialisms
- We assist more women through expert legal advice
- Women who need our advice services know we exist
- Women (or their supporters) are able to access legal advice and support with the law through a range of channels or models
- The end of VAWG is brought nearer by ensuring that women know their legal rights before they experience VAWG
- Women have access to legal advice on a range of issues that affect them adversely and diminish their equality and safety
- Providers who are committed to justice and safety for women see the value and relevance of our work

We are operating in a very challenging political and financial environment for the issues we work on and these challenges have increased during the pandemic.

Since April 2013, with the introduction of the Legal Aid Sentencing and Punishment of Offenders Act 2012, there has been a complete transformation in the availability of legal advice and representation for women in the key areas of expertise of Rights of Women. This means that our current model of frontline service delivery is frequently overstretched in meeting women's legal advice and information needs, and this is exacerbated by very limited resources.

This current external economic and political landscape continues to have the following impact:-

- increased demand for our services as a source of free legal advice and information
- fewer sources of signposting to specialist legal advice and representation
- more women representing themselves in legal proceedings

Our frontline services remain a unique source of legal advice and information. Our policy and public affairs work retains its legitimacy from the experiences of those frontline services. Our service users' voices inform our campaigning and policy work.

Undertaking our unique combination of frontline services, second tier support and policy and public affairs work strengthens our response to the challenges of the current landscape.

Developing new and innovative ways of reaching women with our advice and information services is essential to securing women's access to justice in the absence of alternative sources of support. Building our relationships with key partners creates new opportunities to develop and extend the reach of our activities in this new landscape.

Collaborating with our sector and building new relationships with Government, Parliamentarians and policy makers will increase the effectiveness of our future influencing work and is vital to resisting a push back in women's equality in the law and to preserving the advances we have achieved to date.

# Rights of Women Incorporated Limited

## Company Limited by Guarantee

### Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

#### Year ended 31 March 2021

Building new audiences of supporters and activists through our social media activity and generating new campaigning capacity will also be vital in extending our reach and keeping our issues on the public and political agenda.

In these ways we will ensure that women have a more confident, informed and positive experience of the law and our justice systems and that they have a greater control over the legal problems they face with improved access to their remedies. We will also prevent the further erosion of women's ability to access the law and their legal remedies, ensuring that women are able to protect themselves from violence and secure more equal futures.

#### **Public benefit**

We have referred to the advice contained in the Charity Commission's general guidance on public benefit when reviewing our aims and objectives and in planning our future activities.

Our Objects (set out above) are carried out for the public benefit as follows:-

- Our services are restricted for the benefit of women and are available to all women in England and Wales.
- Women experience many barriers to accessing the law and their legal rights. Existing or proposed new law and legal policy often discriminates against or disadvantages women as a whole or as members of a particular group. In our approach, we recognise the additional barriers posed by the intersection of gender-based abuse, racism, structural inequality and other forms of discrimination and oppression that impact on women's vulnerability, exclusion and marginalisation. For example, we recognise and seek to make a contribution through our work towards ending discrimination within the law towards Black and minoritised women; migrant women including refugees and asylum-seeking women; women with disabilities; women with low socio economic status and lesbian and bisexual women; trans women and women with no recourse to public funds.
- Through all our services and activities we aim to ensure that all women have equal access to the law, their legal rights and justice. In this way we aim to ensure that women enjoy a more equal role in society.
- Through our advice lines and publications women will benefit from increased knowledge and understanding and increased confidence in using the law enabling them to overcome the disadvantages they experience. In particular our services focus on supporting women affected by violence – recognised by the UN as one of the most significant discriminations faced by women.
- Through our training for professionals who support women we aim to increase awareness and understanding of the law as it relates to women, enabling these professionals to better support women and increase their understanding of women's legal justice and equality issues.
- Through our policy work we aim to ensure that the law and legal policy meets the needs of women and does not disadvantage them. We undertake research to demonstrate the impact of law and legal policy developments on women in order to raise awareness and lobby for changes which will ensure greater equality for women. Our research and policy documents are disseminated to local and national Government, policy makers, statutory and voluntary sector organisations. We regularly meet with law and policy makers to discuss the impact on women and campaign for developments which ensure greater equality for women.

# Rights of Women Incorporated Limited

## Company Limited by Guarantee

### Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

#### Year ended 31 March 2021

#### **Achievements and performance**

##### **Advice service**

We increased our free legal advice provision to women who are at risk of or experiencing Violence Against Women and Girls throughout the year.

In this period our telephone legal advice services have supported a total of 3107 women with advice and information on their legal rights.

Our family and criminal law advice lines provided 2080 women with advice on family law issues including relationship breakdown, finance and children issues and/or with advice and support on the criminal justice process arising from domestic and/or sexual violence.

Our immigration and asylum law lines including our new EU Settlement Scheme advice line provided advice and support to 702 individual women and professionals supporting women with an insecure immigration status.

Our new Sexual Harassment in the Workplace (Employment Law) advice service provided advice and support to 325 women.

During this period our telephone advice services have been supported by 43 volunteer women solicitors and barristers. We would like to thank all our volunteers sincerely for the time and commitment they have given over the past year to helping women through the law.

##### **Training and Events**

In total this year we have delivered training and events to over 600 professionals throughout England and Wales.

##### *Training delivered under the Ascent project*

As part of the Ascent project (funded by London Councils) we delivered specialist legal training to 267 professionals working with women throughout London. All trainings were held online due to the COVID-19 pandemic.

The main training course we offered under the Ascent project was 'Child contact arrangements and domestic abuse' as this became a key issue affecting women survivors during the pandemic. The course was aimed at professionals who are supporting survivors of domestic abuse to provide an overview of the Family Court's approach to child arrangements order applications when there has been domestic abuse between the parents. It covered

- An overview of the court process when applications for child arrangements orders are made
- Tools to support women raising domestic abuse in the Family Court.

# **Rights of Women Incorporated Limited**

## **Company Limited by Guarantee**

### **Trustees' Annual Report (Incorporating the Director's Report) *(continued)***

#### **Year ended 31 March 2021**

Other training courses we provided under this project included an Introduction to the Equality Act 2010.

#### *EU Settlement Scheme training*

We trained 266 non-legal professionals working in England & Wales on violence against women and girls (VAWG) issues from the community, voluntary and statutory sectors. Our training provided participants with knowledge to support EU citizens and their family members who are victims of gender-based abuse to secure the immigration status they need to continue living in the UK.

#### *In-house training*

We delivered bespoke family law training sessions in-house to a number of organisations including Solace Women's Aid, Sign Health, Her Centre and Axis Counselling. We delivered immigration and asylum law training to organisations including Lambeth Council, Refugee Action and Changing Pathways. We provided criminal law training in relation to sexual violence to Red Cross.

#### **Publications**

In 2020-21 a total of 908,352 family and criminal law guides, handbooks, reports, briefings, consultation responses and publications were downloaded from our website.

#### **Policy and campaigning**

##### *Access to Legal Aid*

Our focus throughout the year was barriers women survivors face accessing legal aid, which include the restrictiveness of the means test to qualify for legal aid. The means test element often assesses women as being ineligible for legal aid because it deems that they have access to capital via their homes (often jointly owned with an abuser, which in reality they cannot access). This leaves them in the impossible position of being unable to pay for legal representation and having to represent themselves in court against an abuser or face selling their homes to pay legal fees.

Despite the pressure our services were put under as a result of Covid-19, we continued to invest in legal aid policy work because the means assessment is such a pressing issue for the survivors we support. After pressure, the Ministry of Justice committed to reviewing the means test in 2019, and we took part in the review. They had been due to publish the outcome of that review and consult on proposed amendments to the means test in the summer 2020 but this has been delayed due to Covid-19.

Throughout the year we worked with other stakeholders in the legal and social justice fields to support and develop strategic litigation to challenge decisions and shine a light on the harshness of the means test. This resulted in a successful strategic litigation outcome in November 2020 that has had a significant impact on women who have capital trapped in properties and are therefore unable to access it to pay legal fees. This is an important step forward and has benefited a large number of women survivors we speak to.

We were also part of a collective of organisations pressing the Government to make amendments to the rules enabling a fairer approach to the way mortgages are considered as part of the means assessment. This resulted in the Government laying a statutory instrument before Parliament in December 2020 that came into effect in January 2021.

# **Rights of Women Incorporated Limited**

## **Company Limited by Guarantee**

### **Trustees' Annual Report (Incorporating the Director's Report) *(continued)***

**Year ended 31 March 2021**

#### *Domestic Abuse Bill*

We continued working in partnership with others across our sector to contribute to shaping the proposed Domestic Abuse Bill. Our focus was the need to ensure greater protections for migrant women, the proposed new domestic abuse protection orders regime and safety in the family courts.

We provided feedback on the Domestic Abuse Bill Statutory Guidance through thematic meetings and communications alongside others in the women's VAWG sector.

#### *Divorce Reform*

We have continued our long term policy work on divorce reform to remove the requirement to place fault and blame on a party to a marriage when applying for divorce and simplify the procedure. During the year, the Family Justice Council drafted the procedural rules that will enable the implementation of the anticipated 'Divorce, Dissolution and Separation Act' and we provided comment on the draft.

#### *Family Court Reform*

Our policy priorities in this area are detailed and include the treatment of survivors and children by the family courts during child arrangements cases.

Important work on the family court's approach to domestic abuse in child contact cases has been going on since the publication of the report, 'Assessing Risk of Harm to Children and Parents in Private Law Children Cases'. This report, also known as the Harm Report, was published by the Ministry of Justice in June 2020. It provided important recognition of the many problems victims face in the family court and the Government has committed to various reforms as a result.

The main focus of the work we were involved in is the design of a new model of family justice that the Government has committed to piloting. We were part of the advisory group working with the Ministry of Justice to design the pilot, pressing for a family justice model that takes a 'problem-solving' approach.

#### *Coordination of response on Review of the Presumption of Parental Involvement*

A further recommendation from the Harm Report referenced above was a review of the presumption of parental involvement. The Government adopted this recommendation but then established an advisory group with no cross-over representation from the Harm Report panel that prepared the report or representation from victim/survivor groups or domestic abuse support services. We co-ordinated the sector's response to the establishment of this group and were successful in pressurising the Government to add a number of members to the panel to ensure there was some cross-over with the panel that prepared the report and also designed a system of ensuring that the voices of survivors who experience multiple disadvantage are included.

#### *Intervention into Court of Appeal case on child contact in domestic abuse cases*

We worked with other stakeholders throughout the year to identify and pursue strategic litigation to challenge the family court's attitude to domestic abuse and sexual violence in child contact cases.

Four appeal cases were identified and the Court of Appeal agreed to join the cases to be heard together. They were all appeals by mothers in child contact cases raising issues about how the court had responded to domestic abuse in the case. Rights of Women was given permission to intervene in December 2020 and the hearings took place in January 2021.

# Rights of Women Incorporated Limited

## Company Limited by Guarantee

### Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

#### Year ended 31 March 2021

From November 2020 onwards we coordinated an intervention into the case involving a group of leading women's rights organisations (Women's Aid, Welsh Women's Aid and Rape Crisis England and Wales). We raised the ways in which the family court is failing to protect survivors of domestic abuse and their children due to outdated views of male violence against women, particularly where rape is concerned.

The Court of Appeal judgment was handed down on 30<sup>th</sup> January 2021 and has given guidance that old fashioned views about domestic abuse are no longer acceptable in the family court. The judgment is clear that coercive control is harmful to children and the family court must consider whether it has occurred in a relationship and that judgments that fail expressly to consider the relevance of coercive control may be appealable.

However, the Court of Appeal failed to use the opportunity given to address the deeply entrenched pro-contact culture identified in the Harm Report and send a clear message that culture change is necessary to protect women and children from the cycle of abuse that can have life-long and sometimes deadly consequences. The Court also failed to grapple with the procedural flaws in the way survivors of sexual violence are treated in the family court stating this was "beyond the scope of this judgment". This response leaves survivors of rape and other forms of sexual violence to continue to face the same sexist attitudes that have been in place for decades. Work is ongoing on a number of issues flowing from the judgment including judicial training, reform of the issues that were identified by the Court as causing problems and possible next steps.

#### *Work on parental alienation*

We worked with others to challenge the inclusion of parental alienation within the Domestic Abuse Bill, including contributing to briefing papers for peers about the dangers posed by amendments to the Domestic Abuse Bill. We also conducted scoping and development work to support future work on this issue.

#### *Police, Crime, Sentencing and Courts Bill*

The Police, Crime, Sentencing and Courts Bill was introduced into Parliament and had its second reading in May 2020. We maintained a critical stance on this Bill including its reliance on problematic criminal justice measures and institutions and potential disproportionate and discriminatory impacts on Black and minoritised communities.

#### *EU Settlement Scheme*

We have raised concerns and made recommendations for improvement to the Home Office about the EU Settlement Scheme (EUSS) in respect of women made vulnerable through violence and abuse. The Home Office accepted one of our priority policy demands to amend the law to include unmarried partners into Domestic Violence protection under the EUSS in August 2019; this was enacted in May 2020. The change related to domestic violence protection which was previously limited to former spouses where their marriage ended by divorce but now any family member within the scope of the EUSS (a spouse, unmarried partner, child, dependent parent or dependent relative) whose family relationship with an EU citizen has broken down permanently as a result of domestic violence will have a continued right of residence and be able to rely on this and their own residence in the UK to apply for status under the EUSS.

# Rights of Women Incorporated Limited

## Company Limited by Guarantee

### Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

#### Year ended 31 March 2021

##### *Sexual Harassment in the Workplace*

We have developed policy priorities in this area which include legislating for a new mandatory duty on employers to prevent sexual harassment in the workplace; restricting the use of Non-Disclosure Agreements by employers in sexual harassment and discrimination cases; extending the three-month time limit on bringing a claim to an Employment Tribunal to at least one year to afford women adequate time to come forward. We submitted evidence and recommendations to a Government Equalities Office consultation on current sexual harassment legislation in October 2019, however the Government did not publish a response during the year 2020-21.

We approached and had dialogue with a number of Professional Regulators throughout the year about their work to address cultures of harassment and bullying in their sectors and what women survivors can expect from their oversight processes.

##### *Other policy work*

In other areas of our policy work we have continued to focus on addressing the gaps in law and policy relating to women affected by violence. We sit on a range of key groups including the EU Commission Network, Home Office EUSS Safeguarding User Group, Home Office Vulnerability Advisory Group (Future Immigration Scheme).

We continue to raise awareness of our work via social media and our website.

#### **Partnerships and other achievements**

##### *New Voices of Women panel*

We are committed to ensuring our work is driven by women with lived experience of the issues we work on. We have worked with women survivors on many projects previously but were able to consolidate this within our organisational structure in the summer of 2020, by establishing an experts-by-experience panel who have named themselves the RoW Voices of Women Panel.

The panel work closely with us to help guide RoW's work and, ultimately, ensure more women can access the equality, justice and safety they deserve.

By Autumn 2020, we had established a panel of 20 women from across England and Wales, with a range of backgrounds, ages and experience.

In our commitment to a best practice approach, we established a number of mechanisms to create a safe space for the panel members to engage in, including explaining in advance the nature of the work we want to involve them in and appointing one central staff member as their main point of contact. In addition, we offer the panel the option to participate in group therapeutic support with an external counsellor after each session. The counsellor specialises in providing support to women who have experienced abuse and trauma.

Engagement and interest from the panel has been high so far. Panel members told us that being able to share their experiences to improve the lives of other women has had a positive impact on their own wellbeing and journey to recovery. When asked the reason why they joined the panel, one said *"Domestic abuse changed the entire course of my life. I am aware of the hard work of past victim-survivors which has paved the way for the current movement in both attitudes and law. The voices of women panel is a positive way for me to channel my experiences into a project which contributes towards safety for women and girls."*

We see RoW's Voices of Women Panel as being part of the organisation's future and will continue to work with it on many more projects.

# Rights of Women Incorporated Limited

## Company Limited by Guarantee

### Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

#### Year ended 31 March 2021

Additionally, we held a session focused on the work of this panel at our annual Staff and Board Away Day, held online during October 2020. This was to ensure the panel's work is fully embedded and understood within the whole organisation and its decision-making structures to empower the panel to drive our work.

#### *Increased anti-racism work*

In our approach to tackling Violence Against Women and Girls (VAWG), we recognise the additional barriers posed by the intersection of gender-based abuse, racism, structural inequality and other forms of discrimination and oppression that impact on women's vulnerability, exclusion and marginalisation.

We also fully recognise the importance of amplifying and supporting specialist 'by and for' Black and minoritised women's organisations in this work and supporting their leadership. We are an anti-racist, white-led organisation and recognise that our working practice must strengthen and be accountable to specialist 'by and for' Black and minoritised women's organisations. Our approach to working together accountably includes but is not limited to:

- recognising the value of specialist 'by and for' Black and minoritised women's work in ways which are visible;
- strengthening their leadership and autonomy in all spaces we operate in;
- sharing resources and recognising the relationship to privilege we have;
- communicating meaningfully at the early stages of the development of any proposed new partnership work with specialist 'by and for' Black and minoritised women's organisations;
- paying others for their specialist expertise and educating ourselves on issues;
- challenging structural inequalities in partnerships.

In 2020 we conducted organisational meetings on anti-racism and an anonymous survey which have helped establish a set of priorities to improve our practice as a white-led organisation, accessibility to our services and our approach to diversity. Our organisation is committed to continual improvement in relation to Equality, Diversity and Inclusion (EDI) practices and during 2020 established an EDI panel internally.

Our Director is a member of the VAWG sector's Anti-Racism Working Group, established in July 2020, which has produced a Call for Action and Anti-Racism Charter. Our organisation has committed to implement the Charter.

#### *Sexual Harassment at Work Advice Service*

We continued to provide legal advice provision to cover employment law for the second year running with the support of the ROSA Justice and Equality Fund and Time's Up UK. The advice service continued successfully despite the pandemic impacting on the retention of volunteers in this area. During the year we also benefitted from an additional ROSA grant to fund our first Communications Officer to assist us to use the evidence base from our advice work to influence the public narrative and policy makers. Additionally, we were grateful to the support from an Expert Advisory Panel of lawyers and experts to support the project which now has 9 members and meets regularly.

# Rights of Women Incorporated Limited

## Company Limited by Guarantee

### Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

#### Year ended 31 March 2021

#### *FLAWS (Finding Legal Options for Women Survivors)*

Since April 2018 we have worked in partnership with the RCJ Advice on the FLOWS project. This project is focused primarily on supporting the professionals that in turn support women survivors with family law matters. This project has a focus on using technology and using digital solutions. We host an online forum for professionals providing peer-to-peer support on family law and criminal law issues. By the end of year the forum had 945 registered members who are mainly frontline domestic abuse service professionals and family law practitioners. RCJ advice provided CourtNav, an online application that can assist women to complete and submit applications for Non-Molestation Orders and Occupation Orders and then be referred to a network of domestic abuse accredited legal aid solicitors and additionally an advice line.

#### **Financial review**

In this period Rights of Women has had two major sources of income:-

**Grants and donations** from a broad range of sources including major grant givers such as Trust for London, Henry Smith Charity, the Rosa Justice and Equality Fund, Esmee Fairbairn Foundation and Tudor Trust. Our FLOWS partnership with RCJ Advice has been funded by the Ministry of Justice. As part of the London Violence against Women and Girls Consortium we have received funding for the Ascent project from London Councils, MOPAC and the Ministry of Justice. Our work on the EU Settlement Scheme has been funded by the Home Office and CAB. We also receive donations and smaller grants from partners such as Garden Court Chambers. We also received funding to help support our continuation during the pandemic from the Treebeard Trust and the Paul Hamlyn Foundation.

**Income generating activities** included training courses.

#### **Reserves**

The Board has designated £178,970 (2020: £178,970) funds to meet contractual obligations in respect of staffing and administrative costs and is committed to ensuring that the level of reserves held represents at least 6 months running costs.

The total funds held by the charity at the end of the reporting report was £581,913 (2020: £394,976) of which £344,673 (2020: £207,664) relate to restricted funds. The unrestricted reserves held at the end of the reporting period was £237,240. RoW has a Reserves Policy to maintain sufficient level of reserves to enable normal operating activities to continue over a period of up to 6 months should a shortfall in income occur and to take account of potential risks and contingencies that may arise from time to time.

Excluded from the Reserves Policy is income associated with:

- Donor / Grant Restricted Funds (Earmarked Income)

Therefore, in order to demonstrate transparency, accountability and sound financial management the ROW Reserves Policy clearly justifies the amount of reserves kept back each year.

In order to make a judgment on the amount of reserves the Trustees have considered the risks in respect of expenditure, unrestricted income and where appropriate restricted income. Also taken into consideration are any external identified potential major risks to income and expenditure.

# **Rights of Women Incorporated Limited**

## **Company Limited by Guarantee**

### **Trustees' Annual Report (Incorporating the Director's Report) *(continued)***

#### **Year ended 31 March 2021**

#### **Review of the charity's financial position at the year end**

The Board have reviewed the charity's financial position at year end and are satisfied the charity continues to be in good financial health. It is also noted that the charity's income is increasing year on year and this reflects growth in relation to meeting targets and priorities identified within the charity's Strategic Plan.

#### **Plans for the future**

#### **Post balance sheet events affecting the charity**

There are no significant post balance sheet events affecting the charity to note. However, the Board would highlight that the pandemic has had a critical impact on society, organisations and the economy as a whole. Furthermore, these changes have disproportionately affected some groups within society more than others in relation to structural disadvantage faced by groups with protected characteristics and/or facing intersectional disadvantage. It has impacted greatly on access to equality, safety and justice for women and the charity will seek to increase its charitable activities to address this.

#### **Events after the end of the reporting period**

Particulars of events after the reporting date are detailed in notes to the financial statements.

#### **Directors Responsibilities**

- (a) the directors are responsible for preparing the Directors' Report and the financial statements in accordance with applicable law and regulations and in accordance with United Kingdom Generally Accepted Accounting Practice;
- (b) company law requires the directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charity and of the surplus or deficit profit or loss of the charity for that period;
- (c) in preparing the financial statements the directors are required to:
  - (g) select suitable accounting policies and then apply them consistently;
  - (h) make judgements and accounting estimates that are reasonable and prudent;
  - (i) State whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
  - (j) prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.
- (d) the directors are responsible for keeping adequate accounting records that are sufficient to show and explain the company's transactions and disclose with reasonable accuracy at any time the financial position of the charity and that enable them to ensure that the financial statements comply with the Companies Act;
- (e) the directors are responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities; and

## Rights of Women Incorporated Limited

### Company Limited by Guarantee

#### Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

#### Year ended 31 March 2021

- (f) where appropriate, the directors are responsible for the maintenance and integrity of the corporate and financial information included on the charity's website.

In the case of CA 06 Co.-s418(2) each of the persons who are directors at the time when the report is approved, the following applies:

(a) so far as each director is aware, there is no relevant audit information (information needed by the company's auditors in connection with preparing their report) of which the company's auditors are unaware; and

(b) each director has taken all the steps that he ought to have taken as a director in order to make himself aware of any relevant audit information and to establish that the company's auditors are aware of that information

#### Auditor

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

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

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

#### Small company provisions

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

The trustees' annual report was approved on 30 March 2022 and signed on behalf of the board of trustees by:

DocuSigned by:  
  
74AADE964A20438...  
A Hedge (Chair)  
Trustee

DocuSigned by:  
  
FABF2DF087C8443...  
A Ogunlana  
Trustee

# **Rights of Women Incorporated Limited**

## **Company Limited by Guarantee**

### **Independent Auditor's Report to the Members of Rights of Women Incorporated Limited**

**Year ended 31 March 2021**

#### **Opinion**

We have audited the financial statements of Rights of Women Incorporated Limited (the 'charity') for the year ended 31 March 2021 which comprise the statement of financial activities (including income and expenditure account), statement of financial position, statement of cashflows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the audited financial statements:

- give a true and fair view of the state of the charity's affairs as of 31 March 2021 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom accounting standards, including FRS102 The Financial Reporting Standard applicable in the UK and Republic of Ireland; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

#### **Basis for opinion**

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements relating to the audit of the financial statements in the UK, including the Financial Reporting Standards (the 'FRC's) Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

In common with many other charities of our size and nature we use our auditors to assist with the bookkeeping and the preparation of the financial statements.

#### **Conclusions relating to going concern**

In auditing the financial statements, we have concluded that the trustees use of the going concern basis of accounting in preparation of the financial statements is appropriate.

Based on the work, we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

However, as we cannot predict all future events or conditions and as subsequent events may result in outcomes that are inconsistent with judgements that were reasonable at the time they were made, the absence of reference to a material uncertainty in this auditor's report is not a guarantee that the company will continue in operation.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

# **Rights of Women Incorporated Limited**

## **Company Limited by Guarantee**

### **Independent Auditor's Report to the Members of Rights of Women Incorporated Limited (continued)**

**Year ended 31 March 2021**

#### **Other information**

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

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

#### **Opinions on other matters prescribed by the Companies Act 2006**

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

- the information given in the trustees' report (incorporating the Directors' Report) for the financial year for which the audited financial statements are prepared is consistent with the audited financial statements; and
- the Directors' Report has been prepared in accordance with applicable legal requirements

#### **Matters on which we are required to report by exception**

In the light of the knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the audited financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the audited financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the directors' report and from the requirement to prepare a strategic report.

# **Rights of Women Incorporated Limited**

## **Company Limited by Guarantee**

### **Independent Auditor's Report to the Members of Rights of Women Incorporated Limited *(continued)***

**Year ended 31 March 2021**

#### **Responsibilities of trustees**

As explained more fully in the trustees' responsibilities statement, the trustees (who are also the directors for the purposes of company law) are responsible for the preparation of the financial statements in accordance with the applicable financial reporting framework and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of audited financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charity or to cease operations, or have no realistic alternative but to do so.

#### **Auditor's Responsibilities for the Audit of the Financial Statements**

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

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

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

# **Rights of Women Incorporated Limited**

## **Company Limited by Guarantee**

### **Independent Auditor's Report to the Members of Rights of Women Incorporated Limited *(continued)***

#### **Year ended 31 March 2021**

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

#### **Extent to which the audit was considered capable of detecting irregularities, including fraud**

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

We considered the nature of the charity's industry and its control environment and reviewed the charity's documentation of their policies and procedures relating to fraud and compliance with laws and regulations. We also enquired of management and others within the entity about their own identification and assessment of the risks of irregularities.

We obtained an understanding of the legal and regulatory frameworks that the charity operates in, and identified the key laws and regulations that:

- had a direct effect on the determination of material amounts and disclosures in the financial statements. These included the Companies Act, Charities Act, Charities (Accounts and Reports) Regulations 2008, Health and Safety Act, employment law, pensions legislation, tax legislation, Bribery Act and Slavery Act; and

- do not have a direct effect on the financial statements but compliance with which may be fundamental to the charity's ability to operate or to avoid a material penalty. These included the Charity Commission for England and Wales (Charity Commission) regulations, fundraising regulations and Anti-Money Laundering Regulations (including Proceeds of Crime Act 2002 and Terrorism Act 2000)

We discussed among the audit engagement team regarding the opportunities and incentives that may exist within the organisation for fraud and how and where fraud might occur in the financial statements.

As a result of performing the above, we identified the greatest potential for fraud in the following areas, and our specific procedures performed to address them are described below:

- Recognition of grant income: this involves judgement around whether grants have performance conditions attached to them which have to be met before income can be recognised, as well as judgement over whether or not those conditions have been satisfied. On a sample basis, we have assessed the judgements and estimates made by management in the recognition of this income.

- Appropriate allocation of restricted income: there is a risk that restricted income may not have been identified and allocated as such. We reviewed the allocation of income to restricted or unrestricted funds on initial recognition to ensure restrictions were appropriately identified and applied, and we reviewed fund transfers from restricted to unrestricted funds to assess the rationale for those movements.

# **Rights of Women Incorporated Limited**

## **Company Limited by Guarantee**

### **Independent Auditor's Report to the Members of Rights of Women Incorporated Limited *(continued)***

**Year ended 31 March 2021**

In common with all audits under ISAs (UK), we are also required to perform specific procedures to respond to the risk of management override. In addressing the risk of fraud through management override of controls, we tested the appropriateness of journal entries and other adjustments; assessed whether the judgements made in making accounting estimates are indicative of a potential bias; and evaluated the business rationale of any significant transactions that are unusual or outside the normal course of business.

In addition to the above, our procedures to respond to the risks identified included the following:

- reviewing financial statement disclosures by testing to supporting documentation to assess compliance with provisions of relevant laws and regulations described as having a direct effect on the financial statements;
- performing analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud;
- enquiring of management concerning actual and potential litigation and claims, and instances of non-compliance with laws and regulations; and
- reading minutes of meetings of those charged with governance, reviewing internal management reports, reviewing correspondence with HMRC and with the Charity Commission.

#### **Use of our report**

This report is made solely to the charity's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charity's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's members as a body, for our audit work, for this report, or for the opinions we have formed.

**John Nicholas Assie FCCA (Senior Statutory Auditor)  
for and on behalf of  
Jackson Nicholas Assie Limited  
Chartered Certified Accountants and Statutory Auditors**

Suite 7, Meridian House  
62 Station Road  
Chingford  
London E4 7BA

Date 31 March 2022

# Rights of Women Incorporated Limited

## Company Limited by Guarantee

### Statement of Financial Activities (including income and expenditure account)

Year ended 31 March 2021

		2021			2020
	Note	Unrestricted funds £	Restricted funds £	Total funds £	Total funds £
<b>Income and endowments</b>					
Donations and legacies	5	37,679	827,461	<b>865,140</b>	510,873
Charitable activities	6	16,471	–	<b>16,471</b>	8,697
Investment income	7	208	–	<b>208</b>	464
<b>Total income</b>		<u>54,358</u>	<u>827,461</u>	<u><b>881,819</b></u>	<u>520,034</u>
<b>Expenditure</b>					
Expenditure on charitable activities	8,9	3,773	691,109	<b>694,882</b>	488,821
<b>Total expenditure</b>		<u>3,773</u>	<u>691,109</u>	<u><b>694,882</b></u>	<u>488,821</u>
<b>Net income</b>		<u>50,585</u>	<u>136,352</u>	<u><b>186,937</b></u>	<u>31,213</u>
Transfers between funds		(657)	657	–	–
<b>Net movement in funds</b>		<u>49,928</u>	<u>137,009</u>	<u><b>186,937</b></u>	<u>31,213</u>
<b>Reconciliation of funds</b>					
Total funds brought forward		187,312	207,664	<b>394,976</b>	363,763
<b>Total funds carried forward</b>		<u>237,240</u>	<u>344,673</u>	<u><b>581,913</b></u>	<u>394,976</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 24 to 40 form part of these financial statements.

# Rights of Women Incorporated Limited

## Company Limited by Guarantee

### Statement of Financial Position

31 March 2021

	Note	2021 £	£	2020 £
<b>Fixed assets</b>				
Investments	17		3	–
<b>Current assets</b>				
Debtors	18	162,056		103,262
Cash at bank and in hand		517,547		326,162
		<u>679,603</u>		<u>429,424</u>
<b>Creditors: amounts falling due within one year</b>	19	<u>(97,693)</u>		<u>(34,448)</u>
<b>Net current assets</b>			<u>581,910</u>	<u>394,976</u>
<b>Total assets less current liabilities</b>			<u>581,913</u>	<u>394,976</u>
<b>Net assets</b>			<u>581,913</u>	<u>394,976</u>
<b>Funds of the charity</b>				
Restricted funds			344,673	207,664
Unrestricted funds			237,240	187,312
<b>Total charity funds</b>	22		<u>581,913</u>	<u>394,976</u>

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

These financial statements were approved by the board of trustees and authorised for issue on 30 March 2022, and are signed on behalf of the board by:

DocuSigned by:

*Annie Hedge*

74AADE964A20438...

A Hedge  
Trustee

DocuSigned by:

*Aramide Ogunlana*

FABF2DF087C8443...

A Ogunlana  
Trustee

**The notes on pages 24 to 40 form part of these financial statements.**

**Company Registration: 08002509**

# Rights of Women Incorporated Limited

## Company Limited by Guarantee

### Statement of Cash Flows

Year ended 31 March 2021

	2021 £	2020 £
<b>Cash flows from operating activities</b>		
Net income	186,937	31,213
<i>Adjustments for:</i>		
Other interest receivable and similar income	(208)	(464)
Accrued income	(27,521)	(12,582)
<i>Changes in:</i>		
Trade and other debtors	(24,582)	(65,641)
Trade and other creditors	56,554	15,142
Cash generated from operations	191,180	(32,332)
Interest received	208	464
Net cash from/(used in) operating activities	191,388	(31,868)
<b>Cash flows from investing activities</b>		
Purchases of other investments	(3)	-
<b>Net increase/(decrease) in cash and cash equivalents</b>	<b>191,385</b>	<b>(31,868)</b>
<b>Cash and cash equivalents at beginning of year</b>	<b>326,162</b>	<b>358,030</b>
<b>Cash and cash equivalents at end of year</b>	<b>517,547</b>	<b>326,162</b>

# **Rights of Women Incorporated Limited**

## **Company Limited by Guarantee**

### **Notes to the Financial Statements**

**Year ended 31 March 2021**

#### **1. General information**

The charity is a public benefit entity and a private company limited by guarantee, registered in England and Wales and a registered charity in England and Wales. The address of the registered office is 52-54 Featherstone Street, London, EC1Y 8RT.

#### **2. Statement of compliance**

The financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) issued in October 2019 and the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS102) and the Charities Act 2011, the Companies Act 2006 and UK Generally Accepted Practice as it applies from 1 January 2019.

#### **3. Accounting policies**

##### **Basis of preparation**

The financial statements have been prepared on the historical cost basis.

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

##### **Going concern**

The trustees have considered the impact of COVID-19 on the charity's activities and have concluded there is no long-term impact on the organisation. As a result, it is considered that the going concern status remains intact.

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

##### **Judgements and key sources of estimation uncertainty**

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported. These estimates and judgements are continually reviewed and are based on experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

##### **Significant judgements**

There have not been any significant judgements (apart from those involving estimations) that management has made in the process of applying the entity's accounting policies and that have the most significant effect on the amounts recognised in the financial statements. There are no other judgements or sources of estimation uncertainty that have a significant risk of causing a material adjustment to the carrying amount of assets or liabilities in the financial statements.

##### **Fund accounting**

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

Designated funds 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.

# Rights of Women Incorporated Limited

## Company Limited by Guarantee

### Notes to the Financial Statements *(continued)*

#### Year ended 31 March 2021

#### 3. Accounting policies *(continued)*

##### Incoming resources

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

- income from donations or grants is recognised when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably.
- donated facilities and services are recognised in the accounts when received if the value can be reliably measured. No amounts are included for the contribution of general volunteers.
- income from contracts for the supply of services is recognised with the delivery of the contracted service. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent, in which case it may be regarded as restricted.

##### Resources expended

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

- expenditure on raising funds includes the costs of all fundraising activities, events, non-charitable trading activities, and the sale of donated goods.
- expenditure on charitable activities includes all costs incurred by a charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities.
- other expenditure includes all expenditure that is neither related to raising funds for the charity nor part of its expenditure on charitable activities.

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

##### Tangible assets

Fixed assets (excluding investments) are stated at cost less accumulated depreciation. The costs of minor additions or those costing below £2,000 are not capitalised.

# Rights of Women Incorporated Limited

## Company Limited by Guarantee

### 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:

Equipment - Straight line basis over 4 years

##### Investments

Unlisted equity investments are initially recorded at cost, and subsequently measured at fair value. If fair value cannot be reliably measured, assets are measured at cost less impairment.

Listed investments are measured at fair value with changes in fair value being recognised in income or expenditure.

##### Investments in associates

Investments in associates accounted for in accordance with the cost model are recorded at cost less any accumulated impairment losses.

Investments in associates accounted for in accordance with the fair value model are initially recorded at the transaction price. At each reporting date, the investments are measured at fair value, with changes in fair value taken through income or expenditure. Where it is impracticable to measure fair value reliably without undue cost or effort, the cost model will be adopted.

Dividends and other distributions received from the investment are recognised as income without regard to whether the distributions are from accumulated profits of the associate arising before or after the date of acquisition.

##### 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.

# **Rights of Women Incorporated Limited**

## **Company Limited by Guarantee**

### **Notes to the Financial Statements *(continued)***

#### **Year ended 31 March 2021**

#### **3. Accounting policies *(continued)***

##### **Financial instruments**

A financial asset or a financial liability is recognised only when the charity 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.

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.

Financial assets that are measured at cost or amortised cost are reviewed for objective evidence of impairment at the end of each reporting date. If there is objective evidence of impairment, an impairment loss is recognised under the appropriate heading in the statement of financial activities in which the initial gain was recognised.

For all equity instruments regardless of significance, and other financial assets that are individually significant, these are assessed individually for impairment. Other financial assets are either assessed individually or grouped on the basis of similar credit risk characteristics.

Any reversals of impairment are recognised immediately, to the extent that the reversal does not result in a carrying amount of the financial asset that exceeds what the carrying amount would have been had the impairment not previously been recognised.

##### **Defined contribution plans**

Contributions to defined contribution plans are recognised as an expense in the period in which the related service is provided. Prepaid contributions are recognised as an asset to the extent that the prepayment will lead to a reduction in future payments or a cash refund.

When contributions are not expected to be settled wholly within 12 months of the end of the reporting date in which the employees render the related service, the liability is measured on a discounted present value basis. The unwinding of the discount is recognised as an expense in the period in which it arises.

#### **4. Limited by guarantee**

Rights of Women Incorporated Limited is a company limited by guarantee and accordingly does not have a share capital.

Every member of the company undertakes to contribute such amount as may be required not exceeding £1 to the assets of the charitable company in the event of its being wound up while he or she is a member, or within one year after he or she ceases to be a member.

# Rights of Women Incorporated Limited

## Company Limited by Guarantee

### Notes to the Financial Statements *(continued)*

Year ended 31 March 2021

#### 5. Donations and legacies

	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £
<b>Donations</b>			
Garden Court Chambers Limited	4,000	–	<b>4,000</b>
Justice Platform	14,847	–	<b>14,847</b>
London Legal Support	–	–	<b>–</b>
Other donations under £2000	14,142	–	<b>14,142</b>
<b>Grants</b>			
Solace Women's Aid	–	67,555	<b>67,555</b>
Women's Resource Centre	–	23,564	<b>23,564</b>
Comic Relief	–	–	<b>–</b>
TFL 2018	–	20,000	<b>20,000</b>
Tampon Tax	–	–	<b>–</b>
Tampon Tax RCJ	–	–	<b>–</b>
PAS Project	–	–	<b>–</b>
CAB EUSS	–	38,564	<b>38,564</b>
Henry Smith	–	40,000	<b>40,000</b>
ROSA - J&E	–	89,475	<b>89,475</b>
FRG (TFL)	–	–	<b>–</b>
Home Office	–	46,198	<b>46,198</b>
MOPAC -Solace	–	–	<b>–</b>
New Philanthropy	4,690	–	<b>4,690</b>
Paul Hamlyn	–	20,000	<b>20,000</b>
ROSA Comm	–	11,270	<b>11,270</b>
Treebeard	–	–	<b>–</b>
Tudor Trust	–	47,046	<b>47,046</b>
Access to Justice Foundation	–	124,218	<b>124,218</b>
John Ellerman	–	35,000	<b>35,000</b>
Lottery COVID19	–	42,000	<b>42,000</b>
Ministry of Justice	–	113,505	<b>113,505</b>
MOPAC Solace VAWG Ascent Plus	–	37,894	<b>37,894</b>
NRPF	–	71,172	<b>71,172</b>
	<u>37,679</u>	<u>827,461</u>	<u><b>865,140</b></u>

# Rights of Women Incorporated Limited

## Company Limited by Guarantee

### Notes to the Financial Statements *(continued)*

Year ended 31 March 2021

#### 5. Donations and legacies *(continued)*

	Unrestricted Funds £	Restricted Funds £	Total Funds 2020 £
<b>Donations</b>			
Garden Court Chambers Limited	4,000	–	4,000
Justice Platform	–	–	–
London Legal Support	834	–	834
Other donations under £2000	8,821	–	8,821
<b>Grants</b>			
Solace Women's Aid	–	67,555	67,555
Women's Resource Centre	–	23,564	23,564
Comic Relief	–	5,874	5,874
TFL 2018	–	40,000	40,000
Tampon Tax	–	9,480	9,480
Tampon Tax RCJ	–	108,538	108,538
PAS Project	–	1,944	1,944
CAB EUSS	–	38,564	38,564
Big Lottery Fund	–	–	–
Henry Smith	–	40,000	40,000
ROSA - J&E	–	41,621	41,621
FRG (TFL)	–	1,350	1,350
Home Office	–	39,997	39,997
MOPAC -Solace	–	6,902	6,902
New Philanthropy	9,200	–	9,200
Paul Hamlyn	–	–	–
ROSA Comm	–	22,986	22,986
Treebeard	–	10,000	10,000
Tudor Trust	–	29,643	29,643
Access to Justice Foundation	–	–	–
John Ellerman	–	–	–
Lottery COVID19	–	–	–
Ministry of Justice	–	–	–
MOPAC Solace VAWG Ascent Plus	–	–	–
NRPf	–	–	–
	<u>22,855</u>	<u>488,018</u>	<u>510,873</u>

#### 6. Charitable activities

	Unrestricted Funds £	Total Funds 2021 £	Unrestricted Funds £	Total Funds 2020 £
Publication sales	–	–	1,205	1,205
Conference travel reimbursements	–	–	31	31
Training income and speakers' fees	16,471	<b>16,471</b>	4,180	4,180
Miscellaneous income	–	–	2,486	2,486
Fundraising income	–	–	795	795
	<u>16,471</u>	<u><b>16,471</b></u>	<u>8,697</u>	<u>8,697</u>

# Rights of Women Incorporated Limited

## Company Limited by Guarantee

### Notes to the Financial Statements *(continued)*

#### Year ended 31 March 2021

#### 7. Investment income

	Unrestricted Funds £	<b>Total Funds 2021 £</b>	Unrestricted Funds £	Total Funds 2020 £
Bank interest receivable	208	<b>208</b>	464	464

#### 8. Expenditure on charitable activities by fund type

	Unrestricted Funds £	Restricted Funds £	<b>Total Funds 2021 £</b>
Legal Advice and information for women	3,737	410,802	<b>414,539</b>
Training and events	–	72,420	<b>72,420</b>
Policy work arising from advice work	–	50,683	<b>50,683</b>
Core support to staff team and organisational Administration	–	126,842	<b>126,842</b>
Other activities	–	15,828	<b>15,828</b>
Support costs	36	14,534	<b>14,570</b>
	<u>3,773</u>	<u>691,109</u>	<b><u>694,882</u></b>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2020 £
Legal Advice and information for women	38,721	193,391	232,112
Training and events	–	72,508	72,508
Policy work arising from advice work	–	38,367	38,367
Core support to staff team and organisational Administration	–	105,525	105,525
Other activities	–	28,316	28,316
Support costs	10,987	1,006	11,993
	<u>49,708</u>	<u>439,113</u>	<u>488,821</u>

#### 9. Expenditure on charitable activities by activity type

	Activities undertaken directly £	Support costs £	<b>Total funds 2021 £</b>	Total fund 2020 £
Legal Advice and information for women	414,539	–	<b>414,539</b>	232,112
Training and events	72,420	–	<b>72,420</b>	72,508
Policy work arising from advice work	50,683	–	<b>50,683</b>	38,367
Core support to staff team and Organisational administration	126,842	–	<b>126,842</b>	105,525
Other activities	15,828	–	<b>15,828</b>	28,316
Governance costs	–	14,570	<b>14,570</b>	11,993
	<u>680,312</u>	<u>14,570</u>	<b><u>694,882</u></b>	<u>488,821</u>

# Rights of Women Incorporated Limited

## Company Limited by Guarantee

### Notes to the Financial Statements *(continued)*

#### Year ended 31 March 2021

#### 10. Analysis of support costs

	AGM costs £	Legal & Professional costs £	Audit fees £	Total 2021 £	Total 2020 £
Governance costs	677	8,493	5,400	<b>14,570</b>	11,993

#### 11. Net income

Net income is stated after charging/(crediting):

	2021 £	2020 £
Operating lease rentals	<b>701</b>	771

#### 12. Auditors remuneration

	2021 £	2020 £
Fees payable for the audit of the financial statements	<b>4,050</b>	4,050
Fees for non-audit services	<b>1,350</b>	1,350
	<b>5,400</b>	5,400

#### 13. Staff costs

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

	2021 £	2020 £
Wages and salaries	<b>456,912</b>	335,862
Social security costs	<b>39,403</b>	28,972
Employer contributions to pension plans	<b>16,033</b>	11,867
SMP Recovered	<b>(4,558)</b>	(4,728)
	<b>507,790</b>	371,973

The average head count of employees during the year was 17 (2020: 12). The average number of full-time equivalent employees during the year is analysed as follows:

	2021 No.	2020 No.
Number of staff involved in charitable activities	<b>10</b>	7
Number of administrative staff	<b>2</b>	2
Number of management staff	<b>1</b>	1
	<b>13</b>	10

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

#### Key Management Personnel

Key management personnel include all persons that have authority and responsibility for planning, directing and controlling the activities of the charity. The total compensation paid to key management personnel for services provided to the charity was £54,414 (2020: £52,539).

# Rights of Women Incorporated Limited

## Company Limited by Guarantee

### Notes to the Financial Statements *(continued)*

#### Year ended 31 March 2021

#### 14. Trustee remuneration, expenses & related party transactions

- No trustees received any remuneration or other benefits from employment with the charity; and
- No trustees or other person related to the charity has any personal interest in any contract or transaction entered into by the charity during the year or the previous year.
- No trustees received expenses during the year (2020: Nil)

#### 15. Transfers between funds

Transfers from unrestricted funds to restricted funds are to make good funding shortfalls and eliminate negative fund balances.

#### 16. Tangible fixed assets

	Equipment £	Total £
<b>Cost</b>		
<b>At 1 April 2020 and 31 March 2021</b>	<u>67,814</u>	<u>67,814</u>
<b>Depreciation</b>		
<b>At 1 April 2020 and 31 March 2021</b>	<u>67,814</u>	<u>67,814</u>
<b>Carrying amount</b>		
<b>At 31 March 2021</b>	<u>—</u>	<u>—</u>
At 31 March 2020	<u>—</u>	<u>—</u>

#### 17. Investments

	Other investments £
<b>Cost or valuation</b>	
At 1 April 2020	—
Additions	<u>3</u>
<b>At 31 March 2021</b>	<u>3</u>
<b>Impairment</b>	
<b>At 1 April 2020 and 31 March 2021</b>	<u>—</u>
<b>Carrying amount</b>	
<b>At 31 March 2021</b>	<u>3</u>
At 31 March 2020	<u>—</u>

All investments shown above are held at cost less impairment.

The investment is held in Tindlemanor Limited, registered office address being 52/54 Featherstone Street, London, EC1Y 8RT.

# Rights of Women Incorporated Limited

## Company Limited by Guarantee

### Notes to the Financial Statements *(continued)*

#### Year ended 31 March 2021

#### 18. Debtors

	2021	2020
	£	£
Trade debtor	115,848	88,941
Bad debt provision	(14,655)	(12,123)
Prepayments and accrued income	60,863	26,444
	<u>162,056</u>	<u>103,262</u>

#### 19. Creditors: amounts falling due within one year

	2021	2020
	£	£
Trade creditors	64,304	25,294
Accruals and deferred income	14,819	128
Social security and other taxes	13,871	7,590
Other creditors	4,699	1,436
	<u>97,693</u>	<u>34,448</u>

The figure of other creditors includes a pension liability of £4,724 (2020: £1,417). There is no other pension liability other than those disclosed above.

#### 20. Deferred income

	2021	2020
	£	£
At 1 April 2020	-	-
Additions during the year	8,000	-
Amounts released to income	-	-
	<u>8,000</u>	<u>-</u>
At 31 March 2021	<u>8,000</u>	<u>-</u>

Deferred income represents grants received for the purpose of expenditure in a future period

#### 21. Pensions and other post-retirement benefits

##### Defined contribution plans

The amount recognised in income or expenditure as an expense in relation to defined contribution plans was £16,033 (2020: £11,867).

# Rights of Women Incorporated Limited

## Company Limited by Guarantee

### Notes to the Financial Statements *(continued)*

#### Year ended 31 March 2021

#### 22. Analysis of charitable funds

##### Unrestricted funds

	At 1 April 2020	Income	Expenditure	Transfers	At 31 March 2021
	£	£	£	£	£
General funds	8,342	54,358	(3,773)	(657)	58,270
Designated Fund - see below	178,970	–	–	–	178,970
	<u>187,312</u>	<u>54,358</u>	<u>(3,773)</u>	<u>(657)</u>	<u>237,240</u>
	At 1 April 2019	Income	Expenditure	Transfers	At 31 March 2020
	£	£	£	£	£
General funds	28,273	32,016	(49,708)	(2,239)	8,342
Designated Fund - see below	178,970	–	–	–	178,970
	<u>207,243</u>	<u>32,016</u>	<u>(49,708)</u>	<u>(2,239)</u>	<u>187,312</u>

Designated Funds are reserves ringfenced by the Board to meet redundancy and winding up costs in the event of loss of funding. These funds are the equivalent of approximately 6 months running costs.

The General Fund is to support any short-term shortfall, for example a gap between grants, or to cover specific expenses where grant or other funding is not available

# Rights of Women Incorporated Limited

## Company Limited by Guarantee

### Notes to the Financial Statements *(continued)*

#### Year ended 31 March 2021

#### 22. Analysis of charitable funds *(continued)*

##### Restricted funds

	At 1 April 2020 £	Income £	Expenditure £	Transfers	At 31 March 2021 £
Big Lottery Fund	3,954	–	–	–	3,954
Foreign and Commonwealth Office/Forced Marriage Unit Domestic Programme Fund	4,067	–	–	–	4,067
Women's Resource Centre	2,304	23,564	(23,564)	–	2,304
Solace Women's Aid	1,078	67,555	(67,498)	–	1,135
Access to Justice Foundation	–	124,218	(116,346)	–	7,872
Unbound Philanthropy	13,670	–	–	–	13,670
Comic Relief Second Grant	8,869	–	–	–	8,869
Esmee Foundation	–	–	–	–	–
Family Rights Group	6,065	–	–	–	6,065
PAS Projects	5,331	–	–	–	5,331
Multiple Disadvantaged Women	1,051	–	–	–	1,051
Crowdjustice	4,520	–	–	–	4,520
Lloyds Bank Foundation	277	–	–	–	277
Tampon Tax	246	–	–	–	246
TFL 2018	15,444	20,000	(36,040)	596	–
Tampon Tax RCJ	1,216	–	–	–	1,216
ROSA - JEF A&S	49,590	89,475	(68,745)	–	70,320
Henry Smith	–	40,000	(37,887)	–	2,113
CAB EUSS	34,201	38,564	(199)	–	72,566
Comic Relief	5,874	–	–	–	5,874
FRG (TFL)	1,350	–	–	–	1,350
Home Office	–	46,198	(46,198)	–	–
MOPAC - Solace	165	37,894	(37,894)	–	165
ROSA Comm	13,709	11,270	(23,113)	–	1,866
Treebeard	6,618	–	(5,377)	–	1,241
Tudor Trust	28,065	47,046	(25,156)	–	49,955
Lottery Covid-19	–	42,000	(11,454)	–	30,546
John Ellerman	–	35,000	(5,014)	–	29,986
Ministry of Justice	–	113,505	(113,566)	61	–
NRPF	–	71,172	(71,172)	–	–
Paul Hamlyn Foundation	–	20,000	(1,886)	–	18,114
	<u>207,664</u>	<u>827,461</u>	<u>(691,109)</u>	<u>657</u>	<u>344,673</u>

# Rights of Women Incorporated Limited

## Company Limited by Guarantee

### Notes to the Financial Statements *(continued)*

#### Year ended 31 March 2021

#### 22. Analysis of charitable funds *(continued)*

	At 1 April 2019	Income	Expenditure	Transfers	At 31 March 2020
	£	£	£	£	£
Big Lottery Fund	3,954	–	–	–	3,954
Foreign and Commonwealth Office/Forced Marriage Unit Domestic Programme Fund	4,067	–	–	–	4,067
Women's Resource Centre	2,109	23,564	(23,369)	–	2,304
Solace Women's Aid	6,153	67,555	(72,630)	–	1,078
Access to Justice Foundation	–	–	–	–	–
Unbound Philanthropy	13,670	–	–	–	13,670
Comic Relief Second Grant	8,869	–	–	–	8,869
Esmee Foundation	23,100	–	(23,145)	45	–
Family Rights Group	6,065	–	–	–	6,065
PAS Projects	3,387	1,944	–	–	5,331
Multiple Disadvantaged Women	1,051	–	–	–	1,051
Crowdjustice	4,520	–	–	–	4,520
Lloyds Bank Foundation	277	–	–	–	277
Tampon Tax	246	9,480	(9,480)	–	246
TFL 2018	14,975	40,000	(39,531)	–	15,444
Tampon Tax RCJ	2	108,538	(107,324)	–	1,216
ROSA - JEF A&S	63,111	41,621	(55,142)	–	49,590
Henry Smith	964	40,000	(43,047)	2,083	–
CAB EUSS	–	38,564	(4,363)	–	34,201
Comic Relief	–	5,874	–	–	5,874
FRG (TFL)	–	1,350	–	–	1,350
Home Office	–	39,997	(40,108)	111	–
MOPAC - Solace	–	6,902	(6,737)	–	165
ROSA Comm	–	22,986	(9,277)	–	13,709
Treebeard	–	10,000	(3,382)	–	6,618
Tudor Trust	–	29,643	(1,578)	–	28,065
Lottery Covid-19	–	–	–	–	–
John Ellerman	–	–	–	–	–
Ministry of Justice	–	–	–	–	–
NRPF	–	–	–	–	–
Paul Hamlyn Foundation	–	–	–	–	–
	<u>156,520</u>	<u>488,018</u>	<u>(439,113)</u>	<u>2,239</u>	<u>207,664</u>

# Rights of Women Incorporated Limited

## Company Limited by Guarantee

### Notes to the Financial Statements *(continued)*

#### Year ended 31 March 2021

#### 22. Analysis of charitable funds *(continued)*

Big Lottery Fund: This is a grant towards the staffing and project costs of our telephone advice lines and legal guides supporting women affected by violence. This grant also supports the development of a new website and capital costs for new IT and office equipment.

Comic Relief: This is a grant towards the staffing and project costs of our work supporting asylum-seeking women including publications and workshops.

Women's Resource Centre: This is a grant towards the staffing and project costs of the Ascent Project (Second tier support) including training and events, briefings, newsletters and online resources on violence against women issues.

Solace Women's Aid: This is a grant towards the staffing and project costs of the Ascent Project (Advice and Counselling) including our telephone advice lines and legal information for women affected by domestic and sexual violence.

Unbound Philanthropy: This is a grant towards the staffing and project costs of our telephone advice lines and legal information for vulnerable migrant women affected by violence and towards our policy and influencing activities.

Comic Relief Second grant: This is a grant towards the staffing and project costs of our Athena project to strengthen the legal advice and support available to vulnerable migrant women.

Esmee Foundation: This is a grant towards the Director's salary and core costs.

Foreign and Commonwealth Office/Forced Marriage Unit Domestic Programme Fund: This is a grant towards the staffing and project costs of a series of events with professionals to discuss legal and other responses to forced marriage regionally in England and Wales and to produce a report.

Trust for London: This is a grant towards the staffing and project costs of our Athena project to strengthen the legal advice and support available to vulnerable migrant women.

Family Rights Group: This is a grant for the staffing costs of a project to support women affected by domestic violence involved with social services.

PAS Project: This is a partnership project with Prisoners Advisory Service providing family law advice to women in prisons.

Multiple Disadvantage Women: This is a partnership project providing immigration legal advice to women in Tower Hamlets with complex needs including those who have No Recourse to Public Funds.

Access to Justice Foundation: This grant was towards making a short film on safety measures in the family court.

Crowdfunder: This money was raised from donations from the public through an online crowdsourced funding campaign. It is for our family law advice services.

# Rights of Women Incorporated Limited

## Company Limited by Guarantee

### Notes to the Financial Statements *(continued)*

#### Year ended 31 March 2021

#### 22. Analysis of charitable funds *(continued)*

Lloyds Bank Foundation: This is a grant to deliver casework to women survivors and make policy recommendations in relation to the Exceptional Case Funding scheme in the Legal Aid system.

Tampon Tax: This is a grant toward staff and project costs for a partnership project where we deliver immigration and asylum law legal advice work to vulnerable migrant women.

TFL 2018: This is a grant towards the staffing and project costs of our Athena project (Phase 2) to strengthen the legal advice and support available to vulnerable migrant women.

Tampon Tax RCJ: This grant is for a partnership project with RCJ Advice called FLOWS (Finding Legal Option for Women Survivors) covering staffing costs and project costs. The project focuses on using tech and digital solutions to assist individual women survivors and professionals to access support with family law legal issues.

ROSA JEF A&C: This grant from ROSA Justice and Equality Fund Advice and Counselling strand is to fund the provision of a new free legal advice service providing employment law advice to women survivors of sexual harassment in the workplace. It primarily covers staffing and project costs and volunteer expenses.

Henry Smith: This is a grant towards staffing and project costs of our Athena project (Phase 2) to strengthen the legal advice and support available to vulnerable migrant women at a critical point in their lives.

ROSA JEF Communications: This grant from the ROSA Justice and Equality Fund 'Changing the Conversation' strand is to fund communications work to raise awareness and change the public narrative around sexual harassment in the workplace. It primarily covers staffing and project costs.

Home Office EUSS grant: This grant funds a new immigration law legal advice line for women survivors of Violence Against Women and Girls (VAWG) who are making applications to the EU Settlement Scheme (EUSS) and training for professionals working with women survivors of VAWG supporting them to make EUSS applications. It primarily covers staffing, training and project costs.

CAB EUSS second tier immigration pilot: This grant is for a partnership project with RCJ Advice to provide specialist immigration legal advice on demand to vulnerable women with complex cases making applications to the EU Settlement Scheme. It covers staffing costs.

NPC Transitional Advice Fund: This is a small grant to fund policy work relevant to the EU Settlement Scheme and provisions for vulnerable women experiencing or at risk of VAWG. It covers staff costs.

Tudor Trust: This grant funds our national family law advice law service in relation to delivery of advice, policy work, publications, setting up and working with a women survivor panel and supporting volunteers. It primarily covers staffing costs, volunteer costs and project costs.

MOPAC Solace: This grant is for the Ascent Plus project which is an additional grant to extend the reach of the London Councils Advice and Counselling Ascent project. It is a consortium grant from MOPAC and Solace Women's Aid is the lead partner.

# Rights of Women Incorporated Limited

## Company Limited by Guarantee

### Notes to the Financial Statements *(continued)*

#### Year ended 31 March 2021

#### 22. Analysis of charitable funds *(continued)*

Treebeard: This is an unrestricted grant to assist with any additional costs the organisation faces due to the COVID-19 pandemic.

Ministry of Justice: This grant is for a partnership project with RCJ Advice called FLOWS (Finding Legal Option for Women Survivors) covering staffing costs and project costs. The project focuses on using tech and digital solutions to assist individual women survivors and professionals to access support with family and criminal law legal issues. It primarily funds staffing and project costs.

London Councils NRPF: This grant funds delivery of specialist immigration law legal advice to migrant women VAWG survivors in London who have no recourse to public funds. Our delivery is within a wider partnership and the lead is Asian Women's Resource Centre. It primarily covers staffing and project costs.

Access to Justice Foundation: This is a grant to enable organisations to adjust and respond to challenges faced due to remote working and the pandemic environment. It primarily funds the costs of a new advice case management system.

#### 23. Analysis of net assets between funds

	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £
Tangible fixed assets	3	–	3
Current assets	334,930	344,673	679,603
Creditors less than 1 year	(97,693)	–	(97,693)
<b>Net assets</b>	<u>237,240</u>	<u>344,673</u>	<u>581,913</u>

  

	Unrestricted Funds £	Restricted Funds £	Total Funds 2020 £
Tangible fixed assets	–	–	–
Current assets	221,760	207,664	429,424
Creditors less than 1 year	(34,448)	–	(34,448)
<b>Net assets</b>	<u>187,312</u>	<u>207,664</u>	<u>394,976</u>

#### 24. Analysis of changes in net debt

	At 1 Apr 2020 £	Cash flows £	At 31 Mar 2021 £
Cash at bank and in hand	<u>326,162</u>	<u>191,385</u>	<u>517,547</u>

# Rights of Women Incorporated Limited

## Company Limited by Guarantee

### Notes to the Financial Statements *(continued)*

#### Year ended 31 March 2021

#### 25. Operating lease commitments

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

	2021	2020
	£	£
Not later than 1 year	771	771
Later than 1 year and not later than 5 years	386	450
	<u>1,157</u>	<u>1,221</u>

#### 26. Post balance sheet events

The trustees have considered the likelihood of any negative subsequent events arising from the impact of COVID-19 and have concluded that the incidence of such events is likely to have a minimal impact on the financial statements.

The trustees also considered the likelihood of other significant post balance sheet events and concluded that there are none which significantly impact the financial statements.

#### 27. Related parties

The charity holds three ordinary shares valuing at £1 each in Tindlemanor Limited, which owns the property occupied by the charity. The only transactions with the company during the financial year was for the payment of service charges, which amounted to £13,915 (2020: £13,788).

During the year £67,555 (2020: £74,457) was received through Solace Women's Aid of which Fiona Dwyer (trustee) is the CEO. The trustee has not been involved in any part of the funding process.

#### 28. Going concern (covid-19)

The trustees have been carrying out a continuous assessment of the impact of COVID-19 on the operations of the charity, and considered the risks and threats posed.

The trustees are satisfied that to date, the threat to operations has been minimal, and whilst working arrangements have had to be adapted, this has not significantly reduced the effectiveness of the organisation.

The trustees are monitoring events in the country as a whole and have a protocol in place to provide a quick response to any changes in the operating environment. They currently do not anticipate any circumstances that significantly curtail the ability of the charity to function.

The trustees have also considered the non-COVID-19 related circumstances and projections of the charity and are satisfied that the going concern basis is appropriate for these financial statements.