

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

Year ended 31 March 2022

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

Reference and administrative details

Registered charity name	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	
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
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Bankers Unity Trust Bank
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Birmingham
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N7 8JP

Triodos Bank
Brunel House
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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, Jasbindar Bhatoa, 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.

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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

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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.

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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.

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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.

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- 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

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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.

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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.

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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.

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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.

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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 4th 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.

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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.

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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.

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 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, Esmée 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
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	£	£	£	£
Income and endowments					
Donations and legacies	5	109,334	726,354	835,688	865,140
Charitable activities	6	5,280	—	5,280	16,471
Investment income	7	79	—	79	208
Total income		<u>114,693</u>	<u>726,354</u>	<u>841,047</u>	<u>881,819</u>
Expenditure					
Expenditure on raising funds:					
Costs of other trading activities	8	—	5,000	5,000	—
Expenditure on charitable activities	9,10	30,237	767,238	797,475	694,882
Total expenditure		<u>30,237</u>	<u>772,238</u>	<u>802,475</u>	<u>694,882</u>
Net income		<u>84,456</u>	<u>(45,884)</u>	<u>38,572</u>	<u>186,937</u>
Transfers between funds		(2,225)	2,225	—	—
Net movement in funds		<u>82,231</u>	<u>(43,659)</u>	<u>38,572</u>	<u>186,937</u>
Reconciliation of funds					
Total funds brought forward		237,240	344,673	581,913	394,976
Total funds carried forward		<u>319,471</u>	<u>301,014</u>	<u>620,485</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 £
Fixed assets				
Investments	18		3	3
Current assets				
Debtors	19	108,092		162,056
Cash at bank and in hand		557,706		517,547
		665,798		679,603
Creditors: amounts falling due within one year	20	45,316		97,693
Net current assets			620,482	581,910
Total assets less current liabilities			620,485	581,913
Net assets			620,485	581,913
Funds of the charity				
Restricted funds			301,014	344,673
Unrestricted funds			319,471	237,240
Total charity funds	23		620,485	581,913

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
Annie Hedge (Mar 22, 2023 18:39 GMT)

A. Hedge

Chair of Board of Trustees

Aramide
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 £
Cash flows from operating activities		
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>
Cash flows from investing activities		
Purchases of other investments	—	(3)
Net cash used in investing activities	<u>—</u>	<u>(3)</u>
Net increase in cash and cash equivalents	40,159	191,385
Cash and cash equivalents at beginning of year	517,547	326,162
Cash and cash equivalents at end of year	<u>557,706</u>	<u>517,547</u>

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 £
Donations			
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
Grants			
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 £
Donations			
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
Grants			
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 Togeather 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	<u>1,350</u>	<u>1,324</u>
	<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	<u>(17,985)</u>	<u>(4,558)</u>
	<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 £
Cost		
At 1 April 2021 and 31 March 2022	<u>67,814</u>	<u>67,814</u>
Depreciation		
At 1 April 2021 and 31 March 2022	<u>67,814</u>	<u>67,814</u>
Carrying amount		
At 31 March 2022	<u>-</u>	<u>-</u>
At 31 March 2021	<u>-</u>	<u>-</u>

Rights of Women Incorporated Limited

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2022

18. Investments

	Other investments £
Cost or valuation	
At 1 April 2021	3
Additions	—
At 31 March 2022	3
Impairment	
At 1 April 2021 and 31 March 2022	—
Carrying amount	
At 31 March 2022	3
At 31 March 2021	3

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
	108,092	162,056

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
	45,316	97,693

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	(8,000)	–
At 31 March 2022	–	8,000

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)	140,501
Designated Fund - see below	178,970	–	–	–	178,970
	<u>237,240</u>	<u>114,693</u>	<u>(30,237)</u>	<u>(2,225)</u>	<u>319,471</u>

	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>

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
Esmée 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	—
	344,673	726,354	(772,238)	2,225	301,014

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	–	–	–	–	–
Treaboard 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 2nd 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.

Esmée 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)
Net assets	319,471	301,014	620,485

	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)
Net assets	237,240	344,673	581,913

25. Analysis of changes in net debt

	At 1 Apr 2021 £	Cash flows £	At 31 Mar 2022 £
Cash at bank and in hand	517,547	40,159	557,706

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
	386	1,157

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.