

WOMEN AND GIRLS NETWORK

England & Wales · Charity number 1150354

Details

Other names	WGN
Status	Registered
Legal form	Charitable company
Company number	08286856
Registered	2013-01-07
Register	View on the Charity Commission register

Contact

Address	Po Box 13095 London W14 0FE
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Website	www.wgn.org.uk

Activities

Objects: 3.1 THE OBJECTS OF THE CHARITY (THE "OBJECTS") ARE FOR THE PUBLIC BENEFIT: 3.1.1 TO RELIEVE THE HARDSHIP AND SUFFERING EXPERIENCED BY WOMEN AND GIRLS WHO HAVE BEEN OR ARE BEING GRAVELY OR PERSISTENTLY MALTREATED BY THEIR HUSBANDS, CO-HABITEES, FATHERS OF THEIR CHILDREN OR DIVERSE OTHER PERSONS, AND ANY CHILDREN OF SUCH WOMEN OR GIRLS; AND 3.1.2 TO PROMOTE, ENCOURAGE AND UNDERTAKE RESEARCH AND EXPERIMENT WORK RELATING TO VIOLENCE AGAINST WOMEN AND GIRLS AND TO DISSEMINATE THE USEFUL RESULTS OF SUCH RESEARCH FOR THE BENEFIT AND EDUCATION OF THE GENERAL PUBLIC.

Activities: A COUNSELLING AND HEALING CENTRE FOR WOMEN & GIRLS OVERCOMING EXPERIENCES OF PHYSICAL SEXUAL OR EMOTIONAL VIOLENCE. A TRAINING PROVIDER PROMOTING GOOD PRACTICE WITHIN THIS FIELD.

Classification

- **How:** Provides Services, Provides Advocacy/advice/information, Other Charitable Activities
- **What:** Education/training, The Advancement Of Health Or Saving Of Lives, Human Rights/religious Or Racial Harmony/equality Or Diversity
- **Who:** Children/young People, Elderly/old People, People With Disabilities, People Of A Particular Ethnic Or Racial Origin, Other Charities Or Voluntary Bodies, Other Defined Groups

Geography

- Throughout London

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£7,299,144	£7,529,908	£1,166,492	93
2024-03-31	£7,109,564	£6,985,126	£1,397,256	81
2023-03-31	£6,440,995	£6,191,159	£1,272,818	77
2022-03-31	£4,877,938	£4,620,949	£1,022,982	61
2021-03-31	£3,803,530	£3,902,927	£765,993	53

Trustees

Name	Role	Appointed
DONNA CARTY	Chair	2012-12-21
Elizabeth Louise Brauer		2026-04-29
Harmander Mangtani		2026-04-29
Katherine Ruth Whidborne Taylor		2017-02-01
Lucy Angell John		2025-03-20
Pooja Aryal		2025-03-20
SABRINA QURESHI		2012-12-21
Vanessa Donna Freeman		2019-09-11

WOMEN AND GIRLS NETWORK

England & Wales - Charity number 1150354

Accounts

COMPANY NUMBER: 08286856
REGISTERED CHARITY NUMBER: 1150354



Women and Girls Network

REPORT AND FINANCIAL STATEMENTS
For the Year ended 31 March 2025



The trustees present their annual report and financial statements for Women and Girls Network (WGN) for the year ended 31 March 2025 which are also prepared to meet the requirements for a directors' report and accounts for Companies Act purposes. The trustees have adopted the provision of the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" (FRS 102) in preparing the annual report and financial statements of the charity.

The financial statements have been prepared in accordance with the accounting policies set out in notes to the accounts and comply with the Memorandum and Articles of Association, the Charities Act 2011, the Companies Act 2006 and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland published in October 2019.

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Objectives and Activities

Our mission is to significantly improve the quality of life for our clients, fostering empowerment, healing, and transformation to help survivors thrive. We offer a comprehensive range of services tailored to individual needs, creating care pathways that facilitate genuine choices and sustainable recovery.

Women and Girls Network's core objectives and activities encompass:

1. Therapeutic Services

Providing specialised, holistic therapy to support the healing and recovery of women and girls who have endured various forms of gendered violence, including sexual, physical, and emotional abuse.

2. Advocacy Services

Providing a comprehensive advocacy support to women and girls, encompassing a wide spectrum of needs such as assistance with legal proceedings, housing, immigration matters, and financial concerns. We have specialised services for young women also as part of our service offer.

3. Training Initiatives

Offering training programs to enhance understanding, raise awareness, and promote best practices among individuals and organisations working with survivors of gendered violence.

4. Research and Information Dissemination

Conducting research and sharing relevant information to empower women who have experienced violence and those supporting them, enabling informed decision-making.

WGN Partnerships

Ascent Service (funded by London Councils)

This service is part of a partnership where WGN is the Lead Partner. Together the partnership delivers support to clients Pan-London across 15 partner services including Ashiana, AWRC (Asian Women's Resource Centre), Each, CIAC (Chinese Information and Advice Centre), Woman's Trust, LAWRS (Latin American Women's Rights Service), IMECE, JWA (Jewish Women's Aid), Nia, ROW (Rights of Women), Solace, RASASC (now changed to RSCL – Rape Crisis South London), IKWRO (Iranian and Kurdish Women's Rights Organisation) and SBS (Southall Black Sisters).

Under this service we offer counselling, WGN Advice services and Advice Casework, which we will go into more depth about throughout this report.

London Survivors Gateway

This partnership is made up of 6 services, with WGN as the Lead Partner. The other services are Galop, RASASC (now known as RSCL), Nia, Solace and Respond.

Under this service WGN offers the Gateway Helpline, Emotional Support sessions via our Sexual Violence Helpline, WGN Advice services, Body therapy services, Advice Casework and WGN MD ISVA services. All of which will be detailed throughout this report.

WGN EHP (MOPAC P&CT and Ascent EHP)

WGN is also part of 2x EHP service partnerships alongside LAWRS, SBS, IKWRO, Respond, Ashiana, Nia, RASASC (now known as RSCL) and Solace with AWRC as the Lead Partner for both.

CouRAGEus Service

This partnership is made up of 8 services, with WGN as the Lead Partner. The other services are SBS, JWA, Respond, IKWRO, Ashiana, Solace Women's Aid and Galop.

Ascent MOPAC+

Solace is the Lead Partner for this partnership that offers advocacy via our Advice Casework team. Other partners include those who are part of the Ascent Service that WGN leads.

NHS RCC

WGN is the Lead Partner for NHS RCC, which provides counselling, outreach and training and pre-trial support via Solace, Nia and RASASC.

WGN provides Outreach and Training, as well as counselling via this funder.

1. Therapeutic Services

Our primary focus remains addressing the needs of women and girls recovering from gendered violence, including the delivery of culturally sensitive counselling services. Each counselling request begins with an assessment to determine its appropriateness for the individual and to identify the most effective therapeutic approach.

We offer professional counselling services for women who have experienced various forms of violence, delivered within a culturally sensitive framework that provides tailored therapeutic interventions.

Our approach involves an initial assessment to determine the suitability of counselling and identify the most effective counselling method for each individual.

Ascent Project

This project offers counselling to women and girls aged 14+ who have endured any form of gendered violence either recent or historic.

Our services within the Ascent Project include:

1. **Ascent Counselling:** Offering one-on-one counselling to women and girls who have experienced domestic and sexual violence
2. **Ascent Ending Harmful Practices:** Specialised long-term counselling for women who have encountered harmful practices, such as female genital mutilation, so-called honour-based violence, and forced marriage, whether recent or historic.

West London Rape Crisis Service (WLRCC)

We operate a specialised counselling service for women who have faced recent or historic sexual violence, including childhood sexual abuse, rape, prostitution, sexual assault, harassment, and exploitation. Our central location in Ealing, along with satellite venues in Brent, Harrow, Hammersmith and Fulham, Hillingdon, and Hounslow, ensures accessibility.

Our services within WLRCC include:

1. **MOPAC Counselling:** Offering one-to-one counselling to women and girls who have endured any form of sexual violence either recent or historic.
2. **NHS RCC Counselling:** Funded by the NHS, this service supports women and girls aged 14+ who have endured sexual violence and are currently in or have gone through the criminal justice system.
3. **Body therapy and Coaching:** Offering one-to-one Aromatherapy Massage or online Wellbeing and Coaching sessions to survivors.
4. **Ending Harmful Practices (MOPAC P&CT & Ascent EHP):** Specialised long-term counselling for women who have encountered harmful practices, such as female genital mutilation, so-called honour-based violence, and forced marriage, whether recent or historic.
5. **DA/SV Counselling:** Offers counselling and grounding sessions, including specifically for Black and Global Majority women and girls living within West London. This service offers counselling online and in-person and is for women aged 14+ who have endured all forms of gender-based violence.

CouRAGEus Counselling (part of the Young Women's Advocacy Project)

We operate a specialised counselling service for young women and girls who have witnessed or experienced any form of violence or abuse. This service is for clients aged 14 – 25 yrs who are minoritised in some way (E.g. black or global majority, LGBT+, living with a disability etc.) and is Pan-London working across all London boroughs.

2. Advocacy Services

The Independent Sexual Violence Advocacy Service (ISVA)

Based at the West London Rape Crisis Centre, our ISVA service provides practical and emotional support to survivors of recent and historic sexual violence within the West London Boroughs. This support encompasses assistance through the criminal justice process and addresses immediate needs to ensure safety and sustainable recovery. We offer specialist ISVAs for survivors with multiple disadvantages as well as an ISVA for black and global majority women specifically; this is to address the inequalities in reporting and institutional racism these survivors endure when it comes to the criminal justice system. Last year we also introduced two Brief Intervention ISVA roles for short-term casework, whilst they wait for more longer-term support, in order for them to meet specific CJS milestones without undue delay.

The Dedicated London Sexual Violence Helpline

Part of the Ascent partnership with Women's Aid, Refuge, and RASASC, this helpline offers integrated services for survivors of domestic and sexual violence throughout London, providing immediate practical and emotional support and directing individuals to other support services. The WGN Sexual Violence Helpline caters to women and girls who have experienced gendered violence.



Young Women's Service

Our multidisciplinary team offers comprehensive support for young people aged 10 to 25 through two specialist teams: the Advocacy Team and the Prevention Team. Our projects' funders include MOPAC RCC and CouRAGEus MOPAC.

Services within the Young Women's Service include:

1. **CouRAGEus:** A unique pan-London project for Black and Global Majority young women and girls, created in partnership with 10 leading VAWG specialist organisations. It offers specialised advocacy, counselling, resilience, and prevention programs for those experiencing gendered violence, mental health issues, and multiple disadvantages. We focus on supporting Black and Global Majority young women experiencing intersectional disadvantage, recognising the compounding effects of structural racism and inequalities at these intersections.
2. **Community Engagement Worker:** Our CEW has regular workshops at Saint Gabriel Secondary School, Latin American Youth Forum, and Community Evenings at Stoke Newington Secondary School. She collaborates with other CEWs within the partnerships to deliver workshops and training to professionals.
3. **Young Women's Advocacy Service:** Providing one-on-one advocacy support and casework in collaboration with relevant agencies to ensure the welfare and wellbeing of young women who have experienced gendered violence. We also raise awareness of gendered violence issues through themed workshops and casework for early intervention.

The Advice Service

One of the largest projects in the Ascent partnership, providing specialist and generic advice services for women and girls affected by gender-based violence through individual advice and group work. Services are available through two London Hubs in Ealing and Islington, along with spokes across London boroughs to increase accessibility while mitigating barriers associated with crossing borough boundaries.

3. Training Initiatives

We develop and deliver accredited training programs as part of the Ascent second-tier support project. Our goal is to enhance the sustainability of organisations providing services to those affected by sexual and domestic violence across London. This includes accredited training, expert-led sessions, seminars, BMER network events, borough surgeries, and personalised support.

Our training team offers the following:

1. Accredited Training
2. One Day Courses
3. Expert-Led Seminars
4. Bespoke Training
5. National and International Training

Community Engagement Work

We have a Community Engagement Worker who provides the following to professionals and survivors:

- Training for Professionals and community stakeholders on VAWG issues, specialising in the needs and experiences of Black and minoritised young women.
- Experts by Experience Programme: opportunities to amplify the voices of young people and support them to become change makers.

4. Research and Information Dissemination

This year, our research and data dissemination efforts were significantly shaped by the need to prepare for funding renewals across several key projects. A major focus was supporting the Leading Lights assessment for WLRCC, during which we disseminated equalities data and provided valuable insights into client demographics and the overall reach of the project.

Much of our data extraction work was aligned with these assessments and bid preparation activities, ensuring our evidence base was strong and relevant. We also began preparing for the upcoming London Councils bid for 2025–26 and were pleased to secure continued funding for projects including CouRAGEus, MOPAC P&CT, and DASV during the year.

Fund-raising standards information

In January 2025, we were delighted to introduce a Fundraising Manager to the team. This role is central to securing sustainable funding, developing strong relationships with funders, and aligning funding opportunities with our mission and service delivery. Our new Fundraising Manager brings a breadth of experience in securing funding and delivering impactful programmes within the non-profit sector, particularly in supporting survivors of gender-based violence. With a strong track record in strategic leadership, stakeholder management, and programme design, they have successfully secured funding from local and pan-London authority grants, major trusts such as City Bridge Trust, Comic Relief, Children in Need, The National Lottery Fund, and national government sources including the Home Office and NHS. They have already made a significant contribution to WGN by supporting successful bids for NHS contracts, CouRAGEus, Ascent, and most recently leading our funding application to MOPAC for our sexual violence services.

Women and Girls Network continue to use Easyfundraising so that people can donate via their shopping, and we do still accept direct donations via PayPal. We had also previously taken part in online fundraising events such as The Big Give but we did not participate in that this year.

Achievements and Performance

Women and Girls Network Training

Women and Girls Network's training department delivers training courses that are accredited through the Open College Network (OCN). WGN's training is aimed at front line professionals working within the VAWG sector. The objectives of the training services are to validate learners' prior and current knowledge, as well as to provide opportunities to further enhance and develop awareness, knowledge and skills of learners.

In 2024-25 we delivered the following trainings:

- Sexual Violence Accredited Training
- Understanding and Working with Harmful Practices
- Professional Resilience and Self-care Training
- Dying to Live - Understanding and Working with Suicidality Accredited Training
- Ending Harmful Practice

A range of Expert led seminars, and internal trainings were also delivered, for example, focused on safeguarding.

Counselling and Body Therapies

WGN's core counselling service is dedicated to supporting women in their recovery from gender-based violence. Clients are provided with flexible contracts, ranging from 15 sessions to one year. The determination of individual contracts and therapy goals is a collaborative process with the client during the assessment phase. WGN's clinical model is grounded in a strengths-based and evidence-based approach, with a focus on personal empowerment and achieving comprehensive and sustainable recovery. Therapeutic interventions prioritise the direct management of trauma consequences, tailoring them to the unique needs of each client. These interventions are characterised by their complexity, multimodality, holism, and alignment with the individual's trauma pathway.

Outcomes

Clinical services at WGN use various monitoring and evaluation systems to assess therapeutic progress and clinical effectiveness. WGN relies on two main evaluation systems: Clinical Outcomes in Routine Evaluation (CORE) and The Data Processing Management System (DPMS). These evaluation tools are complemented by client feedback mechanisms to ensure client-centred service delivery.

CORE is a recognised therapeutic outcomes database employed by NHS psychological services. It gathers and analyses qualitative and quantitative data through a four-domain questionnaire administered before and after therapy. This questionnaire assesses clients' functioning levels, problem areas, risk factors, and wellbeing. CORE clinical reports provide in-depth analysis of individual client progress and the effectiveness of therapeutic interventions.

DPMS, developed by Rape Crisis England and Wales, incorporates clinical standards from Women's Aid and BACP. It focuses on identifying trauma markers associated with gender-based violence. The database collects and analyses both qualitative and quantitative information, allowing tracking of individual client progress in terms of services accessed, such as counselling, helpline support, groups, body therapies and advocacy. It also helps identify clinical outcomes.

Additionally, feedback surveys and evaluation forms are used to gauge client satisfaction with the services. GDPR-approved platforms like Survey Monkey and Text Magic are utilised to collect this data.

During 2024/2025

Ascent Counselling Service

Women and Girls Network delivers innovative and effective counselling services for women and girls who have experienced all forms of gendered violence in London. We provide women-only holistic and seamless therapeutic services. WGN has a specialised clinical model referred to as the Holistic Empowerment Recovery Model developed to work with survivors of gendered violence. Therapeutic engagement consists of multifocal holistic interventions to address the global impact of trauma in a phased approach from a strengths-based

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perspective. Therapy is attuned to diversity and aims to be significant, relevant and sensitive to meet clients' cultural expectations. Therapeutic work aims to support clients' movement and transition from survivor to thriver, promoting total and sustainable recovery.

The Ascent Counselling Service provides counselling to women and girls aged 14 years upwards. We provide both in person and remote counselling options and have offices and satellites across London. This service is provided to women and girls living in the following clusters:

West Quadrant: H&F, Brent, Ealing, Harrow and Hounslow.

North Quadrant: K&C and Westminster.

South Quadrant: Bexley, Bromley, Croydon, Greenwich, Lambeth, Lewisham and Southwark.

In 2024-25, we received 129 referrals for Ascent Counselling. The largest referrers included the London Survivors Gateway, IAPT and self-referrals.

Here are the outcomes for the year through COREnet's Benefits of Therapy form (taken from the 'End of Therapy' form which is an evaluation of the client's progress after receiving a full counselling contract). This data relates to 63 clients who ended therapy in the period:

- 78% of clients benefitted from an increase in personal insight and understanding
- 99% of clients benefitted from being able to explore their feelings/problems
- 89% of clients benefitted from being able to express their feelings/problems
- 90% of clients developed better coping mechanisms and strategies
- 50% were supported in accessing ongoing practical help
- 58% reported having better control, planning and decision making
- 81% reported an improvement in their overall general wellbeing
- 72% reported an improvement to their mental health symptoms
- 75% reported improved day to day functioning
- 85% reported improved personal relationships

The Ascent counselling service delivered 1,471 counselling sessions and in total, we supported 242 survivors who were either receiving service or on our waiting list.

Of these, 103 received a therapy contract within the period. 54 had a planned closure, 17 were still in therapy at the year end and 36 declined service after being booked in, disengaged or went back on our waiting list due to issues around their availability or it not being the right time for trauma informed work. 109 were on our waiting list going into 2025-26 at the year end, 30 had disengaged or declined service whilst waiting for support.

Feedback for Ascent Counselling service 2024-25:

Of the 24 clients who answered our feedback survey this year:

- 95% reported that they experienced mental health improvements whilst accessing the service
- 95% reported an increase in motivation, self-esteem and confidence
- 92% reported improved self-care strategies and more positive coping mechanisms
- 91% (16 survivors) were on our risk register and of these 94% (15 survivors) felt our support enhanced their sense of wellbeing
- 84% reported increased feelings of safety
- 92% reported feeling satisfied or very satisfied with the service they received and the professional providing them with support during the period

Here are some quotes from clients for Ascent Counselling service 2024-25:

"I just want to say, you guys are doing an amazing job! It helped me a lot, and I hope I can take more of your wellbeing sessions. I can manage my stress and anxiety better, and focusing more on my personal health and growth"

"I was shown kindness and understanding but the staff. I've passed on your contact to a few people."

"I feel I have made great strides as a lot of emotions and issues came up and I was able to get rid of them. My therapist was wonderful. I liked her very much and found that she provided insights for me."

"I feel this is a vital service and without it I would have struggled greatly to get through past trauma and recent experiences."

Domestic Abuse /Sexual Violence Service

This service is for black and minoritised women and girls aged 14+ who have endured all types of VAWG (including domestic abuse and sexual violence). We have five Specialist Counsellors providing 1-2 days per week each of five counselling slots. We provided six diaries under this funder in 2024-25. This includes a Black Women's Counsellor (SV), Black Women's Counsellor (VAWG), Counsellor (Online remote session provision) and Counsellor (SV). This service also includes a Black & Global Majority Women Caseworker which is held within the Advice Casework team. See Advocacy section.

In 2024-25, we were able to support 118 women, 98 of which were new referrals in the period. 66 of these clients received a counselling contract within the period, with 34 having planned closures, 8 disengaging and 3 declining service. 16 were still receiving service as we moved into 2025-26. One client was referred internally to one of our other counselling services who would be better able to support them and their individual needs. There were 43 women on our waiting list going into 2025-26.

Here are the outcomes for the year through COREnet's Benefits of Therapy form (taken from the 'End of Therapy' form which is an evaluation of the client's progress after receiving a full counselling contract). This data relates to 38 clients who ended therapy in the period (34, as previously mentioned, had planned endings, but we still normally have outcomes if clients attended any sessions at all):

- 79% of clients benefitted from an increase in personal insight and understanding
- 95% of clients benefitted from being able to explore their feelings/problems
- 90% of clients benefitted from being able to express their feelings/problems
- 93% of clients developed better coping mechanisms and strategies
- 35% were supported in accessing ongoing practical help
- 43% reported having better control, planning and decision making
- 87% reported an improvement in their overall general wellbeing
- 74% reported an improvement to their mental health symptoms
- 66% reported improved day to day functioning
- 93% reported improved personal relationships

Clients attended a total of 701 sessions during the period, as well as 31 counselling assessments hours provided.

Feedback for DA/SV Service 2024-25:

7 clients responded to our feedback survey at the end of therapy, and this is what they had to say.

- 72% reported that they had a better knowledge of their rights, entitlements and options
- 86% reported mental health improvements due to support received
- 58% reported better self-esteem and motivation
- 72% reported better self-care and coping strategies
- 72% reported that their feelings of safety had improved
- 100% were either satisfied or very satisfied with the service they received

Here are some quotes from clients for DA/SV Service 2024-25:

"It was heart-warming knowing I had somewhere to go and I would be able to lead how the sessions went but she would also check in with how I was feeling was amazing."

"I really enjoyed my time spent and I felt listened to in every session and I enjoyed having a safe space and would be given advice here and there it was amazing."

Ending Harmful Practices (Counselling services)

We continue to offer two EHP services within WGN, each funded separately: one through MOPAC P&CT and the other through Ascent funded by London Councils. These services provide specialised, long-term counselling to women who have experienced harmful practices such as female genital mutilation, so-called 'honour-based' violence, and forced marriage. Our counselling contracts last for 20 weeks (but can be extended) and are available to women aged 18 and older. Longer therapy durations allow us to address complex issues stemming from harmful practices comprehensively, aiding in recovery. We serve women and girls connected to or residing in Ealing, Hounslow, and Bromley boroughs. Additionally, we collaborate with voluntary, statutory, and community sectors to raise awareness about the impact of harmful practices through presentations and training, which is detailed in the training section below.

We maintain a strong partnership with interpreting service, ensuring access to female interpreters for clients with language needs. Additionally, we recruit staff proficient in multiple languages, including Albanian, Urdu, and Punjabi, for this project. By recruiting counsellors from global majority backgrounds for this project, we enhance support for clients who may prefer working with someone familiar with their culture and experiences, thereby promoting greater comfort and understanding.

This year it was decided to offer 25 sessions to clients with a language barrier to help facilitate their sessions so they have longer to speak with our therapists. This was to ensure they were getting an equal amount of time in therapy as those without a language barrier, making our service more equitable.

For clients who are unable to attend in-person sessions due to financial constraints, we continue to offer travel reimbursements to help ease their burden.

Together these services supported 81 survivors in 2024-25, 33 of which were new referrals to the services. Of these clients, 30 received counselling contracts (which is in keeping with previous years). Our Specialist EHP counsellors provided 34.5 hours of counselling assessments and 258 hours of counselling.



Client feedback for EHP counselling services 2024-25:

- 100% of clients answering our feedback survey (5) were either satisfied or very satisfied with the service they received
- 80% reported improvements in their mental health since accessing the service
- 80% reported being able to make positive changes to their lives
- 80% reported an increase in their self-esteem, motivation and confidence
- 60% reported having a better knowledge of their rights, entitlements and options

Here are some quotes from clients for EHP Services 2024-25:

"I got lots of support from your group. They taught me to live better life and keep be positive in life. So thanks for this positive support."

"I appreciate my Counsellor a lot, for her time and her great professional support."

West London Rape Crisis Service

The West London Rape Crisis Service (WLRCC), a specialised branch of Women and Girls Network, offers free counselling and advocacy services to women who have experienced various forms of sexual violence, including child sexual abuse, rape, prostitution, sexual assault, harassment, gang-related violence, bullying, and exploitation. The primary objective is to enhance, safeguard, and restore the mental wellbeing of women and girls who have encountered or are susceptible to sexual violence, all while striving for a society free from gender-based violence.

Our central service is the Counselling Service, which provides flexible contracts (ranging from 20 sessions to one year) to women who have faced sexual violence. Therapeutic interventions are tailored to address trauma-related issues, adopting an individualised, multifaceted, and holistic approach. WLRCC's qualified therapists deliver this therapeutic service across six boroughs, offering sessions from one to two days a week. We also provide wellbeing check-in calls to clients in need, facilitated by our Senior Clinical Team, which also extends support through letters and ongoing assistance after the WGN counselling contract. In total, 2,213 counselling sessions were delivered over the year consisting of initial assessment sessions, 1:1 counselling sessions, Senior Clinical Team sessions and risk management sessions. We received 187 new referrals, all facilitated by the London Survivors Gateway and WGN Advice services. 138 began therapy in the period and in total 381 survivors were supported by the service over the year (either receiving service or on our waiting list). 154 survivors were on our waiting list going into 2025-26 at the end of Quarter 4.

Benefits of Therapy Outcomes 2024-25:

Clients accessing our RCC counselling service this year achieved the following outcomes as shown through positive CORE scores and End of Therapy forms. These scores are taken from the full years data set for our annual review of the service:

- 84% of clients reported improved personal insight and understanding
- 96% of clients were better able to explore their feelings/problems
- 91% of clients were better able to express their feelings/problems
- 88% of clients developed better coping strategies/techniques
- 44% of clients were provided with access to practical help
- 61% of clients reported improved decision making and planning

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- 92% of clients reported improved general wellbeing
- 72% of clients reported an improvement in their trauma symptoms
- 78% of clients reported improved day to day functioning
- 92% of clients reported improved personal relationships

This data is drawn from our *Benefits of Therapy* form and reflects the outcomes reported by 131 clients for whom we have complete information from this year.

In 2024-25, 43 clients answered our feedback survey and provided the following positive outcomes:

- 100% reported that they got the information they needed
- 100% reported that they got the support they needed
- 98% reported that they felt believed and understood
- 98% reported that the support was culturally sensitive
- 98% reported that the support was sensitive to their individual needs and situation

Here is some feedback for WLRCC in 2024-25:

"Feeling I have more confidence the feeling I can do more little steps , can open up more to my family , don't have to be scared all the time . I am normal the thoughts I get are normal from the past I had and I am not on my own. There is support there now."

"I am no longer disassociating when unable to manage my panic attacks or anxiety."

"Gaining understanding for the way I feel and act and then being confident enough to communicate that with my partner."

"I have a greater understanding of how my trauma effected me and my relationships and now feel more in tune with my emotions and am able to cope when situations get tough - this has made me feel lighter and i blame myself less for emotions that are not mine. My relationship with my husband is so much better and i find it easier to let him in. And this has created trust between us again."

- 84% answered yes to "I understand more about how the sexual violence I have experienced has affected me (e.g. my mood, behaviour, feelings etc.)"
- 77% answered yes to "I have been able to make decisions about my future"
- 70% reported having increased feelings of safety.
- 80% reported knowing what resources are available to them.
- 82% reported feeling better able to make every day decisions.
- 82% reported better health and wellbeing
- 77% reported better confidence.
- 80% reported better coping strategies and techniques.

Body Therapy and Coaching

As part of the WGN model of integrated holistic services, clients are offered body therapy as a means to physical healing, to create healthier and more positive connections to the body, and to promote wellbeing and self-care. Last year, we welcomed a new body therapist to join our team offering a second day of Aromatherapy Massage at our Shepherds Bush service so that clients have more choice and flexibility when it comes to accessing this very popular service.



Our Body Therapy service consists of two different types of sessions clients can access:

1. Aromatherapy Massage (Monday evenings and Wednesday mornings, Shepherds Bush)

As part of a holistic approach to recovery, massage has long been used to restore health of body and mind. Massage can have profound effects and is particularly useful in the treatment of trauma. This is an hour-long session at our Shepherd's Bush premises. This non-invasive therapy helps improve areas such as sleep, digestion, body aches and pains and general wellbeing. Clients are in control of their treatment, which is devised in consultation with them. A treatment can be stopped or amended at any time.

2. Wellbeing Coaching (Tuesday evenings, Online)

These are 50-minute sessions which focus on issues related to the body such as exercise, nutrition, stress-management, sleep hygiene, grounding, self-care, body image, food relationships and menopausal issues. A wellbeing coach guides the client to bring about a clearer understanding of any concerns in relation to overall wellbeing and inspire the necessary changes to achieve goals.

We have delivered 315 hours of body therapy in 2024-25 which is a 24% increase since last year (2023-24). This is due to our added capacity and provision, welcoming another body therapist to the team who provided an additional day of aromatherapy massage on Wednesday mornings. 122 clients were accessing the service in 2024-25 with 51 receiving a body therapy contract in the period. 62 were still on our waiting list going into 2025-26.

Here's some feedback from clients for Body Therapy service 2024-25:

"My coach unique ability to connect with me i felt safe and could be myself."

"Lucienne was an epic coach and enable me to be me and work with my learning differences which was epic. It was the added benefit after therapy that I needed. Personal approach, Goal setting, Directness, Holding me accountable, Funny and direct"

"Life-changing. To have access to this at a time most needed just to slowly connect back to myself. Started a journey for life of connecting back to myself and my own body. Online to choose my own comforting safe space"

CouRAGEus Counselling

CouRAGEus counselling is for Black and minoritised young women. This includes those from ethnic minority groups, LGBT+ and disabled young women. It is for survivors aged 14 years – 24 years who live, work or study in any London Borough and have endured or are enduring violence, abuse and/or exploitation. Sessions are flexible to suit the needs of young people and can range from 10 sessions to up to a year. Please see section on the CouRAGEus service under Young Women's Advocacy Project for further details.

We received 43 referrals in 2024-25 which surpassed our target. 96 survivors were recorded as accessing the service with 30 receiving a counselling contract within the period. 37 were recorded on our waiting list going into 2025-26.

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Our Specialist Counsellors offered 35 hours towards assessment appointments and 347 individual counselling sessions in 2024-25. This is a 56% increase on last year's provision for this service. Our capacity also increased towards the end of the year with the addition of two CouRAGEus Specialist Counsellors who will have full diaries going into 2025-26.

87% of clients in 2024-25 accessing our counselling service reported an increased range of self-care strategies and positive coping mechanisms. This is the only target we have for this service, but we did record additional outcomes from COREnet as follows:

- 54% of clients reported improved personal insight and understanding
- 65% of clients were better able to explore their feelings/problems
- 68% of clients were better able to express their feelings/problems
- 40% of clients were provided with access to practical help
- 42% of clients reported improved decision making and planning
- 54% of clients reported improved general wellbeing
- 60% of clients reported an improvement in their trauma symptoms
- 48% of clients reported improved day to day functioning
- 63% of clients reported improved personal relationships

NHS RCC Counselling

Our NHS RCC counselling service offers therapeutic contracts and pre-trial therapy to clients who have either gone through or are currently going through the criminal justice system. This service has a dedicated Specialist Counsellor serving clients who are accessing our ISVA service that our ISVA team can refer into at any time. We also have another Specialist Counsellor offering one day of therapy to clients who have endured CSA specifically.

This service welcomed 83 new referrals in 2024-25, and supported 193 survivors overall. 36 were booked in for counselling contracts within the period and 96 were recorded on our waiting list heading into 2025-26.

Clients were offered approximately 64 counselling assessment hours within the period and exactly 352 counselling sessions (126 of which were grounding sessions for clients going through the criminal justice process).

Clients accessing our NHS RCC counselling service this year achieved the following outcomes as shown through positive CORE scores and End of Therapy forms. These scores are taken from the full years data set for our annual review of the service:

- 56% of clients reported improved personal insight and understanding
- 79% of clients were better able to explore their feelings/problems
- 65% of clients were better able to express their feelings/problems
- 78% of clients developed better coping strategies/techniques
- 36% of clients were provided with access to practical help
- 44% of clients reported improved decision making and planning
- 68% of clients reported improved general wellbeing
- 56% of clients reported an improvement in their trauma symptoms
- 66% of clients reported improved day to day functioning
- 75% of clients reported improved personal relationships

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15 clients answered our feedback survey during the period and provided the following outcomes:

- 94% reported that they experienced mental health improvements
- 67% reported that they now have a deeper understanding of VAWG and its impacts
- 94% reported that they have reduced feelings of blame, shame and guilt (and the other 6% didn't feel this applied to them as they did not have these feelings to begin with)
- 80% reported more positive coping strategies and skills
- 100% reported that they received the support they needed
- 100% of those that required a safety plan due to risk and safeguarding issues reported that the plan enhanced their sense of wellbeing

Here are some quotes from these clients for 2024-25:

"My therapist was wonderful and very professional. I couldn't ask for anyone that would be better prepared or experienced. I felt that her presence has given me hope and for that I can't say thank you enough to the whole team of woman's and girls network."

"The understanding more that the abuse I experienced wasn't my fault and I can 1 day move on from my trauma."

"Thank you for all your help. I am so grateful for the care and support provided. My counsellor Pauline was incredible and I'm feeling less emotional and much stronger in the lead up to the next stages of the legal process."

Honorary Counsellors

Due to ongoing challenges related to staff retention and capacity, we were unable to recruit any Honorary Counsellors during 2024–25. A key contributing factor has been the increasing difficulty in retaining volunteers, many of whom have understandably needed to prioritise paid employment considering the ongoing cost of living crisis. In response to these constraints, our Admin team introduced a more strategic approach to diary management towards the end of 2023–24. This allowed us to optimise the use of available session slots—particularly in areas where we were exceeding targets or had flexibility—enabling us to continue meeting client needs while reducing our reliance on Honorary Counsellors.

Independent Sexual Violence Advocacy Service

The ISVA Service provides advocacy support to women aged 14 years and over in west London. The ISVA aims to:

- Improve the survivors' awareness of their rights;
- Increase their confidence in the criminal justice process and involvement of any statutory agencies; and
- Increase their immediate and longer term safety.

The ISVA service supported 193 individual women on both a short- and long-term basis with 140 having been referred this year. The number of individual clients supported has increased by 45% and referral intake has increased by 79% since 23–24. This is due to an increase in capacity and funding for additional roles that have improved our reach by a very large margin. The service has two funding sources (MOPAC and Gateway).

Here is a breakdown of our Specialist ISVA services:

Black Women's ISVAs (MOPAC Funded)

We introduced Black Women's ISVAs in 2024-25, who provide culturally informed, identity-specific advocacy and support for Black women who have experienced sexual violence. Survivors have shared that having a Black Women's ISVA has made them feel more understood and seen. These ISVAs are uniquely positioned to recognise and navigate the specific barriers Black women face, including mistrust of statutory services, racism, and cultural stigmas. Their advocacy is rooted in an awareness of intersectionality, helping survivors to access justice and healing in a way that feels safe and affirming.

The introduction of this service has been met with overwhelmingly positive feedback. Black women survivors have highlighted the value of having culturally sensitive, identity-informed support. They reported feeling more seen, heard, and effectively represented, with their specific needs and systemic barriers better understood and addressed.

Brief Intervention (BI) ISVAs (Gateway Funded)

Brief Intervention ISVAs offer short-term, focused support to survivors across all London boroughs. Their role is especially valuable at key stages of the criminal justice process: from providing guidance to those considering reporting, to supporting survivors during Video Recorded Interviews (VRIs), following No Further Action (NFA) decisions, and helping draft Victim Right to Review (VRR) applications. They also support pre-trial preparation and accompany survivors to court.

This responsive model fills a crucial gap for those who may not require, or cannot yet access long-term support, ensuring survivors are not left without advocacy during critical periods. The pan-London nature of the service enables flexibility and reach, particularly for those stuck on long waiting lists or in areas where other services are not available.

Multiple Disadvantage ISVAs (Gateway Funded)

Multiple Disadvantage ISVAs provide trauma-informed support for survivors who experience multiple, overlapping forms of marginalisation. This may include survivors who are facing homelessness, substance use, poor mental health, poverty, or who are involved in the criminal justice system. These ISVAs work holistically and flexibly, often collaborating closely with a range of services to address the broader, structural challenges survivors face alongside the impacts of sexual violence.

Their advocacy is deeply person-centred, ensuring that survivors with complex lives are not excluded from support or justice, and that their experiences are not reduced to a single issue. By recognising the intersections of disadvantage, these ISVAs create safer, more accessible pathways to recovery and empowerment.

Here are some notable successes for the MOPAC ISVA service in 2024-25:

Throughout the year, several cases supported by our team have resulted in significant legal and restorative outcomes for survivors. These include criminal convictions, sentencing outcomes, and progress in compensation claims. A summary of key developments by quarter is outlined below:

Quarter 1 (April – June 2024):

- Two guilty verdicts were secured in this quarter.
- One case resulted in a 15-year prison sentence and the imposition of a full life restraining order against the perpetrator.
- The ISVA supported a service user with a VRR application, with legal support from the Centre for Women's Justice (CWJ). As a result, the police agreed to reopen the case.

Quarter 2 (July – September 2024):

- Four guilty verdicts were achieved, including one case where a perpetrator was sentenced to 16 years for offences committed against two separate survivors.
- In another case, a perpetrator was sentenced to 11 years for child sexual abuse.
- We had a positive outcome in a Criminal Injuries Compensation Authority (CICA) appeal, resulting in an award of £33,000 for a survivor. Another survivor was awarded £11,000.

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Quarter 3 (October – December 2024):

- Three guilty verdicts were secured during this period.
- Two of these cases are scheduled for sentencing in 2025.
- In one case, a perpetrator received a 15-year sentence along with a full life restraining order.
- One perpetrator changed their plea to guilty shortly before a scheduled trial in February 2025. The survivor subsequently submitted a Victim Personal Statement (VPS) ahead of sentencing.

Quarter 4 (January – March 2025):

- In January 2025, a guilty verdict was reached in a case with sentencing scheduled for March 2025. The survivor submitted a powerful VPS.
- In March 2025, another guilty verdict was delivered, with sentencing due in May 2025.
- A perpetrator was sentenced to 4 years and 6 months for rape. The survivor expressed disappointment that the sentence did not adequately reflect the trauma she experienced.
- A survivor was awarded £22,000 in CICA compensation.

Here are some notable successes for the Gateway ISVA service in 2024-25:

Over the course of the year, the Gateway ISVA service has played a critical role in supporting survivors through the criminal justice process, securing tangible outcomes, and challenging systemic issues. The team's advocacy has resulted in significant legal milestones, increased access to compensation, and improved survivor engagement, particularly through specialist roles and partnerships. The following provides a summary of key developments by quarter:

Quarter 1 (April – June 2024):

- The Multiple Disadvantages ISVA effectively challenged poor police practices, with support from Area Basic Command Units (BCUs), highlighting the ISVA's role in holding statutory bodies to account.
- ISVA support was instrumental in securing a £33,000 award for a survivor through a successful CICA application.
- Survivor feedback underscored how ISVA involvement significantly reduces the emotional and procedural burden of engaging with the criminal justice system.

Quarter 2 (July – September 2024):

- A survivor gave evidence remotely via video link from Dubai. While the perpetrator was ultimately found not guilty on all charges, the survivor was fully supported by their ISVA throughout the process, ensuring their voice was heard and rights upheld.

Quarter 3 (October – December 2024):

- ISVAs supported three cases that resulted in guilty verdicts this quarter. Two of these cases are due for sentencing in 2025.
- One perpetrator received a 15-year prison sentence and a full life restraining order, demonstrating a significant outcome for the survivor.

Quarter 4 (January – March 2025):

- One perpetrator was sentenced to 11 years for child sexual abuse.
- Another was found guilty of rape and sentenced to 4.5 years.
- A separate perpetrator was found guilty on five counts of rape, with sentencing postponed to May 2025.
- A perpetrator convicted of child sexual abuse against multiple survivors is also scheduled for sentencing in May.

Overall outcomes for ISVA services

Here are some outcomes taken from our client feedback survey in 2024-25 (using feedback from 38 individual clients who answered our survey):



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- 69% reported improved health and wellbeing as a result of using the service
- 82% reported improved self-care strategies and positive coping mechanisms
- 69% reported improved feelings of safety
- 93% reported feeling informed and empowered to act
- 66% reported that engaging with the ISVA service affected their experience of the criminal justice system

Here is some client feedback for ISVA service from 2024-25:

"(This service) really allowed me to take a step back and take care of my mental health while I know the process is being progressed better than I could by myself - taken a huge burden off my mind."

"Yes I'm grateful for the service provided to support through communications with the CJP. I think the work and necessity of ISVA's should be broadcasted from the start to aid people reporting crimes."

"The ISVA service has supported me with the criminal justice system, also with some health and housing issues. At times they have provided me with emotional support when other services have let me down."

In-House Legal Support Pilot (Soteria)

The current in-house legal pilot scheme at WGN funded by the University of Glasgow has continued to significantly enhance support for survivors. Access to lawyers, barristers, and paralegals has led to the production of high-quality Victims' Right to Review (VRR) letters. One such letter successfully led to a case being reopened by the police. Survivors now benefit from free legal advice, with the legal team identifying key issues in NFA decisions and assisting with the drafting of persuasive submissions. The legal team has also attended several NFA meetings, empowering survivors and improving ISVAs' learning and confidence during these interactions. One VRR was recently approved, and we are now awaiting the outcome following a comprehensive submission by the legal pilot lawyer.

In 2024-25, the service supported 109 survivors, all of whom were referred within the period.

Legal Pilot Work Outcomes

There were 102 matter closure activities on our database which shows that the lawyers completed 102 pieces of client work in the period. 91 clients were supported which meant that 11 clients needed support around multiple matters.

Of these matter closures:

- 2 survivors were advised on representations drafted by the ISVA/Client.
 - 1 instance of one of Lawyers attending a meeting with a client and police/CPS/other public body (with ISVA)
 - 4 instances where they communicated directly with police/CPS/other public body
 - 2 instances where there was input from an external barrister.
 - 55 instances of our lawyers providing legal advice.
 - 24 instances where they drafted written representations for clients to use.
- There were also 17 instances where the clients didn't end up needing the support or they disengaged from it.

Young Women's Advocacy Service

CouRAGEus is a unique pan-London project for minoritised young women and girls. It is a partnership between eleven leading VAWG specialist organisations (WGN, Ashiana, IKWRO, Solace Women's Aid, Nia, Southall Black Sisters, Respond, Jewish Women's Aid, Galop, Advance and Imkaan) to provide specialist advocacy, counselling, and resilience and prevention programs for minoritised young women and girls experiencing gendered violence, mental health issues and/or multiple disadvantages.

At the core of the work of the pan-London Young Women and Girls' Integrated service is to support minoritised young women experiencing intersectional disadvantage. Therefore, the understanding of the multiple forms of overlapping structural inequalities which intensify at the point of intersection are critical in understanding, engaging and offering the appropriate intervention for the young women and girls accessing the service.

In 2024-25, the team recorded 70 sessions with 17 young people recorded on DPMS by our Young Women Advocates.

Our Community Engagement Worker provided the following statistics for 2024-25:

April-June 2024: 40 young people (NHS Mental Health Unit, Hammersmith and Fulham; IRMO, Lambeth; Dream Believe Achieve, Southwark).

May, June, July & September 2024: 285 young people (IRMO, Saint Gabriel's College, Dream Believe Achieve, Oasis Academy & activities of outreach in Hackney).

October-December 2024: 259 young people (Bexley, Saint Gabriel's College, Dream Believe Achieve, IRMO, Oasis Academy).

January-March 2025: 154 young people (Bexley, Saint Gabriel's College & Dream Believe Achieve).

In total, 738 young people attended groups with our Community Engagement Worker.

Feedback for CouRAGEus Advocacy Service 2024-25:

"Well, is not easy to be true, especially if you are recently in the UK. Some people don't know where Latin American countries are. Is too easy to tell us that we look from everywhere but do not recognize that in our countries we are mixed. I want respect and the people don't make jokes about where I am from."

"Well-being is giving me time to create something that I want to do".

"Well-being for me is learning new skills that can give me joy and I can share with people that want to have some resources to feel loved and cared."

Feedback from Professionals for CouRAGEus Advocacy Service 2024-25:

"As a teacher, witnessing the growth and transformation of our students through the CouRAGEus Project has been nothing short of inspiring. This initiative, led by The Women and Girls' Network, has offered a consistent, safe space for open dialogue and personal development since our students first engaged with it in Year 8. Now in Year 9, the impact is clear—not only in their increased confidence and emotional intelligence but in their understanding of vital issues such as self-care, consent, and how to challenge gender-based violence."

"One of the most powerful aspects of this project is its inclusive approach—engaging both girls and boys in these critical conversations fosters mutual respect and collective responsibility. It empowers young people to become allies, advocates, and role models for one another."

"CouRAGEus programme has not only educated—it has nurtured, inspired, and planted seeds of long-lasting change."

The Dedicated London Sexual Violence Helpline

Women and Girls Network's dedicated Sexual Violence Helpline provides a safe, confidential and non-judgmental space for anyone in London who self identifies as a woman and has experienced either recent or historic sexual violence. Women and girls who access the Helpline's Freephone number or web chat can share their experiences and explore the impact of their experiences on their lives and journey to healing and recovery. The Helpline is staffed by highly trained Sexual Violence Practitioners and volunteers who provide trauma-informed and holistic responses to survivors, supporting them to understand, recognise and put strategies in place for dealing with the trauma they have experienced. The Helpline can complement existing systems of support survivors already have in place, but often the Helpline is the sole source of support women will access, especially as it offers complete anonymity on the point of access for survivors if they wish for it.

As part of the Ascent Partnership Helplines strand, the Helpline works in partnership with Refuge, RASASC and RESPECT to ensure the delivery of helpline services for survivors of VAWG, and sexual violence in particular.

The Helpline has designed, developed and delivered two new additional service provisions, operational from January 2023: 1) Emotional Support Web Chat and 2) Emotional Resiliency Packages.

The emotional support Web Chat provides up to 1 hour of emotional support per web chat and operates within the same parameters as the Freephone Helpline service.

WGNs Sexual Violence Helpline continues to provide Emotional Resiliency Packages following the success of the pilot in 2022-23. This is interim emotional support calls for survivors of sexual violence who are on waiting lists to access support (identified and referred in via the London Survivors Gateway). This provision entails helpline practitioners delivering up to six weekly phone-based emotional support sessions to survivors who were identified by London Survivors Gateway.

In this reporting period the Pan London Sexual Violence Helpline provided 121 individual survivors with emotional support sessions funded by Gateway. They provided a total of 395 sessions to these clients.

The Helpline is also funded by Ascent London Councils and MOPAC. During 2024-25 the Helpline recorded 1,202 calls. Of these, 428 of these callers were referred to appropriate specialist services.

Outcomes for SVHL in 2024-25:

- 89% of callers reported experiencing reduced isolation, increased hope and/or increased understanding
- 74% of callers reported improved understanding of risks and steps to increase safety
- 95% of callers were overall satisfied with the service and support provided
- 95% reported that the support made a positive difference to their lives

63 professionals contacted the Helpline in 2024-25, of these professionals:

- 83% fed back that they were happy with the service provided
- 86% of professionals fed back that they are now better equipped to respond to the person they are supporting
- 86% felt they were better equipped to handle these concerns in the future

Here is some feedback provided to the SVHL Service 2024-25:

She said the ESS sessions helped her interrupt her own circular thinking and improved her "emotional ability" making her "feel a lot better". "It was very useful speaking with you. I get in my head."

"I can't thank you enough. I feel a little bit stronger now". Client went on to say the impact of the calls "was profound in how I look at things". She said it helped her "look at things differently" and think about how to be gentle with herself.

"The conversation in this space has been helpful because I feel listened to. There's empathy and compassion."

"I'm so grateful for this helpline. You've helped me so much. I thought I was unhelpable and broken but I'm not."

The Advice Service

Women and Girls Network's Ascent Advice service provides Freephone Advice Line, webchat and medium-long term 1-2-1 Casework and advocacy support services for women and girls aged 14 or older in London.

Freephone WGN Advice Hub Line

Women and Girls Network's Ascent Advice Hub provides free and confidential women-led, trauma-informed specialist information, advice and advocacy support to survivors of VAWG aged 14 or older and their supporters. WGN's Freephone Advice Line covers 17 London boroughs and provides women and girls with information about the options available to them.

Specialist information is provided on a wide range of issues including:

- Personal safety
- Housing and homelessness (including access to refuge accommodation)
- Finances and welfare benefits
- No Recourse to Public Funds
- Legal options and processes (including legal protection remedies)
- Child contact related concerns
- Mental health and Emotional wellbeing

The Advice Line is also open for professionals to access advice, support and consultations on cases involving gender-based violence. It is funded by London Councils and RCC MOPAC.

We were able to support 5,635 calls/contacts to the Advice Line in 2024-25. This is an increase of 226% since last year's report. The increase is likely due to the improved reporting methods and database now used by the Advice Hub service. They provided assistance to 1,655 individual clients over the course of those contacts, which is an increase of 25% since last year, meaning our reach has improved by quite a substantial amount, likely due to improved capacity within the team. Of these clients, approx. 63% reported increased feelings of safety as a result of the Advice Line's support.

Outcomes for the Advice Hub for 2024-25

- 435 referrals were made for survivors during the period, of which 76% were accepted
- 134 users were supported to access mental health services
- 142 users were supported around accessing local authority and specialist VAWG services
- 60 users were supported to access health services
- 2 users were supported to access employment

Feedback from clients accessing the Advice Hub in 2024-25

- 63% of clients accessing the service reported greater feelings of safety as a result
- 98% of clients stated they were either satisfied or very satisfied with the overall service they received by the Hub
- 98% of clients stated that the support they received made a positive impact on their lives
- 84% of clients accessing the Hub were supported with a safety plan due to risk and safeguarding needs

Here are some quotes from clients for the Advice Service 2024-25:

"I think the service is amazing at is, I received so much help with my situation I am beyond grateful. Thank you for creating this and helping all those in need."

"Thank you for everything, being heard and understood was exactly what I needed. The support i received is unmatched and I am so thankful for everything"

"I just wanted to express my deepest gratitude for taking the time to listen to my story and offer your advice. Your willingness to hear me out and provide your insight means more to me than words can convey. Your support and understanding during such a difficult time in my life have been truly invaluable."

"Thank you for being there for me and for offering your guidance (in so many details thank you so much!!). Your kindness and compassion have touched my heart in ways I cannot fully describe."

1-2-1 Casework Overview

The Advice service offers specialist face to face casework support for self-identifying women and girls affected by VAWG. Casework support is offered in several south-west London boroughs including Bromley, Croydon, Ealing, Wandsworth, Lewisham, Lambeth, Kingston and Richmond. Support is offered in several satellite venues across those boroughs. Face to face casework support is delivered from an intersectional framework within a wider social-justice agenda.

Casework support offers women and girls a safe space where they can be themselves, safely explore their options and have their voices heard. Caseworkers offer intensive advocacy and support around a wide range of practical and emotional support needs related to VAWG.

The team includes a Pan London Young Women Caseworker (PLYWC), as well as a Black & Global Majority Caseworker (DA/SV) and 2x Advice Caseworkers. We also introduced a Specialist Young Women's Housing Caseworker this year in response to the increase in young people looking for housing support we had observed in 2023-24. Our PLYWC and Young Women's Housing Caseworker supports women and girls aged between 14 to 24 and provide advocacy support as well as awareness raising and myth busting in schools and universities. Our DASV Caseworker works solely with black and global majority women and girls to ensure these clients are provided with a service that is more nuanced and understanding of their individual needs as survivors who may come up against additional barriers to support due to their ethnicity and cultural identity.

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In 2024-25, the Advice Casework team received 135 new referrals and supported 174 individual clients over the year. 87 had planned endings with us during the year and 39 (45%) of those answered our feedback survey. Here are some outcomes they provided:

- 80% of respondents noted that their feelings of safety had changed since accessing the service
- 90% reported improvements to their health and wellbeing
- 95% reported that as a result of accessing our service, they had a better knowledge of their rights, options and entitlements relevant to their individual circumstances
- 93% reported that as a result of accessing our service, they were better able to self-advocate and access services
- 98% reported an increased understanding of abuse and their options to report
- 80% reported an improvement to their self-care and an increase in positive coping strategies
- 88% reported that the service had made a positive impact on their lives
- 88% were overall either satisfied or very satisfied with the service

Feedback for Advice 1-2-1 Casework service 2024-25:

"It's been life changing - I can't thank Kal enough. I couldn't see a point in any thing and she's given me a reason to live. She has given me the confidence to move forward and feel comfortable advocating for myself. She is so informative and knows so much and has provided me with options I didn't know was possible. I'm looking after myself in a way I didn't think I could any more because of the support she's given me."

"I am so glad I found out about this service. It's made a huge difference, without it I would not have had the knowledge or courage to pursue a safer life. It's helped me navigate areas - legal, police, etc - that otherwise made me freeze up in fear. I'm so grateful for the humanity, kindness, validation and understanding shown by my keyworker. Rosa is amazing. Thank you Rosa!"

"You may have well saved me - I was suicidal and I might've killed myself if it hadn't been for Katie and WGN. I wish it more readily available for more women and for longer."

"I've been very lucky, I connected really well with my caseworker. I liked that my caseworker was really knowledgeable and able to be there for me to assist and advise. with the systems being so flawed it's so important to have someone who will keep on top of services (housing, police) who are meant to be helping me but are failing. Her support and validation was so important for me. You need that person to understand and back you and help you through the system."

The London Survivors Gateway

Women and Girls Network is leading a sexual violence triage pilot in partnership with 4 London Rape Crisis Centres, Galop, Survivors UK, and London Havens. The primary funders are the Mayor's Office for Policing and Crime (MOPAC) and London Havens. The London Survivors Gateway offers support to victims and survivors of rape and sexual abuse aged 13+ in London, including a dedicated triage service (the 'Gateway') and ISVAs/Caseworkers in each voluntary partnership agency who work with survivors experiencing multiple disadvantage.

The Gateway service provides survivors with:

- A 40-minute comprehensive risk and needs assessment with a Navigator.
- Multi-agency liaison for safety concerns.
- Referrals to other agencies made by Navigators, often creating smoother pathways and shorter waiting times.
- Specialist resources like self-help guides and helpline information.
- Transfer for a forensic medical examination if needed.

The Gateway supported 2,718 clients during year 2024-25.

Outcomes for survivors accessing the London Survivors Gateway partnership (this is cumulative data from WGN and our Gateway partners)

ISVA outcomes:

- 76.5% of clients report improved feelings of safety
- 80.5% of clients report an increased range of self-care strategies and coping mechanisms
- 88.5% of clients report that they are better informed and empowered to act
- 81.5% of clients report an increase in health and wellbeing
- 78.5% of clients pursuing criminal justice outcomes report that the ISVA helped improve their experience of this process

Caseworker outcomes:

- 82.5% of clients report improved feelings of safety
- 72% of clients report an increased range of self-care strategies and coping mechanisms
- 81% of clients report that they are better informed and empowered to act
- 71.5% of clients report an increase in health and wellbeing
- 70% of clients pursuing criminal justice outcomes report that the ISVA helped improve their experience of this process

Gateway Navigator outcomes:

- 96% of clients report an increased awareness of sexual violence in London
- 97.5% of clients reported they felt believed and understood

The Gateway service offers a range of specialist roles and support options designed to provide interim, trauma-informed care for survivors of sexual violence who are waiting for counselling or advocacy support. In response to rising demand and complex survivor needs, the service has continued to evolve, including team restructuring and the introduction of new, targeted roles.

Survivors can access short-term support options that are holistic and survivor-centred. These include:

- **Psychoeducational 'Understanding Trauma' Webinars:** These sessions help survivors understand their trauma responses through a psychoeducational lens and introduce practical coping strategies. The webinars have been well-received, offering accessible emotional education while clients await more intensive support.
- **Gateway Wellbeing Coaching:** Survivors can take part in four weekly online sessions with a focus on improving wellbeing around specific areas such as sleep, nutrition, and daily routine. These sessions provide a warm, goal-oriented space to support survivors' emotional and physical wellbeing.
- **Emotional Support Sessions:** Delivered in collaboration with the WGN Sexual Violence Helpline, these sessions offer six weeks of consistent, empathic emotional support. Unlike helplines, which often require survivors to repeat their story each time, these sessions offer continuity and a safe space for those who may have no other support available.

In addition to support services, Gateway has also developed specialist roles (introduced in 2023-24) to ensure survivors receive responsive, tailored care:

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- **Senior Rapid Response Navigator (SRRN):** This specialist role supports clients with complex needs who may fall through the gaps in existing services. The SRRN provides short-term interventions, including working with clients who are at high risk or unable to engage with statutory services due to past trauma. This role has proven vital for stabilising survivors and preparing them for longer-term support.
- **Admin and Bookings Worker (ABW):** This role supports the smooth coordination of Gateway services, particularly the Wellbeing Coaching sessions and referral processes. The ABW ensures that survivors are referred promptly when closed waiting lists reopen and provides crucial administrative support to manage caseloads efficiently.

Gateway Navigators are highly skilled in risk assessment, advocacy, and professional consultation, often supporting survivors with complex or compounding challenges related to housing, mental health, and socio-economic pressures. They also liaise with professionals, deliver difficult updates with empathy, and advocate for statutory service involvement when needed.

Despite limited sector-wide resources and increasing demand, the Gateway team continues to provide creative, trauma-informed, and survivor-led support that fills a vital gap in the current support landscape.

Over the past year, the Gateway team has made significant strides in improving access to support services for survivors of sexual violence, despite facing considerable challenges. A major success has been the development of new and more responsive referral pathways. The team established a vital partnership with the WLRCC, enabling high-risk cases to be referred even when services are technically closed to new clients. This, alongside new internal processes allowing direct referrals into closed waiting lists, has helped reduce delays and ensure survivors receive timely support. Additionally, the ability for RCC services to transfer clients between each other when survivors relocate has supported continuity of care and reduced disruptions.

The team has also played a key role in strategically prioritising survivors based on urgency and legal system pressures. Close collaboration with the WGN ISVA team allowed for brief intervention support to be offered to survivors during critical moments in the criminal justice process, such as a VRI, NFA decision, or court appearance. This has helped reduce long-term waiting lists by meeting some survivors' needs more efficiently. Survivors in South London, where need was particularly acute, were effectively prioritised. Furthermore, survivors with more complex legal concerns were linked into the WGN Legal Advice Pilot, providing them with essential guidance around their rights and options.

Despite increasing demand, the Gateway team maintained strong frontline support. They responded to almost 600 incoming calls in one quarter alone, providing trauma-informed triage and advice to both survivors and professionals.

One of the most notable achievements toward the end of the year was a substantial reduction in the number of survivors on the 'holding list' awaiting referrals, which dropped to under 40. This progress reflects stronger inter-agency collaboration and improved access to partner services. However, these gains were made in the face of major staffing challenges. The team has experienced significant turnover due to uncertainty around funding beyond March 2025, resulting in a reduced capacity to manage referrals and provide support. The remaining staff have absorbed additional responsibilities, while recruitment and induction efforts are ongoing.

Nevertheless, long-standing structural issues persist. Survivors in many areas still face waiting times of 18 to 24 months for counselling, with male survivors waiting up to 30 months. Those with complex mental health needs face additional barriers, as access to partner services often depends on statutory mental health support that is not available. Despite these challenges, the Gateway team has remained committed to innovation, partnership working, and survivor-centred service delivery, ensuring many survivors continue to access the support they need in an increasingly difficult environment.

Feedback for London Survivors Gateway 2024-25:

"Amazing service, thanks person I spoke to was very supportive, very sensitive and kind and made me aware of a range of services I feel already so much better now that I know that there is support available."

"Isa was so nice to meet even though I was babbling mess, she let me take my time and was very kind with me. She went out of her way to write me a support letter for my gp, she gave me a list of links that can support me. She made me feel heard and valued. I'm very grateful to have spoken to her today, I don't know how I would have coped otherwise. Thank you so much Isa!"

Referral data into the London Survivors Gateway (LSG) shows that 42% of survivors are self-referring, either by independently seeking support or after being signposted by statutory services, highlighting the importance of accessible information and the Gateway's visibility as a trusted entry point. This is followed by referrals from the Police at 25%, indicating that a significant proportion of survivors are accessing support shortly after contact with the criminal justice system, underlining the need for timely and trauma-informed responses. Additionally, 11% of referrals come from IAPT (Improving Access to Psychological Therapies) services, reflecting a growing awareness within mental health settings of the impact of sexual violence and the importance of specialist support. These patterns emphasise the value of strong partnerships across statutory, mental health, and justice services.

New Developments

Looking ahead to 2025-26, some of our services will be entering a critical period as several of our key services, particularly those commissioned by MOPAC and London Councils, are expected to go through competitive re-tendering processes. These funding streams are vital to sustaining specialist sexual violence support services across London, and the upcoming bidding period will require careful strategic planning and coordination.

In this context, our primary focus will be on securing the continuation of existing services where we have already established effective models of support, strong outcomes for survivors, and collaborative relationships with partners. Preserving continuity for survivors, many of whom are already navigating long waits and fragmented care, will be a top priority, and we will be advocating strongly for the retention and development of services that have proven impact.

The competitive bidding process for charitable and voluntary sector providers typically involves responding to detailed service specifications issued by commissioning bodies, outlining how proposed services will meet local and pan-London needs. These bids must demonstrate high levels of organisational capability, evidence-based practice, robust safeguarding and risk management protocols, and value for money. As commissioners increasingly seek innovation, co-production with survivors, and integrated service models, our focus will be on presenting service designs that are trauma-informed, survivor-centred, and responsive to intersectional needs.

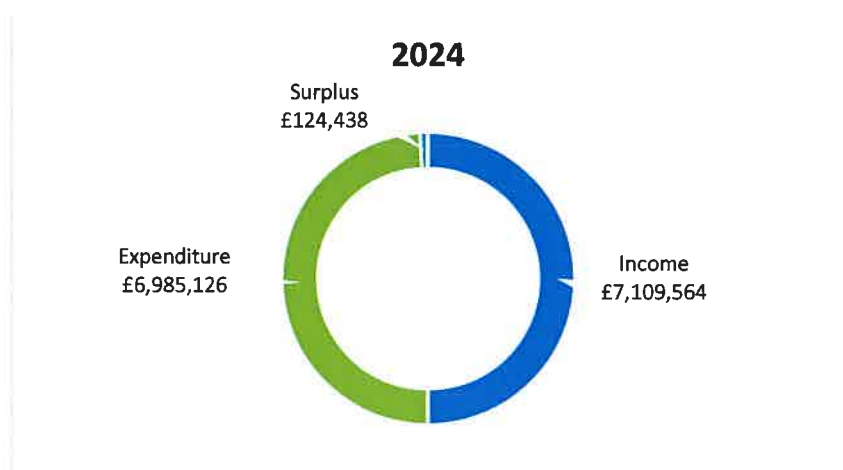
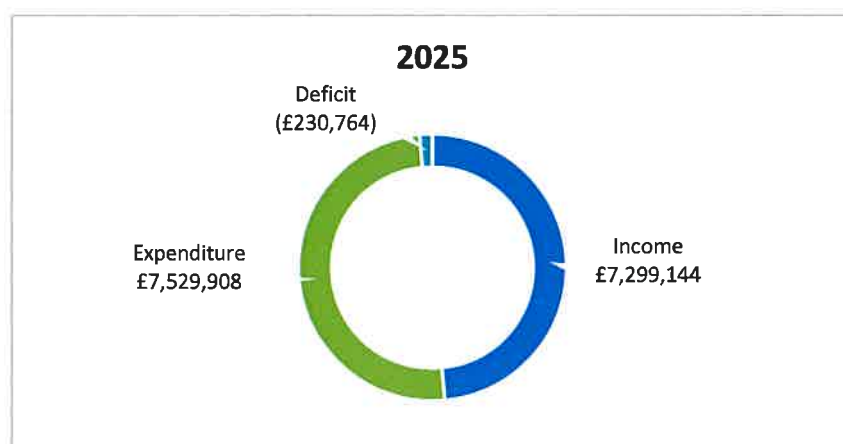
While our resources will be significantly directed toward retaining the services we currently deliver, we will also take this opportunity to critically assess the unique needs of each service. Where appropriate, we will explore adjustments and enhancements to better meet the changing and increasingly complex needs of survivors. This includes identifying any gaps in current provision and developing targeted proposals to strengthen support pathways.

We remain committed to maximising survivor access, choice, and continuity of care throughout the commissioning cycle. Despite the considerable pressures of the current funding landscape, our approach will be both strategic and survivor-led, ensuring that our bids not only reflect the reality of unmet need but also offer practical, sustainable solutions.

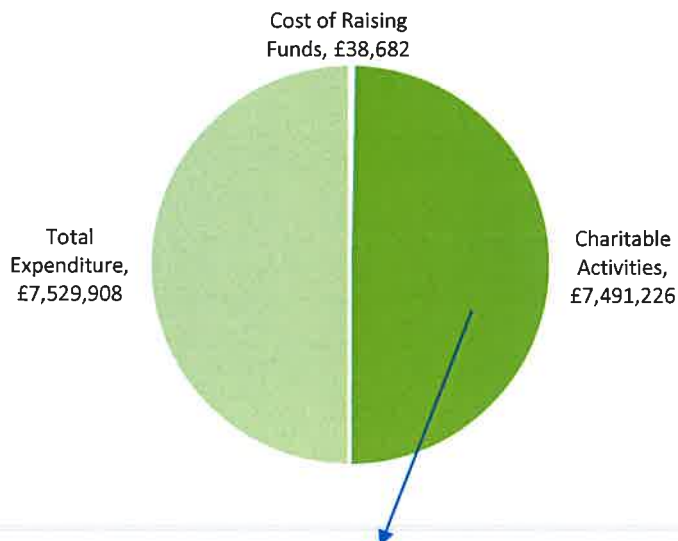
Financial Review

During the year WGN received income of £7,299,144 (2024 – £7,109,564) and incurred expenditure of £7,529,908 (2024 – £6,985,126) showing an overall deficit of £230,764 (2024 – surplus of £124,438).

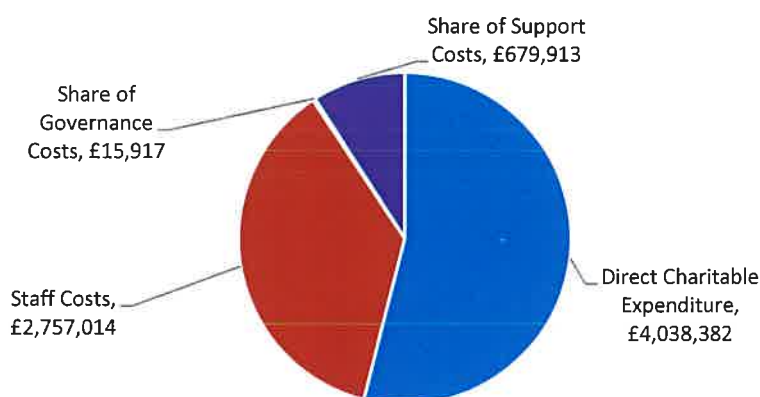
At 31 March 2025 general unrestricted reserves totalled £1,153,861 (2024 – £1,170,295) and restricted reserves were £12,631 (2024 – £226,961).



2025 Total Expenditure £7,529,908



2025 Charitable Expenditure £7,491,226



Reserves Policy

The trustees have examined WGN's reserves requirements, considering the main risks to the organisation and any reserves restrictions asserted by funding bodies. We have established a reserves policy for unrestricted funds that have not been designated, of between 3-6 months of the projected annual expenditure (not including payments made to partners). This budgeted expenditure for 2024/25 is £4,032,300 therefore the reserves target is between £1,008,075 and £2,016,150. The level of free general reserves not tied up in fixed assets at 31st March 2025 was £1,153,861, within the reserves policy (2024 – £1,170,295).

Pay Policy

The trustees set the remuneration of the key management personnel by comparing job descriptions with similar roles in comparable organisations and other external data of its comparators.

Principal Funding Sources

During this period, WGN received funding from London Councils, The Mayor's Office for Policing and Crime (MOPAC), The Ministry of Justice, The University of Glasgow/MOPAC, London Hostels Association, NHS England, Brook and London Havens. The funding enabled WGN to continue delivering all its main services as well as developing new specialist and innovative services aimed at supporting women and girls who have experienced all forms of gendered violence.

Plans for Future Periods

The key plans for the 2025/26 financial year are:

- To continue strengthening service users' active participation in developing and shaping new and existing services through our Experts by Experience Groups
- To continue strengthening and consolidating the core infrastructure creating efficiencies where possible
- To embed and utilize new systems and approaches in Finance, HR and IT
- To prioritise fundraising and ensure the sustainability of core services and funding streams
- To continue developing key partnerships with other stakeholders
- To begin developing a new fundraising strategy exploring alternative avenues of income generation
- To review and develop a revised service delivery model for sexual violence services in London in collaboration with key partners

Structure, Governance and Management

Governing Document

Women and Girls Network (WGN) was founded in 1987. On 1 April 2013 all the assets of the unincorporated association were transferred to the charitable company limited by guarantee. The charitable company is governed by its articles of association and is overseen by a board of Trustees, consisting of individuals listed in this document. Their terms extend until the initial Board meeting of the following year, during which they may seek re-election. The Board must have a minimum of three and a maximum of ten elected Trustees, with no one under 18 eligible.

Recruitment and Appointment of Trustees

Each year, one-third of the current Trustees or the nearest approximation if not divisible by three retire during the initial Board meeting. The longest-serving Trustees since their last election are subject to retirement, with selection by lot if appointed on the same day. Retiring Trustees can be re-elected.

Appointments, retirements, and removals of Trustees and the Company Secretary, if appointed, must be reported to the Registrar of Companies. The Board can appoint individuals to fill vacancies, granting them voting rights until the next calendar year's initial Board meeting, where they may be elected.

The Board conducts meetings following Articles of Association guidelines. Decisions are by majority vote, with each Trustee, including the Chair, having one vote. A quorum requires one-third of Trustees, with a minimum of three Trustees, aiming for diverse membership, emphasising representation from Black and Minority Ethnic communities and survivors of gendered violence, including former service users. An annual skills audit identifies deficits, and new members with required expertise are recruited.

Trustees Induction and Training

New Trustees undergo an induction program and access internal and external training, including financial management.

Organisational Structure

The Board oversees the strategic plan, financial and performance reports, and risk assessment. Sub-committees are established for specific managerial areas, reporting to full Trustee meetings.

Trustees delegate authority to the Senior Leadership Team, supervised by the Chair, responsible for implementing the strategic vision, day-to-day operations, clinical and quality practices, and staff support and supervision.

Remuneration of Key Management Personnel

The trustees set the remuneration of the key management personnel by comparing job descriptions with similar roles in comparable organisations and other external data of its comparators.

Risk Management

The charity records major organisational risks in its risk register, encompassing operational, reputational, financial, and strategic aspects. A risk management strategy is developed accordingly. This register undergoes regular reviews as part of an ongoing process. Risk management includes identification, assessment, action planning, and periodic monitoring. Prioritisation addresses high-significance, high-probability risks with primary attention. Contingency plans cover high-significance, low-probability risks, while internal controls improve low-significance, high-probability risks.

Trustees ensure mitigation measures for major risks, considering actions to reduce likelihood or impact. Risk management is monitored annually, with regular updates to Trustees and ongoing oversight by the Directors and CEOs.

During the reporting period, the following key organisational risks were identified:

Staff Retention & Financial

WGN continues to face significant financial and operational challenges, exacerbated by the overwhelming demand for our counselling and advocacy services. Our reliance on key funders, such as London Councils and the Mayor's Office for Policing and Crime, creates uncertainty around long-term sustainability, prompting us to seek alternative revenue sources. This strain is not unique to WGN; our partners, including Solace and EACH, are experiencing similar pressures.

Women's Aid (2024), in their paper on 'Tackling the Recruitment & Retention Crisis', aptly describe the current landscape: "The impact of austerity and poor investment in tackling VAWG, the COVID-19 pandemic, and the rising cost of living have all had acute impacts on our sector. This has resulted in undervalued and short-term contracts, underfunded and overstretched services which cannot meet demand, and low pay for highly specialist staff."

Staffing shortages, driven by non-competitive salaries, burnout, and the cost of living crisis, have made it increasingly challenging to recruit and retain both paid staff and volunteers. This has placed significant strain on our existing team in recent years, reduced our skilled workforce, and raised concerns about the long-term sustainability of our services. Every area of WGN has been affected by staff shortages, leading to temporary

TRUSTEES' ANNUAL REPORT (INCLUDING DIRECTORS' REPORT)**FOR THE YEAR ENDED 31 MARCH 2025**

waiting list closures and the implementation of interim support measures.

There is a pressing need for sustainable investment in specialist VAWG services, alongside urgent reform in funding and commissioning practices. However, with the new structures now in place with an expanded leadership team and a bigger enhanced HR team, we are able to attract and fill vacancies at a much faster rate than in previous years. However, having said this the funding streams are tight and give no assurance of continuity in future years.

External Factors

Housing Crisis

The housing crisis remains one of the most pressing concerns. Survivors face mounting difficulties in accessing safe and stable housing, particularly after leaving abusive relationships. There are growing reports of post-separation abuse cases where women are left in vulnerable, precarious living situations. The situation is particularly severe for women with No Recourse to Public Funds (NRPF), who often have no option but to seek emergency accommodation through the police due to the absence of systemic support. Refuge placements are frequently declined because of restrictive policies, such as bans on visitors, which isolate survivors from their social networks. Meanwhile, poor communication between housing authorities and frontline services is compounding delays and instability. Economic pressures on local authorities are also reducing support options, especially for migrant women. For many survivors, the fear of losing housing or facing homelessness takes precedence over disclosing abuse. These barriers are further intensified by the financial strain on organisations, where funding is stretched and the ability to provide housing-related support is under threat.

Access to Legal Aid and Immigration Advice

Access to legal aid and immigration advice is another significant barrier. A widespread shortage of immigration solicitors has led to long delays in regularising survivors' status, which in turn affects their eligibility for refuge and support. Many women, even those with valid legal routes, are reluctant to engage with the immigration system for fear of deportation or rejection. Perpetrators often exploit this fear, using immigration threats to exert control. Survivors face substantial hurdles in accessing legal aid, particularly in family law cases involving child contact or divorce. Without legal representation, women are frequently forced to represent themselves, while abusers may retain solicitors. Moreover, police reports are increasingly required to access legal aid, even though many survivors are hesitant to involve law enforcement. Women with NRPF face compounded exclusion, as they are often locked out of both legal and welfare systems. These challenges are exacerbated by the broader economic climate, which continues to reduce the capacity of services to support immigrant women effectively.

Complex Mental Health

Mental health needs among survivors are rising sharply, particularly in high-risk cases. Frontline services report growing numbers of women experiencing complex trauma, anxiety, depression, and stress-related conditions. Displacement, housing insecurity, and protracted immigration cases are further deteriorating survivors' wellbeing. However, access to culturally appropriate, trauma-informed counselling remains limited. The statutory mental health system is overstretched and inconsistent, with long wait times and wide disparities between boroughs. Survivors struggling with substance misuse or complex trauma often face the longest delays or are excluded altogether. WGN's own counselling teams have increasingly had to step in to provide urgent crisis support, filling the gaps left by statutory services. This reactive pressure limits capacity for proactive development, planning, and sustainability.

Patterns in VAWG

Patterns of gender-based violence are becoming more complex, with new and under-recognised forms emerging. Faith-based abuse, child-to-parent violence, and harmful traditional practices are being reported more frequently, though professional responses remain inadequate. Cultural stigma and family loyalty also deter many survivors from seeking help. A deeply concerning trend is the rise in counter-allegations, where survivors, especially Black, migrant, and minoritised women, are misidentified as perpetrators by police and social services. This reflects

TRUSTEES' ANNUAL REPORT (INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MARCH 2025

racialised and gendered biases within institutions and leads to further trauma and injustice. While some organisations are working to train professionals and influence policy, progress remains slow, and gaps in awareness persist.

Rise in AI and Technology-facilitated abuse

Technology-facilitated abuse is evolving at a pace that many services and individuals struggle to keep up with. AI tools can be exploited by perpetrators to harass, manipulate, or control survivors in ways that are faster, more scalable, and often more convincing than ever before. From AI-generated deepfake images and voice impersonations to automated harassment messages and sophisticated online surveillance, abusers can amplify traditional patterns of coercion and intimidation with alarming efficiency. Another issue is when survivors use AI to draft messages or accounts of their experiences, the emotional nuance and personal voice that normally help staff assess risk or understand wellbeing can be lost. Flattened tone, overly polished language, or AI-generated phrasing can obscure distress signals, urgency, or subtle cues of trauma, making it harder to gauge a client's true emotional state. This loss of nuance can reduce the quality of rapport between staff and clients, weaken trust, and increase the risk of misinterpretation or awareness of needs. AI can therefore unintentionally create a barrier to authentic communication, which is the foundation of effective, empathetic care.

Cost of Living Crisis

The cost-of-living crisis continues to drive economic insecurity, trapping many survivors in abusive situations. Financial dependency is a major factor in women's decisions to stay with abusive partners. Survivors are also facing increased debt, food insecurity, and difficulties accessing welfare support, particularly when digital-only systems and language barriers are in place. Even where food banks exist, many do not meet the cultural needs of service users. At the organisational level, the economic downturn has created intense financial pressure. Funders are demanding more outcomes with fewer resources, making it increasingly difficult for services to operate sustainably or expand support to meet growing demand.

Access to Services

Access to basic services remains deeply uneven and often exclusionary. Survivors report having to chase authorities for help due to delays, inadequate communication, and the lack of trauma-informed practices. Digital exclusion is a growing concern, particularly following the digitisation of the visa system, which affects those without English language skills or reliable internet access. The impact of systemic delays, such as with the Home Office or school admissions, further contributes to stress and isolation. Service provision across London is fragmented, with significant borough-by-borough inconsistencies in the availability of housing, legal, mental health, and employment support. As statutory services retreat, VAWG organisations are being forced to assume greater responsibility without the resources to do so placing an unsustainable burden on frontline teams and limiting their capacity for strategic growth.

Ongoing Delays and Disruptions in the Court System

The court system continues to present significant external challenges for our charity and the survivors we support. Persistent and last-minute delays in court proceedings are having a severe emotional and psychological impact on survivors. Trials are frequently adjourned with minimal notice, sometimes rescheduled several months or even years later. These delays undermine survivors' sense of justice, disrupt their healing process, and heighten feelings of being disregarded by the system.

Inconsistent Application of Section 28

Inconsistencies in the application of Section 28, which allows survivors to pre-record their cross-examination, further compound these issues. ISVAs have reported that some judges refuse Section 28 applications without explanation. In cases where Section 28 is granted, the recordings are often rescheduled repeatedly, sometimes until it is too late to proceed, causing survivors additional anxiety and making them feel their cases are not being taken seriously. Additionally, last minute changes to trial arrangements often overlook survivors' responsibilities such as work or childcare, feeding into a broader perception that their needs and wellbeing are not prioritised.

Challenges with Police Response and Communication

ISVAs continue to face difficulties obtaining timely updates, with many officers failing to meet the Victims' Code requirement of providing updates every 28 days. Survivors are frequently left in the dark about the status of their cases, which causes considerable distress. This is often exacerbated when officers go on leave or leave their roles altogether without ensuring any continuity or communication. Long delays in investigations, sometimes spanning years, contribute to increasing numbers of survivors withdrawing from the Criminal Justice System due to stress and frustration. A further concern is the growing number of SOIT and OIC officers leaving the Metropolitan Police, which has led to inconsistent case handling and delays as new officers are brought in mid-investigation. In parallel, ISVAs report that their role is still not fully recognised or respected by some police officers and barristers, which hampers effective joint working and undermines the trauma-informed support survivors deserve.

Survivor Privacy and Third-Party Data Requests

Significant concerns have also emerged around the new processes for obtaining third-party materials in police investigations. Requests are now being processed without the survivor's explicit consent, raising serious ethical and data privacy concerns. ISVAs and survivors alike are anxious about how their private information is being accessed and shared. Of particular concern is the police's use of external providers such as SFR Medical, whose privacy policies appear to permit data sharing with partner organisations. Survivors, many of whom already feel scrutinised and distrusted during investigations, are likely to be further discouraged by this opaque process.

Lack of Trauma-Informed Practice in Court

Within court settings, ISVAs have encountered worrying examples of poor trauma-informed practice by legal professionals. In one case, a CPS barrister suggested a survivor watch her VRI (Video Recorded Interview) in the courtroom in front of the jury to "save time." The ISVA appropriately intervened, highlighting the re-traumatising nature of such a proposal. Thankfully, the survivor was eventually able to view the VRI in a separate room. However, this incident exemplifies a broader lack of awareness or consideration for survivors' psychological safety during legal proceedings. Similar concerns arise when survivors request to give evidence via video link; particularly when living temporarily abroad. What should be a straightforward request often becomes a time-consuming process requiring ISVA advocacy and multiple follow-ups, causing unnecessary anxiety and uncertainty in the lead-up to trial.

Loss of Support Infrastructure

The discontinuation of the Rape Partnership support email has also weakened key communication links between ISVAs and the police, making it harder to resolve issues promptly. The absence of this resource has been felt keenly and has added pressure on an already strained system. In response to these growing challenges, our charity has launched a Legal Advice Pilot, which aims to offer survivors timely and accurate advice on legal matters including data requests, NFA decisions, the Victim's Right to Review, and CICA claims. Referrals are being made via ISVAs, the Survivors Gateway, the police, and other specialist services. While this pilot shows promise in filling some of the support gaps, its success is reliant on sustained collaboration and awareness across agencies.

Operational updates

Since 2023-24, Women and Girls Network (WGN) undertook significant operational changes aimed at enhancing our organisational capacity and effectiveness.

To further support the operational upgrades, we have invested in upgrading our systems and processes. This includes the planned implementation of new IT systems and the procurement of updated IT equipment, as well as transitioning from a manual HR system to a comprehensive HR software solution. Additionally, we have introduced new financial software that will streamline our financial operations, ensuring greater accuracy and efficiency in our reporting and budgeting.

To bolster our operational capabilities, we have expanded our Operations team. This strategic move allows us to provide more responsive and tailored support to our staff team working directly with survivors, while enhancing

our internal support structures. This investment has also enabled us to improve oversight and accountability, ensuring that our operations functions align with the best practice and regulatory requirements.

Significant time and resources have been dedicated to developing new policies and procedures that will guide our work and support our strategic goals. These new policies will be released in 2025-2026. These operational changes are driving greater efficiencies across the organisation, significantly reducing workloads for our staff. This reduction not only contributes to better overall wellbeing and job satisfaction but also enables us to focus on delivering high-quality services to our beneficiaries. Enhanced recruitment practices are allowing us to fill key roles more effectively, ensuring that we attract and retain top talent to support our mission. Furthermore, the strategic investment in technology is anticipated to result in long-term cost savings, allowing us to allocate resources more effectively and sustainably. As we look towards 2026, these operational improvements are expected to yield substantial benefits, including improved service delivery, increased organisational resilience, and enhanced capacity to respond to the evolving needs of women and girls in our community as well as better communication through a new intranet.

By investing in our leadership, systems, and teams, WGN is positioning itself to achieve its objectives more effectively, ensuring a sustainable and impactful future for the organisation. We are committed to ongoing evaluation and refinement of these initiatives, with a clear focus on measurable outcomes that will enhance our service delivery and support to the communities we serve. Overall, these comprehensive changes lay a strong foundation for WGN to thrive in its mission to empower and uplift women and girls, fostering an environment that prioritises safety, support, and growth.

Reference and Administrative Details

Charity registration number: 1150354
Company registration number: 08286856

Registered office: 8 Blackstock Mews
London N4 2BT

Operational address: PO Box 13095
London W14 0FE

Directors and Trustees

The Board of trustees constitutes directors of the company for the purpose of company law and trustees for the purpose of charity law. The trustees serving during the year and since the year end were as follows:

Sabrina Qureshi	Chair
Donna Carty	Vice-Chair & Acting Treasurer
Sally Thomas	Secretary (resigned 10 December 2024)
Dr Sandra Gulyurtlu	Treasurer (resigned 21 August 2024)
Katherine Taylor	
Vanessa Freeman	
Runa Begum	(resigned 10 December 2024)
Lucy Angell John	(appointed 20 March 2025)
Pooja Aryal	(appointed 20 March 2025)

The trustees are elected at the Annual General Meeting. No trustee received any remuneration for services during the year, nor did they have any beneficial interest in any contract with the charity.

Executive Team:	Akima Thomas	CEO of Services
	Gurpreet Virdee	CEO of Development
	Mehreen Mir	Director of Finance and Resources (resigned 7 April 2025)
	Ifeoma Williams	Director of Services

Statutory Auditors: Barcant Beardon Limited
Chartered Accountants
8 Blackstock Mews
London N4 2BT

Bankers:	HSBC	Nationwide Building Society
	512 Brixton Road	Kings Park Road
	Brixton	Moulton Road
	London SW9 8ER	Northampton NW3 6NW
	Triodos Bank	
	Deanery Road	
	Bristol BS1 5AS	

Solicitors: Russell-Cooke Solicitors
2 Putney Hill
London SW15 6AB

TRUSTEES' ANNUAL REPORT (INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MARCH 2025

Statement of Trustees' Responsibilities

The trustees (who are also the directors of Women and Girls Network for the purpose of company law) are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year. Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of the affairs of the charitable company and of the incoming resources and application of resources, including income and expenditure, of the charitable company for that year. In preparing those financial statements, the trustees are required to:

- select suitable accounting policies and apply them consistently;
- observe the methods and principles in the Charities SORP 2019 (FRS 102);
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements, and;
- prepare the financial statements on a going concern basis unless it is inappropriate to assume that the charitable company will continue in operation.

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

In so far as the trustees are aware;

- there is no relevant audit information of which the charitable company's auditors are unaware; and
- the trustees have taken all the steps that they ought to have taken in order to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

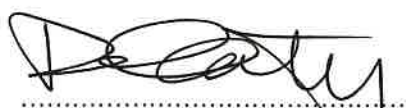
The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Public Benefit Statement

The trustees confirm that they have complied with the duty in section 4 of the Charities Act 2011 to have due regard to the Charity Commission's general guidance on public benefit, "Charities and public benefit".

These financial statements have been prepared in accordance with the Charities Statement of Recommended Practice (FRS102) and in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small entities.

This Report was approved by the Trustees on 16 December 2025 and signed on its behalf by:


.....
Donna Carty
Vice Chair of the Women and Girls Network
.....
Pooja Aryal
Trustee of the Women and Girls Network

INDEPENDENT AUDITOR'S REPORT

TO THE MEMBERS OF WOMEN AND GIRLS NETWORK

FOR THE YEAR ENDED 31 MARCH 2025

Opinion

We have audited the financial statements of Women and Girls Network for the year ended 31 March 2025 which comprise the Statement of Financial Activities, the Balance Sheet and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2025, and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been properly prepared in accordance with the requirement 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 charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue. Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the trustees' annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual 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. 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 themselves. 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.



INDEPENDENT AUDITOR'S REPORT

TO THE MEMBERS OF WOMEN AND GIRLS NETWORK

FOR THE YEAR ENDED 31 MARCH 2025

Opinion 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, which includes the directors' report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report included within the trustees' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of our knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report included within the trustees' report.

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

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

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on page 36, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company'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 charitable company 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.



INDEPENDENT AUDITOR'S REPORT

TO THE MEMBERS OF WOMEN AND GIRLS NETWORK

FOR THE YEAR ENDED 31 MARCH 2025

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:

- the engagement partner ensured that the audit team had the appropriate competence, capability and skill to identify and recognise any non-compliance with applicable laws and regulations;
- we identified such laws and regulations applicable from our discussions with trustees and other management and from our knowledge and experience of the sector;
- we focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the charitable company, including the Companies Act 2006, the Charities Act 2011 and the Charity SORP (FRS 102);
- we considered the provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which might be fundamental to the charitable company's ability to operate or to avoid a material penalty, including the General Data Protection Regulation (GDPR), Anti-fraud, bribery and corruption legislation, Taxation legislation and Employment legislation;
- we assessed the extent of compliance with laws and regulations identified above through making enquiries of management and inspecting legal correspondence; and
- identified laws and regulations were communicated within the audit team and the team remained alert to instances of non-compliance throughout the audit.

We assessed the susceptibility of the charitable company's financial statements to material misstatement, including obtaining an understanding of how fraud might occur by:

- making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud; and
- considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations.

To address the risk of fraud through management bias and override of controls, we:

- performed analytical procedures to identify any unusual or unexpected relationships;
- tested journal entries to identify unusual transactions;
- assessed whether judgements and assumptions made in determining the accounting estimates were indicative of potential bias; and
- investigated the rationale behind significant or unusual transactions.

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- agreeing financial statement disclosures to underlying supporting documents
- reading the minutes of meetings of those charged with governance; and
- enquiring of management as to actual and potential litigation and claims.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

INDEPENDENT AUDITOR'S REPORT

TO THE MEMBERS OF WOMEN AND GIRLS NETWORK

FOR THE YEAR ENDED 31 MARCH 2025

A further description of our responsibilities is available on the FRC's website at: <https://www.frc.org.uk/auditors/audit-assurance/auditor-s-responsibilities-for-the-audit-of-the-fi/description-of-the-auditor%E2%80%99s-responsibilities-for>. This description forms part of our auditor's report.

Use of our report

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

17th December 2025



Mukesh Khatri
Senior Statutory Auditor

For and on behalf of
BARCANT BEARDON LIMITED
Chartered Accountants
and
Statutory Auditors

8 Blackstock Mews
Islington
London N4 2BT

STATEMENT OF FINANCIAL ACTIVITIES (INCLUDING INCOME & EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 MARCH 2025

Income and Expenditure Summary

	Notes	Restricted Funds 2025 £	Unrestricted Funds 2025 £	Total Funds 2025 £	Total Funds 2024 £
Income and endowments from:					
Donations and legacies	3	-	4,758	4,758	107,486
Charitable activities	4	7,254,233	28,221	7,282,454	6,999,526
Other income		6	8,249	8,255	-
Investments	5	-	3,677	3,677	2,552
Total income and endowments		<u>7,254,239</u>	<u>44,905</u>	<u>7,299,144</u>	<u>7,109,564</u>
Expenditure on:					
Costs of raising funds	6	15,473	23,209	38,682	27,802
Charitable activities	7	7,453,096	38,130	7,491,226	6,957,324
Total expenditure		<u>7,468,569</u>	<u>61,339</u>	<u>7,529,908</u>	<u>6,985,126</u>
Net (expenditure)/income		(214,330)	(16,434)	(230,764)	124,438
Transfers between funds	19	-	-	-	-
Net movement in funds for the year		<u>(214,330)</u>	<u>(16,434)</u>	<u>(230,764)</u>	<u>124,438</u>
Reconciliation of funds					
Total funds brought forward	19	<u>226,961</u>	<u>1,170,295</u>	<u>1,397,256</u>	<u>1,272,818</u>
Total funds carried forward	19	<u>12,631</u>	<u>1,153,861</u>	<u>1,166,492</u>	<u>1,397,256</u>

The statement of financial activities includes all gains and losses recognised during the year.

All income and expenditure derive from continuing activities.

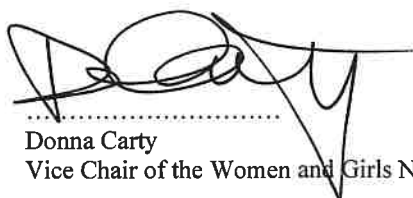
BALANCE SHEET

FOR THE YEAR ENDED 31 MARCH 2025

	Notes	2025 £	2024 £
Fixed Assets	14	-	-
Current Assets Debtors	16	2,118,871	1,751,234
Cash at bank and in hand		284,582	963,031
		2,403,453	2,714,265
Creditors: Amounts falling due within one year	17	(1,236,961)	(1,317,009)
Net Current Assets		1,166,492	1,397,256
Net Assets		1,166,492	1,397,256
Funds			
Restricted funds	19	12,631	226,961
Unrestricted funds			
- General funds	19	1,153,861	1,170,295
Total funds		1,166,492	1,397,256

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

Signed on behalf of the board of trustees



Donna Carty
Vice Chair of the Women and Girls Network



Pooja Aryal
Trustee of the Women and Girls Network

Date: 16 December 2025

The notes on page 44-57 form part of these financial statements.
Company Registration No. 08286856

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2025

	Notes	2025 £	2024 £
Cash flow from operating activities			
Net cash (used)/provided by operating activities	22	(682,126)	374,874
Cash flow from investing activities			
Interest income		3,677	2,552
Purchase of tangible fixed assets		-	-
Net cash provided by investing activities		3,677	2,552
Net (decrease)/increase in cash and cash equivalents in the year		(678,449)	377,426
Cash and cash equivalents at the beginning of the year		963,031	585,605
Cash and cash equivalents at the end of the year		284,582	963,031
Analysis of cash and cash equivalents			
Cash in bank and in hand		284,582	963,031
Cash and cash equivalents at the end of the year	22.1	284,582	963,031

NOTES TO THE FINANCIAL STATEMENTS**FOR THE YEAR ENDED 31 MARCH 2025**

1 Accounting Policies

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

1.1 General information and basis of preparation

Women and Girls Network is a company limited by guarantee incorporated in and has no share capital. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity. The registered office is 8 Blackstock Mews, London N4 2BT.

The charity constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland issued in October 2019, the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), the Charities Act 2011, the Companies Act 2006 and UK Generally Accepted Practice.

The financial statements are prepared on a going concern basis under the historic cost convention. The financial statements are prepared in sterling, which is the functional currency of the company. Monetary amounts in these financial statements are rounded to the nearest £.

1.2 Going Concern

At the time of approving the financial statements, the members of management committee have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus, the members of management committee continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable Funds

Unrestricted funds are available for use at the discretion of the members of management committee in furtherance of their charitable objectives unless the funds have been designated for other purposes. Designated funds have been set aside for specific purposes by the trustees. Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the accounts.

1.4 Incoming Resources

All incoming resources are included in the Statement of Financial Activities (SOFA) when the charity is legally entitled to the income after any performance conditions have been met, the amount can be measured reliably and it is probable that the income will be received.

Income from grants are recognised at fair value when the charity has entitlement after any performance conditions have been met, it is probable that the income will be received and the amount can be measured reliably. If entitlement is not met then these amounts are deferred.

Training and counselling fees are brought into income when they are earned. Donations are accounted for when received. Interest income is recognised when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

NOTES TO THE FINANCIAL STATEMENTS**FOR THE YEAR ENDED 31 MARCH 2025**

1.5 Resources Expended

Expenditure is accounted for on an accruals basis and is inclusive of the VAT attributable to that expense. An appropriate proportion of the salary charge is attributed to fund raising. Governance costs mainly comprise audit and accountancy fees. Expenditure is allocated to funds directly or on the basis of staff time or usage.

1.6 Tangible Fixed Assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses. Tangible fixed assets are stated at cost less depreciation. Assets with an individual cost of less than £2,000 are written off in the year of purchase. Depreciation is provided at rates calculated to write off the cost less estimated residual value of each asset over its expected useful life, as follows:

Fixtures, fittings & equipment	25% per annum on cost
Computers	33% per annum on cost

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset and is recognised in net income/(expenditure) for the year.

1.7 Impairment of Fixed Assets

At each reporting end date, the charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1.8 Cash and Cash Equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.9 Financial Instruments

The charity has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

1.10 Employee Benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received. Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.11 Retirement Benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2025

2 Critical Accounting Estimates and Judgements

In the application of the charity's accounting policies, the members of management committee are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are listed below:

2.1 Cost allocation

Support costs are allocated across all charitable activities. Dependent upon each type of support activity, costs are applied directly against a function or appropriate cost drivers such as time allocations are utilised.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

3 Income from Donations and Legacies

	Unrestricted Funds 2025 £	Unrestricted Funds 2024 £
Donations and gifts	4,758	6,486
General Grants	-	101,000
	<u>4,758</u>	<u>107,486</u>

4 Income from Charitable Activities

Charitable Activities 2025

	Grants 2025 £	Fees 2025 £	Total 2025 £	Total 2024 £
Fees	-	28,221	28,221	38,735
Performance related grants	7,254,233	-	7,254,233	6,960,791
	<u>7,254,233</u>	<u>28,221</u>	<u>7,282,454</u>	<u>6,999,526</u>

Charitable Activities 2024

	Grants 2024 £	Fees 2024 £	Total 2024 £	Total 2023 £
Fees	-	38,735	38,735	252,229
Performance related grants	6,960,791	-	6,960,791	6,137,786
	<u>6,960,791</u>	<u>38,735</u>	<u>6,999,526</u>	<u>6,390,015</u>

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2025

- 4.1 Income from charitable activities was £7,282,454 (2024 - £6,999,526) of which £7,254,233 (2024 - £6,960,791) was attributable to restricted funds and £28,221 (2024 - £38,735) was attributable to unrestricted funds - general.

4.2 Performance related grants

	2025 £	2024 £
London Councils	1,513,114	1,504,180
MOPAC	4,591,397	4,509,291
MOPAC funding through partners	479,937	302,667
Advance	88,600	88,600
NHS England	542,223	539,420
Small grants	38,962	16,633
	<u>7,254,233</u>	<u>6,960,791</u>

5 *Income from Investments*

	Unrestricted Funds 2025 £	Unrestricted Funds 2024 £
Interest receivable	<u>3,677</u>	<u>2,552</u>

6 *Expenditure on Raising Funds*

	2025 £	2024 £
Staff costs	<u>38,682</u>	<u>27,802</u>

- 6.1 Of the £38,682 expenditure in 2025 (2024 - £27,802), £15,473 (2024 - £9,288) was attributable to restricted funds and £23,209 (2024 - £18,514) was attributable to unrestricted funds - general.

7 *Analysis of Expenditure on Charitable Activities*

	Direct Charitable Expenditure 2025 £	Direct Charitable Expenditure 2024 £
Staff costs	2,757,014	2,627,852
Direct charitable expenditure	<u>4,038,382</u>	<u>3,777,184</u>
	6,795,396	6,405,036
Share of support costs (see note 8)	679,913	534,794
Share of governance costs (see note 8)	<u>15,917</u>	<u>17,494</u>
	<u>7,491,226</u>	<u>6,957,324</u>

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2025

- 7.1 Of the £7,491,226 expenditure in 2025 (2024 - £6,957,324), £7,453,096 (2024 - £6,936,296) was attributable to restricted funds and £38,130 (2024 - £21,028) was attributable to unrestricted funds - general.

8 *Analysis of Support and Governance Costs*

	Basis of allocation	Support costs £	Governance costs £	Total 2025 £	Total 2024 £
Staff and recruitment costs	Direct	383,627	-	383,627	248,329
Premises costs	Direct	25,154	-	25,154	24,718
Insurance	Direct	16,031	-	16,031	13,264
IT, Office support & expenses	Direct	75,695	-	75,695	83,180
Financial & bookkeeping (Staff)	Direct	116,706	-	116,706	96,205
Legal and professional costs	Direct	31,734	-	31,734	48,706
Staff expenses & training	Direct	30,168	-	30,168	19,493
Bank charges	Direct	1,099	-	1,099	887
Sundry costs	Direct	(301)	-	(301)	12
Audit fee	Governance	-	15,455	15,455	17,280
Trustees' expenses	Governance	-	462	462	214
		<u>679,913</u>	<u>15,917</u>	<u>695,830</u>	<u>552,288</u>

9 *Net Income/(Expenditure) for the Year*

	2025 £	2024 £
This is stated after charging:		
Auditor's remuneration	15,455	17,280
Depreciation of tangible fixed assets	-	237
Operating lease payments: Land and buildings	<u>53,428</u>	<u>59,718</u>

10 *Trustee Remuneration and Expenses*

The trustees were not paid any remuneration nor received any other benefits during the year (2024 – nil).

Four trustees (2024 – two) were reimbursed expenses reimbursed during the year. Travel and meeting refreshment expenses amounting to £462 (2024 - £214) was incurred by the charity for four trustees (2024 – two trustee). Trustees' training expenses were £nil (2024 - £nil) for the year.

One trustee had a related party, who had transactions with the charity during the year, receiving a consultancy fee of £13,800 with a balance of £850 outstanding at the end of the year. No one was paid a salary, related employment costs or incurred expenses. In 2024, two trustees had one related party each. One received a consultancy fee of £14,246, with a balance of £9,975 outstanding at the end of the year. The other was paid a salary and related employment costs totaling £18,681 and incurred expenses of £1,136.

No trustee or other person related to the charity had any personal interest in any other contract or transaction entered into by the charity during the year (2024 – nil).

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025
11 Analysis of Staff Costs

	2025 £	2024 £
Wages and salaries	2,816,198	2,482,688
Social security costs	271,667	242,972
Pension costs	80,255	72,716
	<u>3,168,120</u>	<u>2,798,376</u>
Agency and freelance staff	124,285	239,312
	<u>3,292,405</u>	<u>3,037,688</u>

11.1 The number of employees who received total employee benefits (excluding employers' pension contributions) of more than £60,000 is as follows:

	2025 Number	2024 Number
£60,001 - £70,000	1	1
£70,001 - £80,000	-	1
£80,001 - £90,000	2	1
£90,001 - £100,000	1	-
	<u>4</u>	<u>3</u>

During the year pension contributions on behalf of these staff amounted to £9,205 (2024 - £6,680)

11.2 During the year the company paid £124,285 (2024 - £239,312) to independent third parties for the provision of staff.

11.3 The total amount of employee benefits received by key management personnel is £326,060 (2024 - £310,461). The company considers its key management personnel comprise of the Executive Team.

11.4 During the year to 31 March 2025, termination payments totaling £17,200 were made to employees (2024 - £12,862).

12 Staff Numbers

The average monthly head count was 93 staff (2024 - 81 staff) and the average monthly number of full-time equivalent employees (including casual and part time staff) during the year was as follows:

	2025 Number	2024 Number
Project management and staff	69	56
Administrative staff	9	7
	<u>78</u>	<u>63</u>

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025
13 Taxation

Women and Girls Network is considered to pass the tests set out in Paragraph 1, Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3, Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

14 Fixed Assets

	Fixtures, fittings, equipment £	Computers £	Total £
Cost			
At 1 April 2024	8,719	3,607	12,326
Additions	-	-	-
Disposals	(4,735)	(1,780)	(6,515)
	<u>3,984</u>	<u>1,827</u>	<u>5,811</u>
At 31 March 2025	<u>3,984</u>	<u>1,827</u>	<u>5,811</u>
Depreciation:			
At 1 April 2024	8,719	3,607	12,326
Disposals	(4,735)	(1,780)	(6,515)
Charge for the year	-	-	-
	<u>3,984</u>	<u>1,827</u>	<u>5,811</u>
At 31 March 2025	<u>3,984</u>	<u>1,827</u>	<u>5,811</u>
Net Book Value:			
At 31 March 2025	<u>-</u>	<u>-</u>	<u>-</u>
At 1 April 2024	<u>-</u>	<u>-</u>	<u>-</u>

15 Financial Instruments

	2025 £	2024 £
Carrying amount of financial assets		
Debt instruments at amortised cost	<u>2,304,737</u>	<u>2,552,278</u>
Carrying amount of financial liabilities		
Measured at amortised cost	<u>1,161,804</u>	<u>1,277,164</u>

16 Debtors

	2025 £	2024 £
Operating debtors	2,008,981	1,580,497
Accrued income	-	81,320
Other debtors	11,175	8,750
Prepayments and accrued income	98,715	80,667
	<u>2,118,871</u>	<u>1,751,234</u>

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025
17 Creditors: Amounts falling due within one year

	2025 £	2024 £
Operating creditors	793,791	1,171,107
Taxation and social security	74,117	74,368
Other creditors	29,577	13,800
Accruals	305,105	57,734
Deferred income	34,371	-
	<u>1,236,961</u>	<u>1,317,009</u>

18 Pensions

The charity contributes towards a defined contribution pension scheme with Aviva. The pension charged to the Statement of Financial Activities represent contributions payable by the charity and amounted to £80,255 (2024 - £72,716).

19 Analysis of Charitable Funds
19.1 Unrestricted Funds – Current Year

	Balance 1 Apr 2024 £	Incoming Resources £	Outgoing Resources £	Transfers £	Balance 31 Mar 2025 £
General funds	<u>1,170,295</u>	<u>44,905</u>	<u>(61,339)</u>	<u>-</u>	<u>1,153,861</u>

Unrestricted Funds – Previous Year

	Balance 1 Apr 2023 £	Incoming Resources £	Outgoing Resources £	Transfers £	Balance 31 Mar 2024 £
General funds	<u>1,073,064</u>	<u>148,773</u>	<u>(39,542)</u>	<u>(12,000)</u>	<u>1,170,295</u>

Name of unrestricted fund
Description, nature and purposes of the fund

General funds

The “free reserves” after allowing for any designated funds.

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2025

19.2 Restricted Funds – Current Year

	Balance 1 Apr 2024	Incoming Resources	Outgoing Resources	Transfers	Balance 31 Mar 2025
	£	£	£	£	£
Ascent	-	1,513,114	(1,513,114)	-	-
Ascent Plus	-	137,161	(137,161)	-	-
Angelou	-	88,600	(88,600)	-	-
CouRAGEus	-	917,326	(917,326)	-	-
DVSV Casework & Counsellors	-	169,697	(169,697)	-	-
Gateway	81,320	2,683,983	(2,765,303)	-	-
London Hostels Association	-	35,629	(35,629)	-	-
NHS England	133,010	462,223	(595,233)	-	-
Rape Crisis Project	-	1,071,926	(1,071,926)	-	-
Soteria	-	174,580	(174,580)	-	-
Other	12,631	-	-	-	12,631
	<u>226,961</u>	<u>7,254,239</u>	<u>(7,468,569)</u>	<u>-</u>	<u>12,631</u>

Restricted Funds – Previous Year

	Balance 1 Apr 2023	Restated Resources	Incoming Resources	Outgoing Resources	Transfers	Restated Balance 31 Mar 2024
	£	£	£	£	£	£
Ascent	-	1,504,180	(1,506,580)	2,400	-	-
Ascent Plus	-	132,245	(132,245)	-	-	-
Angelou	-	88,600	(88,600)	-	-	-
CouRAGEus	-	808,996	(808,996)	-	-	-
DVSV Casework & Counsellors	-	120,429	(120,429)	-	-	-
Gateway	-	2,790,099	(2,708,779)	-	-	81,320
London Hostels Association	34,977	16,633	(51,610)	-	-	-
NHS England	125,579	458,100	(450,669)	-	-	133,010
Rape Crisis Project	-	991,516	(991,516)	-	-	-
Safer London	-	49,993	(49,993)	-	-	-
Other	39,198	-	(36,167)	9,600	-	12,631
	<u>199,754</u>	<u>6,960,791</u>	<u>(6,945,584)</u>	<u>12,000</u>	<u>-</u>	<u>226,961</u>

19.3 Name of restricted fund
Description, nature and purposes of the fund

Ascent

These projects are funded by London Councils through various partnership agreements with other organisations as part of the London Violence Against Women and Girls Consortium. They comprise a dedicated sexual violence helpline, a prevention project, training, group work, counselling a specialist service on ending harmful practices and an advice service for women and girls who have experienced gendered violence.

Ascent Plus

Ascent Plus is additional funding into the Advice Service from the Mayor's Office for Policing and Crime (MOPAC).



<i>19.3 Name of restricted fund</i>	<i>Description, nature and purposes of the fund</i>
Angelou	The Angelou Partnership is a partnership of organisations supporting survivors of VAWG across 3 west London boroughs. Through the partnership, Women and Girls Network are funded to provide ISVA support, young women's advocacy and additional capacity on the Freephone Advice Line. We are also funded to support frontline practitioners through training and consultancy support.
CouRAGEus	CouRAGEus is a new pan London partnership project led by Women and Girls Network. The project provides specialist advocacy, counselling, and resilience and prevention programs for minoritised young women and girls experiencing gendered violence, mental health issues and/or multiple disadvantages.
DVSV Casework & Counsellors	This funding supports predominantly Black and Global Majority survivors to access practical support, resources and therapeutic work aimed at enhancing their recovery
Gateway	London Survivors Gateway offers support to all victims and survivors of rape and sexual abuse aged 13+ to access specialist services. Women and Girls Network leads this service and works in partnership with key sexual violence providers in London.
London Hostels Association	Funding from the London Hostels Association supported additional capacity and development for the Advice Service.
NHS England	NHS England funding brings together the four London Rape Crisis Centres to deliver innovative services for female survivors of sexual violence (SV) London-wide. The project delivers a wraparound therapeutic provision for survivors engaged with the criminal justice system. An awareness raising community and professional development programme is aimed at prevention and upskilling staff on good practice working with SV.
Rape Crisis Project	The West London Rape Crisis Service (WLRCC) is one of the specialist services of Women and Girls Network and is funded by the MOPAC and the Ministry of Justice. The WLRCC provides counselling, group work, body therapies and advocacy services to women who have experienced recent or historic sexual violence, including child sexual abuse, rape, prostitution, sexual assault, sexual harassment, gang related sexual violence, sexual bullying and sexual exploitation.
Safer London	Safer London Partnership Project funded by MOPAC is aimed at supporting victims, primarily young women and girls who are involved in or at risk of gang involvement and/or at risk of sexual violence and exploitation, primarily within gangs. The project involves delivering one to one casework and advocacy, awareness raising activities, counselling and training for professionals.

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2025

19.3	<i>Name of restricted fund</i>	<i>Description, nature and purposes of the fund</i>
	Soteria	This service aims to help you navigate the complexities of the criminal justice system by providing specialist legal help to survivors of sexual violence. The lawyers work for Women and Girls Network and are completely independent of the police or CPS or any other state agency. All legal advice is confidential and protected by legal professional privilege.
	Other	This includes various smaller projects, the most significant of which supports young people who have experienced or at risk of any form of abuse in Kensington & Chelsea and Westminster.

19.4 There were no transfers during the year ended 31 March 2025. The net transfer in 2024 of £12,000 from general funds to restricted funds represent a shortfall in restricted funding on those projects.

19.5 Statement in accordance with Section 37 of the Local Government and Housing Act 1989 – 2024-25

A grant from London Councils (formerly: Association of London Government) for the Advice and Counselling Project, amounted to £1,388,072 for the year ended 31 March 2025. The funds were expended in the manner set out below and have been used for the purposes outlined in the grant agreement.

	2025 £
Direct Staff Costs	277,375
Indirect Staff Costs	18,823
Other Direct Costs – Including Partner Payments	1,060,384
Charges allocated to Projects	31,490
	<u>1,388,072</u>

Expenditure by lead partner and partners:

Lead partner – WGN	347,989
Delivery partner – Ashiana	94,573
Delivery partner – Asian Women’s Resource Centre	42,166
Delivery partner – The Chinese Information and Advice Centre (CIAC)	42,166
Delivery partner – EACH	95,861
Delivery partner – IKWRO	80,089
Delivery partner – IMECE Women’s Centre	77,104
Delivery partner – Jewish Women’s Aid	26,409
Delivery partner – Latin American Women’s Rights Service: LAWRS	83,922
Delivery partner – The Nia Project	38,333
Delivery partner – RASASC	21,302
Delivery partner – Rights of Women	74,775
Delivery partner – Solace	259,615
Delivery partner – Southall Black Sisters	61,163
Delivery partner – Women’s Trust	42,605
	<u>1,388,072</u>

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2025

19.6 Statement in accordance with Section 37 of the Local Government and Housing Act 1989 – prior years

Grants from London Councils (formerly: Association of London Government) for the Advice and Counselling Project, amounted to £1,360,855 for the year ended 31 March 2024 and £1,368,470 for the year ended 31 March 2023. The funds were expended in the manner set out below and have been used for the purposes outlined in the grant agreement.

	2024 £	2023 £
Direct Staff Costs	273,648	275,980
Indirect Staff Costs	5,536	3,575
Other Direct Costs – Including Partner Payments	1,052,582	1,054,716
Charges allocated to Projects	29,089	34,199
	<u>1,360,855</u>	<u>1,368,470</u>

	2024 £	2023 £
Lead partner – WGN	341,153	340,740
Delivery partner – Ashiana	92,719	94,499
Delivery partner – Asian Women’s Resource Centre	41,339	40,663
Delivery partner – The Chinese Information and Advice Centre (CIAC)	41,339	40,663
Delivery partner – EACH	93,981	95,740
Delivery partner – IKWRO	78,519	80,530
Delivery partner – IMECE Women’s Centre	75,593	76,005
Delivery partner – Jewish Women’s Aid	25,891	27,115
Delivery partner – KMEWO, Kurdish and Middle Eastern Women’s Organisation	-	1,650
Delivery partner – Latin American Women’s Rights Service: LAWRS	82,277	82,579
Delivery partner – The Nia Project	37,581	36,966
Delivery partner – RASASC	20,897	22,191
Delivery partner – Rights of Women	73,309	72,110
Delivery partner – Solace	254,525	253,656
Delivery partner – Southall Black Sisters	59,963	58,982
Delivery partner – Women’s Trust	41,769	44,382
	<u>1,360,855</u>	<u>1,368,470</u>

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025
20 Analysis of Net Assets between Funds – Current Year

	Restricted Funds 2025 £	Unrestricted Funds 2025 £	Total 2025 £
Tangible fixed assets	-	-	-
Cash at bank and in hand	12,631	271,951	284,582
Other net current assets	-	881,910	881,910
	<u>12,631</u>	<u>1,153,861</u>	<u>1,166,492</u>

Analysis of Net Assets between Funds – Previous Year

	Restricted Funds 2024 £	Unrestricted Funds 2024 £	Total 2024 £
Tangible fixed assets	-	-	-
Cash at bank and in hand	145,641	817,390	963,031
Other net current assets	-	434,225	434,225
	<u>145,641</u>	<u>1,251,615</u>	<u>1,397,256</u>

21 Operating Lease Commitments

At the reporting end date the charity had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2025 £	2024 £
Within one year	77,577	42,028
Between two and five years	82,560	23,278
	<u>160,137</u>	<u>65,306</u>

The increase in operating lease commitments is due to break clauses not being enacted and lease extensions acquired.



NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2025

22 Reconciliation of Net (Deficit)/Income to Net Cash Flow from Operating Activities

	2025 £	2024 £
Net (deficit)/income for the year	(230,764)	124,438
Adjustments for:		
Interest income	(3,677)	(2,552)
Depreciation	-	237
(Increase)/decrease in debtors	(367,637)	71,263
(Decrease)increase in creditors	(80,048)	181,488
	<u>(682,126)</u>	<u>374,874</u>

22.1 Analysis of Changes in Net Debt

	At 1 Apr 2024 £	Cash-flows £	At 31 Mar 2025 £
Cash in bank and in hand	<u>963,031</u>	<u>(678,449)</u>	<u>284,582</u>

23 Related Party Transactions

Aside from trustee remuneration and expenses disclosed in note 10, there are no related party transactions during the year (2024 - none).



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PO Box 13095, London W14 0FE

Charity registration number: 1150354 | Company registration number:
08286856 Registered office: 8 Blackstock Mews, London, N4 2BT

WOMEN AND GIRLS NETWORK

England & Wales - Charity number 1150354

Accounts

COMPANY NUMBER: 08286856
REGISTERED CHARITY NUMBER: 1150354



Women and Girls Network

REPORT AND FINANCIAL STATEMENTS

For the Year ended 31 March 2024



The trustees present their annual report and financial statements for Women and Girls Network (WGN) for the year ended 31 March 2024 which are also prepared to meet the requirements for a directors' report and accounts for Companies Act purposes. The trustees have adopted the provision of the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" (FRS 102) in preparing the annual report and financial statements of the charity.

The financial statements have been prepared in accordance with the accounting policies set out in notes to the accounts and comply with the Memorandum and Articles of Association, the Charities Act 2011, the Companies Act 2006 and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland published in October 2019.

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Objectives and Activities

Our mission is to significantly improve the quality of life for our clients, fostering empowerment, healing, and transformation to help survivors thrive. We offer a comprehensive range of services tailored to individual needs, creating care pathways that facilitate genuine choices and sustainable recovery.

Women and Girls Network's core objectives and activities encompass:

1. Therapeutic Services

Providing specialised, holistic therapy to support the healing and recovery of women and girls who have endured various forms of gendered violence, including sexual, physical, and emotional abuse.

2. Advocacy Services

Providing a comprehensive advocacy support to women and girls, encompassing a wide spectrum of needs such as assistance with legal proceedings, housing, immigration matters, and financial concerns. We have specialised services for young women as part of our service offer.

3. Training Initiatives

Offering training programs to enhance understanding, raise awareness, and promote best practices among individuals and organisations working with survivors of gendered violence.

4. Research and Information Dissemination

Conducting research and sharing relevant information to empower women who have experienced violence and those supporting them, enabling informed decision-making.

1. Therapeutic Services

Our primary focus remains addressing the needs of women and girls recovering from gendered violence, including the delivery of culturally sensitive counselling services. Each counselling request begins with an assessment to determine its appropriateness for the individual and to identify the most effective therapeutic approach.

We offer professional counselling services for women who have experienced various forms of violence, delivered within a culturally sensitive framework that provides tailored therapeutic interventions.

Our approach involves an initial assessment to determine the suitability of counselling and identify the most effective counselling method for each individual.

Ascent Project

This project offers counselling to women and girls aged 14+ who have endured any form of gendered violence either recent or historic.

Our services within the Ascent Project include:

- 1. Ascent Counselling:** Offering one-on-one counselling to women and girls who have experienced domestic and sexual violence.
- 2. Ascent Ending Harmful Practices:** Specialised long-term counselling for women who have encountered harmful practices, such as female genital mutilation, so-called honour-based violence, and forced marriage, whether recent or historic.



West London Rape Crisis Service (WLRCC)

We operate a specialised counselling service for women who have faced recent or historic sexual violence, including childhood sexual abuse, rape, prostitution, sexual assault, harassment, and exploitation. Our central location in Ealing, along with satellite venues in Brent, Harrow, Hammersmith and Fulham, Hillingdon, and Hounslow, ensures accessibility.

Our services within WLRCC include:

1. **MOPAC Counselling:** Offering one-to-one counselling to women and girls who have endured any form of sexual violence either recent or historic.
2. **NHS RCC Counselling:** Funded by the NHS, this service supports women and girls aged 14+ who have endured sexual violence and are currently in or have gone through the criminal justice system.
3. **Body therapy and Coaching:** Offering one-to-one Aromatherapy Massage or online Wellbeing and Coaching sessions to survivors.
4. **Ending Harmful Practices (MOPAC P&CT):** Specialised long-term counselling for women who have encountered harmful practices, such as female genital mutilation, so-called honour-based violence, and forced marriage, whether recent or historic.
5. **London Borough of Hounslow (LBH Funded):** Offers counselling and grounding session contracts to women aged 18+ specifically from the Hounslow area and referred directly into service by the Sexual Violence Outreach Practitioner for that borough as an effort to ensure clients who were being supported in Hounslow got the support they needed.
6. **DA/SV Counselling:** Offers counselling and grounding sessions, including specifically for Black and Global Majority women and girls living within West London. This service offers counselling online and in-person and is for women aged 14+ who have endured all forms of gender-based violence.

2. Advocacy Services

The Independent Sexual Violence Advocacy Service (ISVA)

Based at the West London Rape Crisis Centre, our ISVA service provides practical and emotional support to survivors of recent and historic sexual violence within the West London Boroughs. This support encompasses assistance through the criminal justice process and addresses immediate needs to ensure safety and sustainable recovery. We offer specialist ISVAs for survivors with multiple disadvantages as well as an ISVA for black and global majority women specifically; this is to address the inequalities in reporting and institutional racism these survivors endure when it comes to the criminal justice system. This year we also introduced two Brief Intervention ISVA roles for short-term casework, whilst they wait for more longer-term support, in order for them to meet specific CJS milestones without undue delay.

The Dedicated London Sexual Violence Helpline

Part of the Ascent partnership with Women's Aid, Refuge, and RASASC, this helpline offers integrated services for survivors of domestic and sexual violence throughout London, providing immediate practical and emotional support and directing individuals to other support services. The WGN Sexual Violence Helpline caters to women and girls who have experienced gendered violence.

Young Women's Service

Our multidisciplinary team offers comprehensive support for young people aged 10 to 25 through two specialist teams: the Advocacy Team and the Prevention Team. Our projects are funded through include MOPAC RCC, EMPOWER – Safer London, London Councils, and CouRAGEus MOPAC.

Services within the Young Women's Service include:

1. **CouRAGEus:** A unique pan-London project for Black and Global Majority young women and girls, created in partnership with 10 leading VAWG specialist organisations. It offers specialised advocacy, counselling, resilience, and prevention programs for those experiencing gendered violence, mental health issues, and multiple disadvantages. We focus on supporting Black and Global Majority young women experiencing intersectional disadvantage, recognising the compounding effects of structural racism and inequalities at these intersections.
2. **Community Engagement Worker:** Our CEW has regular workshops at Saint Gabriel Secondary School, Latin American Youth Forum, and Community Evenings at Stoke Newington Secondary School. She collaborates with other CEWs within the partnerships to deliver workshops and training to professionals.
3. **Young Women's Advocacy Service:** Providing one-on-one advocacy support and casework in collaboration with relevant agencies to ensure the welfare and wellbeing of young women who have experienced gendered violence. We also raise awareness of gendered violence issues through themed workshops and casework for early intervention.
4. **Young Women's Prevention Service:** The London Council's Whole Schools project delivers interactive, arts- based education programs to children and young people aged 9 to 18, promoting healthy relationships and addressing violence myths. We also provide training for professionals working with young people, along with community

The Advice Service

One of the largest projects in the Ascent partnership, providing specialist and generic advice services for women and girls affected by gender-based violence through individual advice and group work. Services are available through two London Hubs in Ealing and Islington, along with spokes across London boroughs to increase accessibility while mitigating barriers associated with crossing borough boundaries.

3. Training Initiatives

We develop and deliver accredited training programs as part of the Ascent second-tier support project. Our goal is to enhance the sustainability of organisations providing services to those affected by sexual and domestic violence across London. This includes accredited training, expert-led sessions, seminars, BMER network events, borough surgeries, and personalised support.

Our training team offers the following:

1. Accredited Training
2. One Day Courses
3. Expert-Led Seminars
4. Bespoke Training
5. National and International Training



Community Engagement Work

We have a Community Engagement Worker who provides the following to professionals and survivors:

- Training for Professionals and community stakeholders on VAWG issues, specialising in the needs and experiences of Black and minoritised young women.
- Experts by Experience Programme: opportunities to amplify the voices of young people and support them to become change makers.

4. Research and Information Dissemination

WGN is committed to conducting research and sharing valuable information to empower women who have experienced violence, as well as those who support them. We aim to provide the necessary resources for informed, confident decision-making.

Over the past year, we have contributed to key reviews and consultations initiated by our funders, such as London Councils, and have worked closely with partner organisations like Imkaan. These collaborations have enabled us to support vital research projects that enhance services for women affected by violence.

In addition, our newly appointed Data Impacts and Insights Manager has been reviewing our equalities data, risk and safeguarding protocols, and conducting research on issues such as suicidality and self-harm. Looking ahead, she will lead biannual data scrutiny panels in 2024-2025 and plans to explore services that focus on our Global Majority clients, ensuring our support remains inclusive and effective.

Fund-raising standards information

Women and Girls Network does not proactively raise funds from the public. We do have a number of online accounts through which people are able to donate, and donations are made when people shop online using our account, for example with Easyfundraising. We receive direct donations through PayPal which are presumed to be predominately from ex-service users and their friends and family.

Achievements and Performance

Counselling and Body Therapies

WGN's core counselling service is dedicated to supporting women in their recovery from gender-based violence. Clients are provided with flexible contracts, ranging from 15 sessions to one year. The determination of individual contracts and therapy goals is a collaborative process with the client during the assessment phase. WGN's clinical model is grounded in a strengths-based and evidence-based approach, with a focus on personal empowerment and achieving comprehensive and sustainable recovery. Therapeutic interventions prioritise the direct management of trauma consequences, tailoring them to the unique needs of each client. These interventions are characterised by their complexity, multimodality, holism, and alignment with the individual's trauma pathway.

Outcomes

Clinical services at WGN use various monitoring and evaluation systems to assess therapeutic progress and clinical effectiveness. WGN relies on two main evaluation systems: Clinical Outcomes in Routine Evaluation (CORE) and The Data Processing Management System (DPMS). These evaluation tools are complemented by client feedback mechanisms to ensure client-centered service delivery.



TRUSTEES' ANNUAL REPORT (INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MARCH 2024

CORE is a recognised therapeutic outcomes database employed by NHS psychological services. It gathers and analyses qualitative and quantitative data through a four-domain questionnaire administered before and after therapy. This questionnaire assesses clients' functioning levels, problem areas, risk factors, and wellbeing. CORE clinical reports provide in-depth analysis of individual client progress and the effectiveness of therapeutic interventions.

DPMS, developed by Rape Crisis England and Wales, incorporates clinical standards from Women's Aid and BACP. It focuses on identifying trauma markers associated with gender-based violence. The database collects and analyses both qualitative and quantitative information, allowing tracking of individual client progress in terms of services accessed, such as counselling, helpline support, groups, body therapies and advocacy. It also helps identify clinical outcomes.

Additionally, feedback surveys and evaluation forms are used to gauge client satisfaction with the services. GDPR-approved platforms like Survey Monkey and Text Magic are utilised to collect this data.

Ascent Counselling Service

Women and Girls Network delivers innovative and effective counselling services for women and girls who have experienced all forms of gendered violence in London. We provide women-only holistic and seamless therapeutic services. WGN has a specialised clinical model referred to as the Holistic Empowerment Recovery Model developed to work with survivors of gendered violence. Therapeutic engagement consists of multifocal holistic interventions to address the global impact of trauma in a phased approach from a strengths-based perspective. Therapy is attuned to diversity and aims to be significant, relevant and sensitive to meet clients' cultural expectations. Therapeutic work aims to support clients' movement and transition from survivor to thrive, promoting total and sustainable recovery. The Ascent Counselling Service provides counselling to women and girls aged 14 years upwards. We provide both in person and remote counselling options and have offices and satellites across London. This service is provided to women and girls living in the following clusters:

West Quadrant: H&F, Brent, Ealing, Harrow and Hounslow.

North Quadrant: K&C and Westminster.

South Quadrant: Bexley, Bromley, Croydon, Greenwich, Lambeth, Lewisham and Southwark.

Here are the outcomes for the year through COREnet's Benefits of Therapy form (taken from the 'End of Therapy' form which is an evaluation of the client's progress after receiving a full counselling contract):

- 72% of clients benefitted from an increase in personal insight and understanding
- 87% of clients benefitted from being able to explore their feelings/problems
- 87% of clients benefitted from being able to express their feelings/problems
- 78% of clients developed better coping mechanisms and strategies
- 49% were supported in accessing ongoing practical help
- 64% reported having better control, planning and decision making
- 77% reported an improvement in their overall general wellbeing
- 70% reported an improvement to their mental health symptoms
- 72% reported improved day to day functioning
- 78% reported improved personal relationships.

The Ascent counselling service delivered 921 counselling sessions in 2023-24 and welcomed 92 new survivors to our waiting list in the period.

Feedback for Ascent Counselling service 2023-24:

"I felt that this therapy space allowed for an opportunity to look at experiences and my responses and habitual behaviour in a helpful way."

"It was very good, and my therapist was amazing!" "Looking forward to the future."

"I have felt supported throughout, I am in a much better place now; counselling and WGN has been very supportive throughout my journey. Thank you so much WGN!"

"Thank you, this space has been invaluable to me! Counselling has facilitated my awareness and personal growth."

Domestic Abuse /Sexual Violence Service

This service is for black and minoritised women and girls aged 14+ who have endured all types of VAWG (including domestic abuse and sexual violence). We have four Specialist Counsellors providing 1-2 days per week each of five counselling slots. This includes a Black Women's Counsellor (SV), Black Women's Counsellor (VAWG), Counsellor (Online remote session provision) and Counsellor (SV). This service also includes a Black & Global Majority Women Caseworker which is held within the Advice Casework team. By the end of 2023-24, this service was fully operational.

We were able to support 60 women in 2023-24, 49 of which were new referrals in the period across casework and counselling teams. 100% of clients who concluded support (11) during the period reported better coping mechanisms, improved general wellbeing, improved feelings of safety and felt more informed and empowered to act.

The integration of both caseworkers and counselling teams has provided comprehensive support for survivors, catering to their advocacy and therapeutic needs effectively. Our clinical team has observed an increase in clients requiring advocacy support, particularly regarding housing, immigration, legal proceedings, and financial challenges exacerbated by the cost of living crisis. Balancing therapy amidst numerous external stressors has been challenging, often necessitating prioritisation of practical support over counselling. However, with access to dedicated caseworkers, this process has become more streamlined, allowing counsellors to focus on delivering therapeutic assistance. This integrated approach ensures clients receive specialised wraparound support, enhancing their overall experience and outcomes.

Feedback for DA/SV Service 2023-24:

"The service is actually one with skilled educated staff, who make effective change. The staff are knowledgeable in facts. So one moves on from the service empowered and believing in one's rights as a women or girl."

"Hopefully the local authorities will fund this service to grow more and meet more service users."

"They should also be sending their staff for training at WAGN on the complex cases and how to support women and girls who are victims of sexual and physical violence."

Ending Harmful Practices (Counselling services)

We continue to offer two EHP services within WGN, each funded separately: one through MOPAC P&CT and the other through Ascent funded by London Councils. These services provide specialised, long-term counselling to women who have experienced harmful practices such as female genital mutilation, so-called 'honour-based' violence, and forced marriage. Our counselling contracts last for 20 weeks (but can be extended) and are available to women aged 18 and older. Longer therapy durations allow us to address complex issues stemming from harmful practices comprehensively, aiding in recovery. We serve women and girls connected to or residing in Ealing, Hounslow, and Bromley boroughs. Additionally, we collaborate with voluntary, statutory, and community sectors to raise awareness about the impact of harmful practices through presentations and training, which is detailed in the training section below:

We maintain a strong partnership with interpreting service, ensuring access to female interpreters for clients with language needs. Additionally, we recruit staff proficient in multiple languages, including Albanian, Urdu, and Punjabi, for this project. By recruiting counsellors from global majority backgrounds for this project, we enhance support for clients who may prefer working with someone familiar with their culture and experiences, thereby promoting greater comfort and understanding.

We have noticed an increasing number of clients seeking support in housing and immigration matters. While our primary focus remains on providing counselling, we are also assisting by writing support letters, offering GP referrals, and connecting clients with advocacy services such as our WGN Advice Casework team. This collaborative approach ensures that clients receive well-rounded care and the support they need.

Housing challenges continue to affect many of our clients within this service. Some are living in unsuitable accommodation, like hotels or B&Bs, which often lack basic amenities such as kitchen facilities. Those with 'no recourse to public funds' (NRPF) have been especially hard-hit by the rising cost of living, making the need for immigration and financial support even more urgent. Over 30% of clients accessing this service have immigration issues. Our clinical team is available to assist with these issues, with onward referrals to advocacy teams, but we also place sessions on hold if clients are unable to fully commit to sessions or are unable to do deeper trauma work due to external stressors needing to be resolved first. They are welcome to resume therapy at any time.

For clients who are unable to attend in-person sessions due to financial constraints, we continue to offer travel reimbursements to help ease their burden.

These services welcomed 38 new referrals in 2023-24. 30 clients received counselling contracts in the period. Our counsellors delivered 25 assessment hours during the period and 301 individual counselling and grounding sessions. Our Senior Clinical Team also provided additional hours providing supporting letters, welfare check in calls, GP letters and supporting clients with onward referral to advocacy services such as IKWRO and Advice casework, as well as statutory mental health teams.

Client feedback for EHP counselling services 2023-24:

"I appreciate my Counsellor a lot, for her time and her great professional support."

"I got lots of support from your group. They taught me to live a better life and keep be positive in life. So thanks for this positive support."

"The support I received was amazing. [My counsellor] was the nicest most understanding person. I had a lot of intertwined issues, and she was so patient, and I am now able to cope a lot better. The Centre the sessions were held in was very welcoming and I felt calm walking in. I have come away from the whole experience with a better sense of personal security and self-assurance."

West London Rape Crisis Service

The West London Rape Crisis Service (WLRCC), a specialised branch of Women and Girls Network, offers free counselling and advocacy services to women who have experienced various forms of sexual violence, including child sexual abuse, rape, prostitution, sexual assault, harassment, gang-related violence, bullying, and exploitation. The primary objective is to enhance, safeguard, and restore the mental wellbeing of women and girls who have encountered or are susceptible to sexual violence, all while striving for a society free from gender-based violence.

Our central service is the Counselling Service, which provides flexible contracts (ranging from 20 sessions to one year) to women who have faced sexual violence. Therapeutic interventions are tailored to address trauma-related issues, adopting an individualised, multifaceted, and holistic approach. WLRCC's qualified therapists deliver this therapeutic service across six boroughs, offering sessions from one to two days a week. We also provide wellbeing check-in calls to clients in need, facilitated by our Senior Clinical Team, which also extends support through letters and ongoing assistance after the WGN counselling contract. In total, 2,342 counselling sessions were delivered over the year consisting of initial assessment sessions, 1:1 counselling sessions, Senior Clinical Team sessions and risk management sessions.

Benefits of Therapy Outcomes 2023-24:

Clients accessing our RCC counselling service this year achieved the following outcomes as shown through positive CORE scores and End of Therapy forms. These scores are taken from the full years data set for our annual review of the service:

- 72% of clients reported improved personal insight and understanding
- 83% of clients were better able to explore their feelings/problems
- 79% of clients were better able to express their feelings/problems
- 82% of clients developed better coping strategies/techniques
- 39% of clients were provided with access to practical help
- 60% of clients reported improved decision making and planning
- 83% of clients reported improved general wellbeing
- 64% of clients reported an improvement in their trauma symptoms
- 75% of clients reported improved day to day functioning
- 79% of clients reported improved personal relationships.

In 2023-24, 43 clients answered our feedback survey and provided the following positive outcomes:

Clients who reported improved health and wellbeing = 84%

Clients who reported feeling informed and empowered to act = 86%

Client who reported improved feelings of safety = 82%

Clients who reported developing more positive coping mechanisms and techniques = 77%

By the end of Quarter 4 we had 45 clients on our risk register for medium to high risk clients with approximately 15% being on the register due to risk of harm from others and the other 85% being due to risk of harm to self (E.g. suicidal ideation, suicide attempts and/or self-harm). Interventions included sending GP letters for interim support or requesting a review of a client's medication or care plan, onward referral to advocacy services (including our in-house Advice Casework service), welfare check-in calls and the extension of counselling contracts when necessary.

In 2023-24, we closed a total of 43 risk flags, all of which were attributed to 'risk of harm to self' including risk associated with substance use, suicidal ideation, self-harm and suicide attempts (either recent or historic).

33 of these risk flags were closed due to planned closure and risk de-escalation, indicating that we no longer considered the client at risk.



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This accounted for 77% of clients with closed risk flags. 10% had their risk flags de-escalated to lower-level risk flags and 14% disengaged or declined service. In such cases, we ensured they were provided with resources like helpline numbers, and that their GPs were informed in high-risk instances.

The West London Rape Crisis Centre successfully completed the National Service Standards assessment for Rape Crisis England & Wales meeting all criteria for Full Membership of Rape Crisis England & Wales which is valid for three years. We have also been highlighted as a centre for good practice by Rape Crisis England and Wales.

Client feedback for WLRCC in 2023-24:

"It has genuinely changed my life. I feel so much more equipped to deal with things and understand myself so much better."

"The privacy of the location. The women only environment. The private and comfortable room. The excellent communication regarding appointments."

"I can see a good future ahead no matter what. I believe in myself again and am beginning to trust now that I have dealt with my past. I was made to feel bad and mad and thanks to this support I know I'm not and have never been. I am me and I'm back on my feet. Thank you"

"From the moment I contacted WGN services I was informed of what accessing support looked like, and timeframes which were particularly important as the Homecare Team were trying to discharge me without proactively helping me put support in place. I was communicated with via telephone, text and email even whilst I was waiting for sessions to start I had check-in calls which I greatly appreciated."

"My experience with Women & Girls Network was crucial to me getting my life back on track. I cannot express how grateful I am to have been supported in this way. My therapist was a perfect match for my needs, and she had left me the tools I need to continue forward."

Body Therapy and Coaching

As part of the WGN model of integrated holistic services, clients are offered body therapy as a means to physical healing, to create healthier and more positive connections to the body, and to promote wellbeing and self-care. This year, we welcomed a new body therapist to join our team offering a second day of Aromatherapy Massage at our Shepherd's Bush service so that clients have more choice and flexibility when it comes to accessing this very popular service

Our Body Therapy service consists of two different types of sessions clients can access:

1. Aromatherapy Massage (Monday evenings and Wednesday mornings, Shepherd's Bush)

As part of a holistic approach to recovery, massage has long been used to restore health of body and mind. Massage can have profound effects and is particularly useful in the treatment of trauma. This is an hour-long session at our Shepherd's Bush premises. This non-invasive therapy helps improve areas such as sleep, digestion, body aches and pains and general wellbeing. Clients are in control of their treatment, which is devised in consultation with them. A treatment can be stopped or amended at any time.

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2. Wellbeing Coaching (Tuesday evenings, Online)

These are 50-minute sessions which focus on issues related to the body such as exercise, nutrition, stress- management, sleep hygiene, grounding, self-care, body image, food relationships and menopausal issues. A wellbeing coach guides the client to bring about a clearer understanding of any concerns in relation to overall wellbeing and inspire the necessary changes to achieve goals.

We delivered 242 hours of body therapy in 2023-24.

Client feedback for Body Therapy service 2023-24:

"I gained a lot of weight for a year after the incident and stopped working out. I have now lost half of the gained weight and consistently go gym. I am a lot less scared and anxious which has made going outside not only easier but enjoyable. I see my friends a lot more and I find it easier to communicate."

"I was surprised with how useful I found the wellbeing coaching sessions, my coach was so lovely, tailored the support to my needs and made me feel really at ease. It has been the most valuable support I have had and I greatly appreciate the

CouRAGEus Counselling

CouRAGEus counselling is for Black and minoritised young women. This includes those from ethnic minority groups, LGBT+ and disabled young women. It is for survivors aged 14 yrs – 24 yrs who live, work or study in any London Borough and have endured or are enduring violence, abuse and/or exploitation. Sessions are flexible to suit the needs of young people and can range from 10 sessions to up to a year.

We received 44 referrals in 2023-24 which surpassed our target and is an 8% increase on last year's numbers.

We offered 14 assessment appointments and 156 individual counselling sessions in 2023-24. We also welcomed a new specialist counsellor to the team to offer two diaries.

73% of clients in 2023-24 accessing our counselling service reported an increased range of self-care strategies and positive coping mechanisms.

This client group necessitated additional support from our Senior Clinical Team who provided 14 sessions of welfare emotional support calls and GP assistance within the period.

London Borough of Hounslow Counselling

This service operated with a single diary and one Specialist Counsellor based at our Hounslow satellite venue. The counsellor provided five sessions each Monday, specifically for clients referred through the 'Sexual Violence Outreach and Prevention Practitioner' at the London Borough of Hounslow. This initiative was designed to address the growing needs within the borough, ensuring that clients received timely support and experienced shorter waiting times for sessions.

In total we provided 262 sessions for the year (approximately 5% over target) and supported 44 individual clients, 32 of which were new referrals to the service in 2023-24.

Benefits of Therapy Outcomes 2023-24:

Clients accessing the LBH Counselling service this year achieved the following outcomes as shown through positive CORE scores and End of Therapy forms. These scores are taken from the full year's data set (April 23 – March 24).

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- 75% of clients reported improved personal insight and understanding
- 84% of clients reported being better able to explore feelings/problems
- 84% of clients reported being better able to express their feelings/problems
- 84% of clients developed better coping strategies/techniques
- 9% of clients were provided access to practical help
- 42% of clients reported better control, planning and decision making
- 60% of clients reported improved subjective wellbeing
- 84% of clients reported an improvement in mental health symptoms
- 84% of clients reported an improvement in day-to-day functioning
- 84% of clients reported an improvement in their personal relationships.

This year, we closed 11 risk flags for clients flagged as medium to high risk for risk of harm to self (90%) (E.g. suicidal ideation, self-harm and suicide attempts either recent or historic) and risk of harm from others (10%) (E.g. risk associated with a perpetrator, advocacy need). One client was also on our risk register for risk associated with her physical health deteriorating due to a condition she is living with. Of these, 90% were closed due to planned closure and risk de-escalation, meaning we did not consider the client at risk when closing their case. 10% disengaged but GP letters were sent to provide them with ongoing support and an advocacy referral for a client experiencing homelessness. We have six clients remaining on our risk register going into 24-25 who we will continue to support with GP letters, contract extensions, welfare/check-in calls and onward referral to advocacy services where necessary.

Unfortunately, this service will not continue in 2024-25. However, the positive impact it had on survivors was invaluable.

Client feedback for LBH Counselling service 2023-24:

"The service has helped me feel safer and more comfortable to be in society again."

"My therapist and how willing she was to listen to me and hold space for me to share things no one else wanted to listen to."

Two clients informed us that they wish they could have attended a greater number of sessions as they benefitted greatly from the contracts they did attend.

Honorary Counsellors

Between April 23 and March 24 our Honorary Counsellors provided 238 counselling sessions across counselling services and supported 50 individual clients over the year. They also achieved an 82% attendance rate during the period.

This year, we have encountered difficulties in retaining our Honorary Counsellors, leading to a more than 50% decrease in the number of sessions offered and clients supported. Several factors contributed to this, with the cost of living crisis being a key issue. Many of our volunteers have understandably needed to prioritise paid work over volunteering their time and services.

In response, towards the end of the year, our Admin team implemented a more strategic approach to diary management. This allowed us to better meet targets by optimising available session slots, particularly those that were either above target or where flexibility allowed for adjustments. This approach has helped reduce our reliance on Honorary Counsellors while continuing to meet the needs of our clients.



Independent Sexual Violence Advocacy Service

The ISVA Service provides advocacy support to women aged 14 years and over in west London. The ISVA aims to:

- Improve the survivors' awareness of their rights;
- Increase their confidence in the criminal justice process and involvement of any statutory agencies; and
- Increase their immediate and longer term safety.

This year, the ISVA team has provided vital support to survivors of sexual violence despite significant challenges within the criminal justice system, including police staffing shortages, delays in investigations, inconsistent communication from the police and the CPS and record-high court backlogs. They have navigated inconsistent Section 28 applications and persistent trial delays while advocating for timely case progression and clearer communication with authorities. Despite these obstacles, the team has celebrated successes, including CPS charges in several cases, improved communication with the CPS Victim Liaison Unit, and securing a major conviction at Isleworth Crown Court. The team also expanded its capacity with new staff, positioning itself for continued progress in 2024.

The ISVA service supported 107 individual women on both a short- and long-term basis with 37 having been referred this year. The extremely challenging environment which the ISVA service navigates, creates significant barriers to justice for survivors. However, the team's resilience, bolstered by recent successes in both court outcomes and improved CPS communication, offers hope for continued progress. As new team members come on board in early 2024, the ISVA service is poised to expand its capacity and further strengthen its support for survivors, all while advocating for necessary changes within the criminal justice system to address these longstanding issues.

There have been several notable successes this year. Communication between ISVAs and the CPS has improved significantly, thanks to the establishment of the CPS Victim Liaison Unit (VLU). This unit has facilitated better dialogue between ISVAs and the CPS, opening communication channels that were previously closed off. This development has been crucial in ensuring that survivors are kept informed about their cases, and it has strengthened the relationship between the ISVA service and the CPS.

Furthermore, there was a positive outcome in a case at Isleworth Crown Court in December 2023. A survivor, who had reported a rape in May 2018, finally saw her perpetrator brought to justice. After years of delays, the trial concluded with the perpetrator being found guilty. In January 2024, he was sentenced to 20 years in prison, with a minimum of 14 years to be served. This case highlights the importance of persistence and advocacy, even in the face of a slow-moving system.

The team also saw improvements in how ISVA support is perceived in court. In the Isleworth case, witness care and the survivor's barrister both acknowledged the vital role ISVAs play, ensuring the ISVA was allowed to sit with the survivor during the trial, which provided much-needed emotional support.

Here are some outcomes taken from our client feedback survey in 2023-24 (using feedback from 23 individual clients who answered our survey):

70% reported improved health and wellbeing as a result of using the service

79% reported improved self-care strategies and positive coping mechanisms

53% reported improved feelings of safety

87% reported feeling informed and empowered to act

66% reported that engaging with the ISVA service affected their experience of the criminal justice system.

This is in keeping with previous years' feedback.

Client feedback for ISVA service from 2023-24:

"My ISVA adviser is super super helpful and makes me feel very comfortable. She has helped a great deal with the problems I have had, unfortunately it is the police department that has immensely under performed in their job."

"I feel like my ISVA worker has gone above and beyond while working with me. She seems to always be there when I need her, in emergencies especially, and she is always listening. I feel like she actually hears me, validates me and keeps me grounded during very trying times while still remaining honest and professional. She has been able to help me through this process of getting justice, but also she brings clarity to other parts of my life such as my mental health and my interpersonal relationships."

"ISVA service is really helpful. They understand my feelings and my situation, making me realise I'm not alone and giving me the strength to take action. Without their support, I might still be deeply depressed and unable to move on from the trauma."

"My ISVA is very trauma informed and empathic to my needs. She's so informed on the processes and it's so helpful. Equally I feel as though I'm in control of this process which is so important, and I value it a lot."

"I believe in myself again, thank you and happy to be alive."

Young Women's Advocacy Service

The role of the Advocate is to support young women (11-25) who have been affected by/ or at risk of sexual violence and/or sexual exploitation including young women who are gang associated/involved.

The Advocate offers holistic wrap around 1-2-1 support, advice, workshops/support groups and schools/community-based prevention work to young women. In addition, the Advocate delivers Professional Exchange Seminars to frontline staff in the West London Boroughs around an intersectional approach to responding to Young Survivors.

This year, we faced recruitment challenges in this project due to high turnover, driven by the cost of living crisis and funding instability. In response, senior team members focused on strengthening referral pathways, building partnerships with key organisations such as Solace, Southall Black Sisters, and the CouRAGEus projects. They also referred individuals internally to London Survivors Gateway and WGN's Advice team. The waitlist for MOPAC-funded services was temporarily closed after Q2, with recruitment efforts continuing into 2024-25.

The Young Women's Advocacy Service received a total of 15 referrals in this reporting year. Of these referrals:

- 68 Young Women received on-going advocacy support
- 26 received full counselling contracts through the Empower Project and CouRAGEus.

CouRAGEous is a unique pan-London project for minoritised young women and girls. It is a partnership between 11 leading VAWG specialist organisations (WGN, Ashiana, IKWRO, Solace Women's Aid, Nia, Southall Black Sisters, Respond, Jewish Women's Aid, Galop, Advance and Imkaan) to provide specialist advocacy, counselling, and resilience and prevention programs for minoritised young women and girls experiencing gendered violence, mental health issues and/or multiple disadvantages.

At the core of the work of the pan-London Young Women and Girls' Integrated service is to support minoritised young women experiencing intersectional disadvantage. Therefore, the understanding of the multiple forms of overlapping structural inequalities which intensify at the point of intersection are critical in understanding, engaging and offering the appropriate intervention for the young women and girls accessing the service.

Feedback for Community Engagement Worker 2023-24:

"I never think about the connection between our senses and my body when we are under stress. Always I felt nervous, and my hands were so wet, and my breathing changed all the time. But now, with this activity, I learned that my body was reacting to protect me. I love this comfort kit because now I know how to find how I can relax."

The Dedicated London Sexual Violence Helpline

Women and Girls Network's dedicated Sexual Violence Helpline provides a safe, confidential and non-judgmental space for anyone in London who self identifies as a woman and has experienced either recent or historic sexual violence. Women and girls who access the Helpline's Freephone number or web chat can share their experiences and explore the impact of their experiences on their lives and journey to healing and recovery. The Helpline is staffed by highly trained Sexual Violence Practitioners and volunteers who provide trauma-informed and holistic responses to survivors, supporting them to understand, recognise and put strategies in place for dealing with the trauma they have experienced. The Helpline can complement existing systems of support survivors already have in place, but often the Helpline is the sole source of support women will access, especially as it offers complete anonymity on the point of access for survivors if they wish for it.

As part of the Ascent Partnership Helplines strand, the Helpline works in partnership with Refuge, RASASC and RESPECT to ensure the delivery of helpline services for survivors of VAWG, and sexual violence in particular. The Helpline has designed, developed and delivered two new additional service provisions, operational from January 2023: 1) Emotional Support Web Chat and 2) Emotional Resiliency Packages. The emotional support Web Chat provides up to 1 hour of emotional support per web chat and operates within the same parameters as the Freephone Helpline service.

WGNs Sexual Violence Helpline continues to provide Emotional Resiliency Packages following the success of the pilot in 2022-23. This is interim emotional support calls for survivors of sexual violence who are on waiting lists to access support (identified and referred in via the London Survivors Gateway). This provision entails helpline practitioners delivering up to six weekly phone based emotional support sessions to survivors who were identified by London Survivors Gateway.

In this reporting period the Pan London Sexual Violence Helpline provided 904 individual survivors with emotional support. Of these, 761 (approximately 85%) reported reduced isolation, increased hope and/or increased understanding. 612 (approximately 68%) survivors reported having an increased understanding of the steps they need to take to increase their safety. Additionally, 32 borough professionals reported being better able to support their clients' needs as a direct outcome of their support from our Helpline.

Women and Girls Network Training

Women and Girls Network's training department delivers training courses that are accredited through the Open College Network (OCN). WGN's training is aimed at front line professionals working within the VAWG sector.

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The objectives of the training services are to validate learners' prior and current knowledge, as well as to provide opportunities to further enhance and develop awareness, knowledge and skills of learners. In 2023-24 we delivered the following trainings:

- Sexual Violence Accredited Training: 32 delegates from 31 Organisations
- Understanding and Working with Harmful Practices: 15 delegates from 13 Organisations
- Professional Resilience and Self-care Training
- Dying to Live – Understanding and Working with Suicidality Accredited Training: 18 Delegates from 14 Organisations
- Ending Harmful Practice: 11 delegates from 11 Organisations
- Advanced ISVA training – Accredited.

A range of Expert led seminars, and internal trainings were also delivered, for example, focused on safeguarding.

The Advice Service

Women and Girls Network's Ascent Advice service provides Freephone Advice Line, webchat and medium-long term 1-2-1 Casework and advocacy support services for women and girls aged 14 or older in London.

Freephone Advice Line

Women and Girls Network's Ascent Advice Hub provides free and confidential women-led, trauma-informed specialist information, advice and advocacy support to survivors of VAWG aged 14 or older and their supporters. WGN's Freephone Advice Line covers 17 London boroughs and provides women and girls with information about the options available to them.

Specialist information is provided on a wide range of issues including:

- Personal safety
- Housing and homelessness (including access to refuge accommodation)
- Finances and welfare benefits
- No Recourse to Public Funds
- Legal options and processes (including legal protection remedies)
- Child contact related concerns
- Mental health and Emotional wellbeing.

The Advice Line is also open for professionals to access advice, support and consultations on cases involving gender-based violence.

We were able to support 1,732 calls to the Advice Line in 2023-24, they provided assistance to 1,325 individual clients over the course of those calls. Of these clients, 60% reported increased feelings of safety as a result of the Advice Line's support.

1-2-1 Casework Overview

The Advice service offers specialist face to face casework support for self-identifying women and girls affected by VAWG. Casework support is offered in several south-west London boroughs including Bromley, Croydon, Ealing, Wandsworth, Lewisham, Lambeth, Kingston and Richmond. Support is offered in several satellite venues across those boroughs. Face to face casework support is delivered from an intersectional framework within a wider social-justice agenda.

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Casework support offers women and girls a safe space where they can be themselves, safely explore their options and have their voices heard. Caseworkers offer intensive advocacy and support around a wide range of practical and emotional support needs related to VAWG.

Pan London Young Women Caseworker (YWC)

The Pan London YWC supports young women and girls aged 14 to 24 by creating a safe and respectful space where young women are supported to speak their mind without judgements and assumptions being made. The YWC supports young women to think about what they need or want support with and then will work with them to make changes in their own lives, enhancing a positive view of self and encouraging the creation of new, positive connections. Our YWC has been instrumental in increasing our service visibility in the sector and has been a fierce advocate in challenging VAWG myths and bad practice in Secondary schools and Universities in particular. The YWC has had huge outcomes in supporting very complex cases, including advocacy for proper statutory care for a 14 year old who was due to become an inpatient for her mental health, as well as providing holistic wrap around support to increase our clients' safety tool kit and empowerment to recognise harmful people in her life. Our YWC has supported a disabled, non-binary 19-year-old with multiple needs as they navigate accessing mental health support and explored VAWG awareness raising and empowerment sessions.

Black & Global Majority Caseworker (DA/SV)

During this delivery year the Casework Service has had new specialist role as we now have our Black and Global Majority Women lead caseworker. The caseworker is holding a full caseload with varied complex cases. Our caseworker has supported two clients get a religious divorce and safely separate from the perpetrators. The caseworker has also supported our second oldest client (72) out of a high-risk situation and with successful joint working with MARAC got her to remain safely in her home as the perpetrator was removed. Our caseworker has received so much great feedback in particular, "thank you so much for your hard work & dedication to me, I know I was hard to reach at the beginning. You still didn't give up on me. I really appreciate your determination because of this I can now live a normal life. A million thanks to you. Keep up the good work."

Casework summary for 2023-24

The service has also seen an increase in the volume of women and girls looking to access crisis support, particularly around safe accommodation and mental health needs.

The Advice Service continued to raise the profile of the service across the boroughs it covers, with the service taking part in a wide range of community events and borough-based targeted outreach promotions across the 17 boroughs it covers. The service has continued to establish excellent referral pathways with a wide range of partner agencies, particularly targeting educational establishments and VAWG leads in the boroughs we support. We have also made some great connections which resulted in referral pathways and free training for our team from different organisations such as specialist prevention workers on child exploitation, a disability support organisation and legal protection training. In 2023-24, the Advice Casework team supported 128 individual clients, 112 of which were new referrals in the period.

Feedback for Advice 1-2-1 Casework service 2023-24:

"I really appreciated it really could make the difference in someone remaining sane or even committing suicide."

"In times of crisis this is literally a lifeline for those going through critical and somewhat devastating times in their lives."

"My caseworker explained and supported me, to understand the situation I was in and advised me on my options, which gave me the confidence to make changes."



The London Survivors Gateway

Women and Girls Network is leading a sexual violence triage pilot in partnership with four London Rape Crisis Centres, Galop, Survivors UK, and London Havens. The funders are the Mayor's Office for Policing and Crime (MOPAC) and London Havens. The London Survivors Gateway offers support to victims and survivors of rape and sexual abuse aged 13+ in London, including a dedicated triage service (the 'Gateway') and ISVAs/Caseworkers in each voluntary partnership agency who work with survivors.

The Gateway service provides survivors with:

- A 40-minute comprehensive risk and needs assessment with a Navigator
- Multi-agency liaison for safety concerns
- Referrals to other agencies made by Navigators, often creating smoother pathways and shorter waiting times
- Specialist resources like self-help guides and helpline information
- Transfer for a forensic medical examination if needed.

The service supported 2225 individual survivors. They were able to make 2409 referrals over the year to rape crisis centres, advocacy services, counselling services and health agencies. There were a further 347 clients who did not require an ongoing referral as their needs were met by the London Survivors Gateway.

These ISVA and Caseworker roles across the partnership provide long-term and short-term support to survivors of sexual violence who require more intensive casework and multi-agency support as a result of experiencing multiple disadvantages or chronic disempowerment. ISVAs across six partnership agencies worked with 583 individual survivors over the course of the year. The caseworkers worked with 323 individual survivors over the year.

Outcomes for survivors accessing LSG Helpline:

- 96% reported an increased awareness of sexual violence services in London
- 96% of survivors reported feeling believed and understood by LSG staff.

Outcomes for survivors accessing the ISVA service:

- 82% reported increased feelings of safety
- 86% reported increased self-care strategies and positive coping mechanisms
- 90% reported that they are better informed and empowered to act
- 86% reported a positive increase in their health and wellbeing
- 74% of clients pursuing criminal justice outcomes report that the ISVA helped improve their experience of this process.

Outcomes for survivors accessing the Caseworker service:

- 75% reported increased feelings of safety
- 76% reported increased self-care strategies and positive coping mechanisms
- 80% reported that they are better informed and empowered to act
- 74% reported a positive increase in their health and wellbeing
- 92% of clients pursuing criminal justice outcomes report that the ISVA helped improve their experience of this process.

In 2023-24, Gateway provided clients waiting for counselling and/or ISVA support some interim short-term support. We also restructured our team configuration and recruited for some newly created roles.

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We launched our **Gateway psychoeducational 'understanding trauma' webinar** for survivors, receiving positive feedback. These webinars help survivors to understand trauma responses they may be experiencing from a psychoeducational lens, and to equip them with ways to cope.

Clients have also been able to access **Gateway Wellbeing Coaching** sessions. These four times weekly online sessions offer a warm and understanding space to explore concerns related to a survivor's overall wellbeing, focusing on specific goals (e.g. around sleeping and eating) to improve their wellbeing. In collaboration with the WGN sexual violence helpline, we've further developed our offer of **Emotional Support Sessions** to survivors awaiting specialist ISVA or counselling support, providing much needed emotional space for clients who often otherwise have no one to speak to. This support offers six weeks of a contained, regular and reliable time to receive empathic emotional support, relieving them from the burden of repeating their experiences to a new person each time as is required when accessing a helpline.

The role of our **Senior Rapid Response Navigator (SRRN)**, who holds more complex cases and offers short-term interventions for clients falling between gaps around casework or in statutory services, or who have high levels of need, has been a continued success, both for clients and for our team structure and institutional learning. For example, she has worked skillfully with chronically suicidal survivors who have had difficult relationships with statutory mental health teams and were struggling to engage with them due to an approach that was less trauma-informed. The SRRN has successfully supported clients until they were able to access longer-term advocacy or casework support from partner organisations.

We also appointed an **Admin and Bookings Worker (ABW)** within the Gateway team. This role has provided more capacity and support with the Gateway Wellbeing Coaching sessions being offered to clients who are waiting to access counselling and/ or ISVA support whilst waiting lists are closed. The ABW also supports with referring clients who have been waiting for a referral into counselling and/or ISVA following a Gateway assessment, when a closed service's waiting lists re-opens. We implemented a new robust and safer system for the intake of Gateway referrals intake open/closures, thus continuing to offer sustainable, high-quality, holistic support for survivors, while safeguarding both staff and clients.

More sustainable caseload levels have allowed for more creative and trauma-informed interventions such as the co-creation of creative, holistic, person-centred safety plans for survivors in various forms of crisis. This has also enabled us to maintain regular weekly referral openings, good contact times (on average 1-3 days from referral to first contact with client or professional), and to hold the average wait for a Gateway assessment relatively steady at around 1-2 weeks.

There is a significant shortage of available services, and significant waiting lists across the sexual violence sector and beyond, due to increasing demand for support and a challenging funding landscape. We have seen increasing complexity of survivor circumstances with the compounding housing, healthcare and cost of living crises. Despite this, our team sensitively delivers news of long waiting lists or closed support, while continually assessing risk and any need for additional statutory support. Navigators are skilled at delivering difficult information empathically, providing professional consultations to professionals, and advocating with statutory services for clients with more complex needs or facing multiple barriers.

Feedback for London Survivors Gateway 2023-24:*"Professional and understanding"**"Amazing for her to be the first point of contact, gave me confidence to continue with my case" "Fantastic service"*

Navigators and lines workers were described as:

"Fantastic... patient and kind and gave me a lot of useful information"

New Developments

Sexual Violence Lawyers Pilot (2024-25)

For 2024-25, WGN will introduce a new Sexual Violence Lawyers service which will provide free, independent legal support to rape survivors, aiming to improve their experience, build trust in the criminal justice system (CJS), enhance health outcomes, and streamline police investigations. The service will offer legal advice for general enquiries, and specific support for survivors asked to provide digital or third-party materials. This includes direct liaison with the police and CPS, as well as submitting written representations to both and the courts.

Our lawyers will help survivors navigate various justice mechanisms, such as pursuing a Victims' Right to Review (VRR), and assist in making or reviewing Criminal Injuries Compensation Scheme applications.

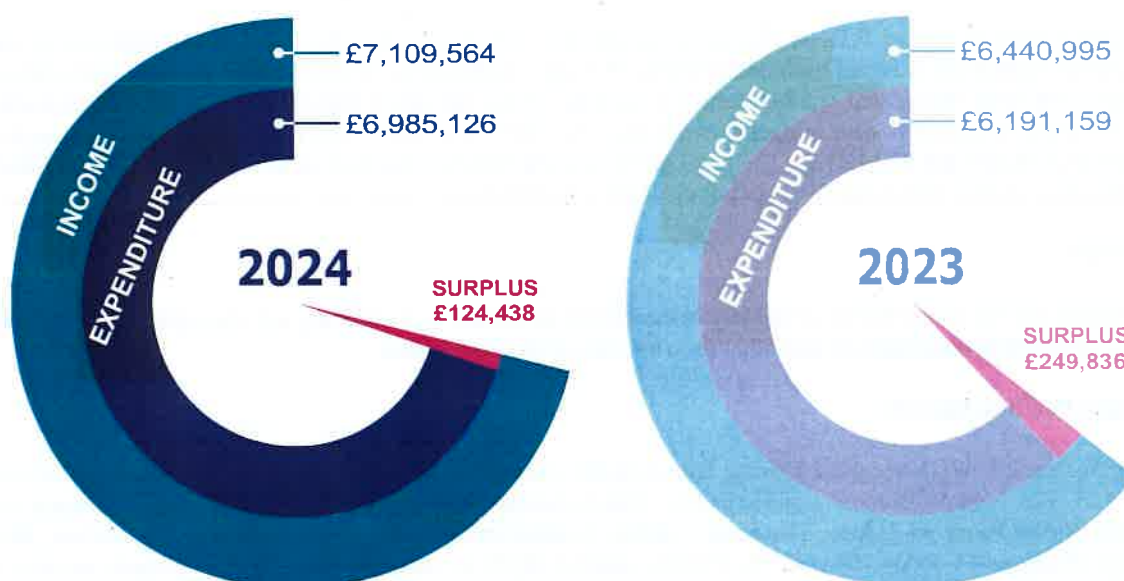
Our aims are:

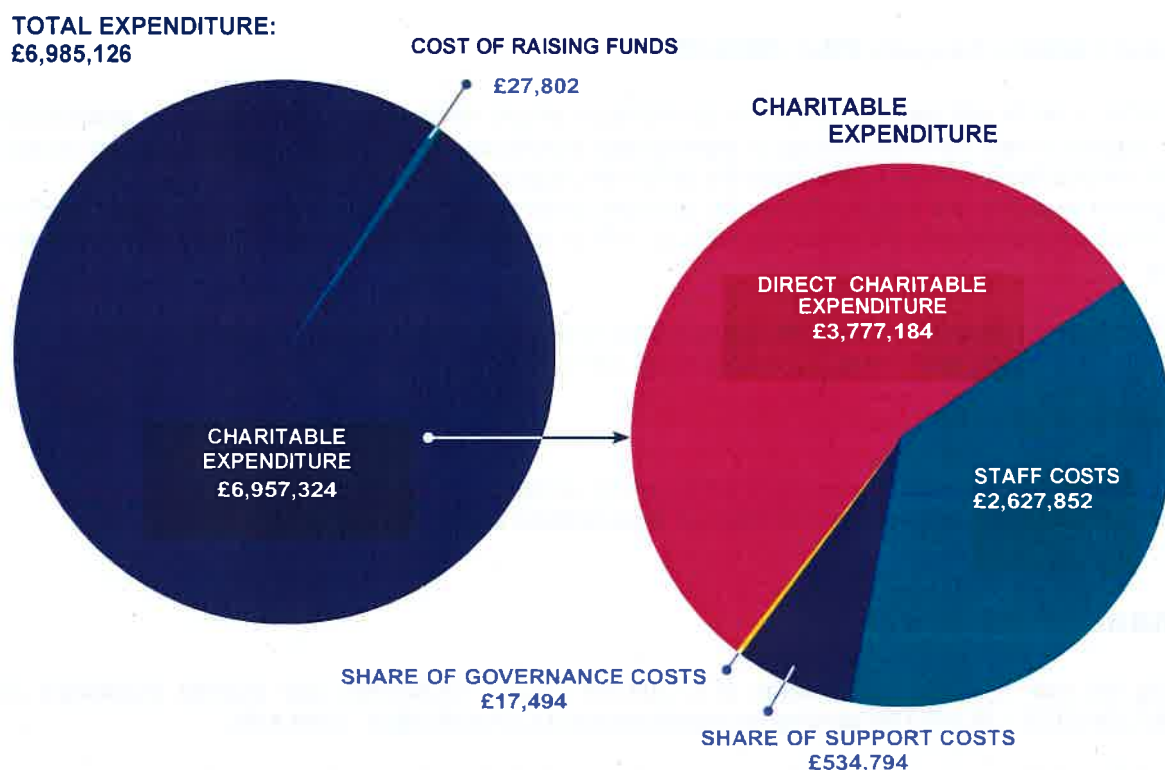
- More survivors will have access to critical advice on navigating the CJS
- ISVAs will benefit from greater access to legal guidance and support for their clients

Financial Review

During the year WGN received income of £7,109,564 (2023 – £6,440,995) and incurred expenditure of £6,985,126 (2023 – £6,191,159) showing an overall surplus of £124,438 (2023 – £249,836).

At 31 March 2024 general unrestricted reserves totalled £1,170,295 (2023 – £1,073,064) and restricted reserves were £226,961 (2023 – £199,754).





Reserves Policy

The trustees have examined WGN's reserves requirements, considering the main risks to the organisation and any reserves restrictions asserted by funding bodies. We have established a reserves policy for unrestricted funds that have not been designated, of between 3-6 months of the projected annual expenditure (not including payments made to partners). This budgeted expenditure for 2024/25 is £4,299,460 therefore the reserves target is between £1,074,865 and £2,149,730. The level of free general reserves not tied up in fixed assets at 31st March 2024 was £1,170,295, within the reserves policy (2023 – £1,072,827).

Pay Policy

The trustees set the remuneration of the key management personnel by comparing job descriptions with similar roles in comparable organisations and other external data of its comparators.

Principal Funding Sources

During this period, WGN received funding from London Councils, The Mayor's Office for Policing and Crime (MOPAC), The London Boroughs of Hounslow, Hammersmith and Fulham, Westminster and Kensington and Chelsea, The Ministry of Justice, The Safer London Foundation/MOPAC, London Hostels Association, NHS England, Brook and London Havens. The funding enabled WGN to continue delivering all its main services as well as developing new specialist and innovative services aimed at supporting women and girls who have experienced all forms of gendered violence.

We would like to acknowledge the generous donation we received from the AKO Foundation.



Plans for Future Periods

The key plans for the 2024/25 financial year are:

- To continue strengthening service users' active participation in developing and shaping new and existing services through our Experts by Experience Groups
- To develop support services for clients on waiting lists e.g. emotional support sessions and awareness raising seminars
- To review WGNs senior leadership team structure
- To strengthen and consolidate services and the core infrastructure.

Structure, Governance and Management

Governing Document

Women and Girls Network (WGN) was founded in 1987. On 1 April 2013 all the assets of the unincorporated association were transferred to the charitable company limited by guarantee. The charitable company is governed by its articles of association and is overseen by a board of Trustees, consisting of individuals listed in this document. Their terms extend until the initial Board meeting of the following year, during which they may seek re-election. The Board must have a minimum of three and a maximum of ten elected Trustees, with no one under 18 eligible.

Recruitment and Appointment of Trustees

Each year, one-third of the current Trustees or the nearest approximation if not divisible by three retire during the initial Board meeting. The longest-serving Trustees since their last election are subject to retirement, with selection by lot if appointed on the same day. Retiring Trustees can be re-elected.

Appointments, retirements, and removals of Trustees and the Company Secretary, if appointed, must be reported to the Registrar of Companies. The Board can appoint individuals to fill vacancies, granting them voting rights until the next calendar year's initial Board meeting, where they may be elected.

The Board conducts meetings following Articles of Association guidelines. Decisions are by majority vote, with each Trustee, including the Chair, having one vote. A quorum requires one-third of Trustees, with a minimum of three. Trustees aim for diverse membership, emphasising representation from Black and Minority Ethnic communities and survivors of gendered violence, including former service users. An annual skills audit identifies deficits, and new members with required expertise are recruited.

Trustees Induction and Training

New Trustees undergo an induction program and access internal and external training, including financial management.

Organisational Structure

The Board oversees the strategic plan, financial and performance reports, and risk assessment. Sub-committees are established for specific managerial areas, reporting to full Trustee meetings.

Trustees delegate authority to the Senior Leadership Team, supervised by the Chair, responsible for implementing the strategic vision, day-to-day operations, clinical and quality practices, and staff support and supervision.

Remuneration of Key Management Personnel

The trustees set the remuneration of the key management personnel by comparing job descriptions with similar roles in comparable organisations and other external data of its comparators.

Risk Management

The charity records major organisational risks in its risk register, encompassing operational, reputational, financial, and strategic aspects. A risk management strategy is developed accordingly. This register undergoes regular reviews as part of an ongoing process. Risk management includes identification, assessment, action planning, and periodic monitoring. Prioritisation addresses high-significance, high-probability risks with primary attention. Contingency plans cover high-significance, low-probability risks, while internal controls improve low-significance, high-probability risks.

Trustees ensure mitigation measures for major risks, considering actions to reduce likelihood or impact. Risk management is monitored annually, with regular updates to Trustees and ongoing oversight by the Directors and CEO's.

During the reporting period, the following key organisational risks were identified:

Staff Retention & Financial

WGN continues to face significant financial and operational challenges, exacerbated by the overwhelming demand for our counselling and advocacy services. Our reliance on key funders, such as London Councils and the Mayor's Office for Policing and Crime, creates uncertainty around long-term sustainability, prompting us to seek alternative revenue sources. This strain is not unique to WGN; our partners, including Solace and EACH, are experiencing similar pressures.

Women's Aid (2024), in their paper on 'Tackling the Recruitment & Retention Crisis', aptly describe the current landscape: "The impact of austerity and poor investment in tackling VAWG, the COVID-19 pandemic, and the rising cost of living have all had acute impacts on our sector. This has resulted in undervalued and short-term contracts, underfunded and overstretched services which cannot meet demand, and low pay for highly specialist staff."

Staffing shortages, driven by non-competitive salaries, burnout, and the cost of living crisis, have made it increasingly challenging to recruit and retain both paid staff and volunteers. This has placed significant strain on our existing team in recent years, reduced our skilled workforce, and raised concerns about the long-term sustainability of our services. Every area of WGN has been affected by staff shortages, leading to temporary waiting list closures and the implementation of interim support measures.

There is a pressing need for sustainable investment in specialist VAWG services, alongside urgent reform in funding and commissioning practices. However, with the new structures now in place with an expanded leadership team and a bigger enhanced HR team, we are able to attract and fill vacancies at a much faster rate than in previous years. However, having said this the funding streams are tight and give no assurance of continuity in future years.

External Factors

Ongoing Challenges with Police, CPS and statutory services

A significant and persistent issue has been the shortage of Sexual Offences Investigative Technique (SOIT) officers. This shortage has resulted in delays in responses to both survivors and ISVAs, leaving many survivors without updates on their cases for months. The lack of consistent communication creates a sense of limbo for survivors, heightening their emotional distress and uncertainty.

TRUSTEES' ANNUAL REPORT (INCLUDING DIRECTORS' REPORT)**FOR THE YEAR ENDED 31 MARCH 2024**

Compounding this, delays in police investigations continue, with officers frequently taking longer to complete investigations before referring cases to the Crown Prosecution Service (CPS). The high turnover of both SOIT and Officer in Charge (OIC) officers within the Metropolitan Police is a serious concern, as cases are often reassigned multiple times, leading to further delays.

Many sexual offence cases are being investigated by non-specialist police officers, which compromises the quality and efficiency of the investigation. This lack of specialist knowledge results in slower case progression and a need for increased ISVA intervention to advocate for survivors.

According to the Breaking Report from December 2023, the backlog of sexual offence cases awaiting trial in Crown Court reached a record high of 9,792, a 23% increase from the previous year and an 85% increase since 2020. Adult rape cases waiting to go to court now stand at 2,591, adding further strain on the justice system.

Survivors continue to face significant challenges in their interactions with the police and social services. Reports of victim-blaming, dismissive attitudes, and poor practices by social services hinder survivors' ability to access justice and receive appropriate support. WGN and its partners are actively working to address these issues through training and advocacy, but the systemic nature of these problems requires ongoing effort and collaboration across the sector.

Court Delays and Section 28 Inconsistencies

Court delays are a recurring problem, with multiple trials postponed due to barristers double-booking or logistical issues. For example, one survivor's trial, initially scheduled for November 2023, was delayed twice due to prosecutor scheduling conflicts, causing significant distress. The lack of barristers and court resources has contributed to these repeated delays, adding to survivors' frustration.

Inconsistencies in handling Section 28 applications, which allow survivors to pre-record their testimony, are also a concern. Processing these applications is taking too long, and some are being rejected without clear explanations. In one instance, a survivor's Section 28 application was delayed just before her hearing, after she had prepared to give her testimony, leaving her devastated and disillusioned with the system.

Delays in Charges and Police Investigation Stagnation

Delays in case progression remain a key challenge. Some cases remain under police investigation for years without being referred to the CPS. One particularly troubling case involves a client whose case has stagnated for 5.5 years due to multiple OIC changes and long-term police absences, with no clear plan for continuity. Despite assurances from senior officers, no concrete steps have been taken to progress the case. This underscores the need for a formal escalation process to ensure cases receive timely attention from senior officers.

On a positive note, three clients were informed of CPS charging decisions during this reporting period, although none were under CPS London's jurisdiction, highlighting regional discrepancies in case progression.

Housing Crisis

The housing crisis presents a severe challenge for survivors, particularly those supported by WGN and its partners. The shortage of suitable and affordable housing intensifies the difficulties women face when trying to escape abusive situations. Many survivors are forced out of London due to a lack of suitable emergency accommodation, rising rents, and limited council housing options. This often leads to prolonged stays in inadequate conditions.

WGN's Advice Casework team frequently encounters survivors struggling with unsuitable temporary accommodation, severe disrepair issues, and complex legal barriers when dealing with local authorities and housing providers. Addressing these issues requires extensive advocacy, including filing complaints, seeking intervention from MPs, and appealing to the Ombudsman.

TRUSTEES' ANNUAL REPORT (INCLUDING DIRECTORS' REPORT)**FOR THE YEAR ENDED 31 MARCH 2024**

This crisis disproportionately affects global majority women and girls, particularly those with 'no recourse to public funds'. In March 2024, Women & Girls Network joined other VAWG services in a joint statement on the Social Housing Allocations Consultation, expressing concerns about the government's now-scraped 'British Homes for British People' proposal. The statement noted that such proposals would have created additional barriers and discrimination for survivors of domestic abuse and VAWG, further limiting their access to safe and affordable housing amid unprecedented financial pressures on local councils.

Looking ahead to 2024-25, WGN anticipates continued challenges in housing access. Despite the scrapping of the proposal, survivors of domestic abuse and VAWG will likely face increased barriers. Local councils are under severe financial strain, which may affect their ability to provide essential social housing and support services. Marginalised clients, including migrant survivors, are expected to experience these challenges more acutely due to existing barriers.

In 2024, WGN will continue to advocate for essential changes in housing and support services for survivors of VAWG. Within that statement we called on the Department for Levelling Up, Housing and Communities to prioritise expanding social housing and implementing necessary reforms. We urge the Government to address local connection restrictions and joint tenancy reform promptly, allowing survivors to make the best choice for their situation – whether staying in their current home or moving to a new one – without facing negative impacts on housing allocations. Most importantly, we demand urgent measures to ensure equal access to critical domestic abuse support and safe accommodation for all survivors, including those with no recourse to public funds.

Cost of Living Crisis

The ongoing cost of living crisis has intensified financial hardships for both service users and WGN staff. Survivors are struggling with soaring housing costs, inadequate benefits, and financial barriers that hinder their ability to leave abusive situations or achieve financial independence. EVAW's 2022 'Statement on behalf of VAWG organisations in England & Wales on the Cost of Living Crisis' describe this further stating "Women are being forced to make the unthinkable decision of staying in dangerous situations because they fear they are unable to survive economically on their own. This fear is intensified by the increased risk of homelessness, food insecurity and loss of custody of their children that can be caused by economic instability". WGN's clinical teams are increasingly involved in advocacy work due to the financial challenges many clients face. This necessary shift in focus has at times limited their ability to provide more in-depth therapeutic support.

In some cases, therapy sessions have had to be temporarily paused to address clients' urgent advocacy needs, allowing them to stabilise and access practical support before resuming deeper therapeutic work.

Mental Health and Wellbeing

The mental health implications of unstable housing, financial struggles, and inadequate statutory services are profound. WGN, in collaboration with partners like Ashiana and Solace, notes that the deteriorating mental health of survivors places additional pressure on frontline services. WGN's Senior Clinical Team reports that many clients are presenting with complex mental health needs exacerbated by the cost of living crisis. These clients require extensive support, including advocacy with social services and mental health teams, to ensure timely and appropriate care. However, the capacity of these statutory services is often stretched, leaving survivors on waiting lists for prolonged periods and forcing WGN to provide interim support, which further strains resources.

WGN consistently handles a high volume of complex, high-risk cases, particularly those involving mental health and vulnerability. The closure of waiting lists and the limited capacity of counselling services mean that survivors with complex needs often struggle to access the support they require. This situation is further aggravated by service disruptions, such as staff holidays and bank holidays, which can lead to delays in service provision and impact the continuity of care for clients.



Policy, Legal, and Coordination Challenges

WGN and its partners face significant challenges related to policy implementation, legal barriers, and coordination with statutory services. The introduction of policies like the Domestic Abuse Act (2021), concerns about 'parental alienation' allegations, and issues related to immigration status create additional hurdles for survivors seeking support. Coordination with Children's Social Services and other statutory bodies is often fraught with difficulties, requiring extensive advocacy to ensure that safeguarding duties are met and that survivors receive the necessary support. WGN's Advice Casework team is actively involved in addressing these systemic shortcomings, using creative strategies to amplify client voices and pursue legal avenues when necessary.

Operational updates

During 2023-24, Women and Girls Network (WGN) undertook significant operational changes aimed at enhancing our organisational capacity and effectiveness. A pivotal aspect of this transformation has been our investment in new leadership roles, including the appointments of a Director of Finance & Resources and a Director of Services and creation of two CEO roles: Clinical and Development. These roles are designed to provide strategic oversight and ensure that our services are aligned with our mission to support women and girls effectively.

To further support the operational upgrades, we have invested in upgrading our systems and processes. This includes the planned implementation of new IT systems and the procurement of updated IT equipment, as well as transitioning from a manual HR system to a comprehensive HR software solution. Additionally, we have introduced new financial software that will streamline our financial operations, ensuring greater accuracy and efficiency in our reporting and budgeting.

To bolster our operational capabilities, we have expanded our teams, notably by hiring a Senior IT Officer and growing our HR team to incorporate in-house expertise and support. This strategic move allows us to provide more responsive and tailored services to our stakeholders, mainly staff who are working directly with our survivors, while enhancing our internal support structures. Furthermore, we are planning the restructuring of our finance function to improve oversight and accountability, ensuring that our financial management aligns with the best practices and regulatory requirements.

Significant time and resources have been dedicated to developing new policies and procedures that will guide our work and support our strategic goals. These new policies will be released in 2024-2025. These operational changes are driving greater efficiencies across the organisation, significantly reducing workloads for our staff. This reduction not only contributes to better overall wellbeing and job satisfaction but also enables us to focus on delivering high-quality services to our beneficiaries. Enhanced recruitment practices are allowing us to fill key roles more effectively, ensuring that we attract and retain top talent to support our mission. Furthermore, the strategic investment in technology is anticipated to result in long-term cost savings, allowing us to allocate resources more effectively and sustainably. As we look towards 2025, these operational improvements are expected to yield substantial benefits, including improved service delivery, increased organisational resilience, and enhanced capacity to respond to the evolving needs of women and girls in our community.

By investing in our leadership, systems, and teams, WGN is positioning itself to achieve its objectives more effectively, ensuring a sustainable and impactful future for the organisation. We are committed to ongoing evaluation and refinement of these initiatives, with a clear focus on measurable outcomes that will enhance our service delivery and support to the communities we serve. Overall, these comprehensive changes lay a strong foundation for WGN to thrive in its mission to empower and uplift women and girls, fostering an environment that prioritises safety, support, and growth.

In 2024-2025 we plan to continue investing in our operations, including enhancing our technology, communication, staff benefits and focus on becoming an employer of choice, as well as ensuring we are able to manage through the cost of living crisis and support our staff and survivors equally as best we can.



Reference and Administrative Details

Charity registration number: 1150354

Company registration number: 08286856

Registered office: 8 Blackstock Mews
London
N4 2BT

Operational address: PO Box 13095
London
W14 0FE

Directors and Trustees

The Board of trustees constitutes directors of the company for the purpose of company law and trustees for the purpose of charity law. The trustees serving during the year and since the year end were as follows:

Sabrina Qureshi	Chair
Donna Carty	Vice-Chair & Acting Treasurer
Katherine Taylor	Secretary
Dr Sandra Gulyurtlu	Treasurer (resigned 21 August 2024)
Rani Selvarajah	(resigned 2 November 2023)
Asma Bhol	(resigned 27 September 2023)
Sally Thomas	
Vanessa Freeman	
Runa Begum	

The trustees are elected at the Annual General Meeting. No trustee received any remuneration for services during the year, nor did they have any beneficial interest in any contract with the charity.

Executive Team:	Akima Thomas	CEO of Services
	Gurpreet Virdee	CEO of Development
	Mehreen Mir	Director of Finance and Resources
	Ifeoma Williams	Director of Services

Statutory Auditors: Barcant Beardon Limited
Chartered Accountants
8 Blackstock Mews
London
N4 2BT

Bankers:	HSBC	Nationwide Building Society
	512 Brixton Road	Kings Park Road
	Brixton	Moulton Road
	London SW9 8ER	Northampton NW3 6NW

Triodos Bank
Deanery Road
Bristol BS1 5AS

Solicitors: Russell-Cooke Solicitors
2 Putney Hill
London SW15 6AB



INDEPENDENT AUDITOR'S REPORT

TO THE MEMEBERS OF WOMEN AND GIRLS NETWORK

FOR THE YEAR ENDED 31 MARCH 2024

Opinion

We have audited the financial statements of Women and Girls Network for the year ended 31 March 2024 which comprise the Statement of Financial Activities, the Balance Sheet and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2024, and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been properly prepared in accordance with the requirement 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 charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

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

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

Other information

The other information comprises the information included in the trustees' annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual 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. 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 themselves. 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.

TRUSTEES' ANNUAL REPORT (INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MARCH 2024

Statement of Trustees Responsibilities

The trustees (who are also the directors of Women and Girls Network for the purpose of company law) are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year. Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of the affairs of the charitable company and of the incoming resources and application of resources, including income and expenditure, of the charitable company for that year. In preparing those financial statements, the trustees are required to:

- select suitable accounting policies and apply them consistently;
- observe the methods and principles in the Charities SORP 2019 (FRS 102);
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements, and;
- prepare the financial statements on a going concern basis unless it is inappropriate to assume that the charitable company will continue in operation.

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

In so far as the trustees are aware;

- there is no relevant audit information of which the charitable company's auditors are unaware; and
- the trustees have taken all the steps that they ought to have taken in order to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

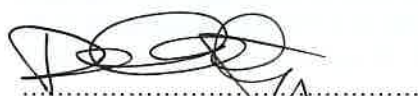
The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Public Benefit Statement

The trustees confirm that they have complied with the duty in section 4 of the Charities Act 2011 to have due regard to the Charity Commission's general guidance on public benefit, "Charities and public benefit".

These financial statements have been prepared in accordance with the Charities Statement of Recommended Practice (FRS102) and in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small entities.

This Report was approved by the Trustees on 16/12/24 and signed on its behalf by:



Donna Carty
Vice Chair of the Women and Girls Network



Vanessa Freeman
Trustee of the Women and Girls Network



INDEPENDENT AUDITOR'S REPORT

TO THE MEMEBERS OF WOMEN AND GIRLS NETWORK

FOR THE YEAR ENDED 31 MARCH 2024

Opinion 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, which includes the directors' report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report included within the trustees' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of our knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report included within the trustees' report.

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

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

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on page 21, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company'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 charitable company 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.



INDEPENDENT AUDITOR'S REPORT

TO THE MEMEBERS OF WOMEN AND GIRLS NETWORK

FOR THE YEAR ENDED 31 MARCH 2024

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:

- the engagement partner ensured that the audit team had the appropriate competence, capability and skill to identify and recognise any non-compliance with applicable laws and regulations;
- we identified such laws and regulations applicable from our discussions with trustees and other management and from our knowledge and experience of the sector;
- we focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the charitable company, including the Companies Act 2006, the Charities Act 2011 and the Charity SORP (FRS 102);
- we considered the provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which might be fundamental to the charitable company's ability to operate or to avoid a material penalty, including the General Data Protection Regulation (GDPR), Anti-fraud, bribery and corruption legislation, Taxation legislation and Employment legislation;
- we assessed the extent of compliance with laws and regulations identified above through making enquiries of management and inspecting legal correspondence; and
- identified laws and regulations were communicated within the audit team and the team remained alert to instances of non-compliance throughout the audit.

We assessed the susceptibility of the charitable company's financial statements to material misstatement, including obtaining an understanding of how fraud might occur by:

- making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud; and
- considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations.

To address the risk of fraud through management bias and override of controls, we:

- performed analytical procedures to identify any unusual or unexpected relationships;
- tested journal entries to identify unusual transactions;
- assessed whether judgements and assumptions made in determining the accounting estimates were indicative of potential bias; and
- investigated the rationale behind significant or unusual transactions.

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- agreeing financial statement disclosures to underlying supporting documents
- reading the minutes of meetings of those charged with governance; and
- enquiring of management as to actual and potential litigation and claims.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities is available on the FRC's website at: <https://www.frc.org.uk/auditors/audit-assurance/auditor-s-responsibilities-for-the-audit-of-the-fi/description-of-the-auditor%E2%80%99s-responsibilities-for>. This description forms part of our auditor's report.



INDEPENDENT AUDITOR'S REPORT

TO THE MEMEBERS OF WOMEN AND GIRLS NETWORK

FOR THE YEAR ENDED 31 MARCH 2024

Use of our report

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

16th December 2024

Mukesh Khatri
Senior Statutory Auditor

For and on behalf of
BARCANT BEARDON LIMITED
Chartered Accountants
and
Statutory Auditors

8 Blackstock Mews
Islington
London N4 2BT

STATEMENT OF FINANCIAL ACTIVITIES (INCLUDING INCOME & EXPENDITURE ACCOUNT)

FOR THE YEAR ENDED 31 MARCH 2024

Income and Expenditure Summary

	Notes	Restricted Funds	Unrestricted Funds	Total Funds 2024	Total Funds 2023
		£	£	£	£
Income and endowments from:					
Donations and legacies	3	-	107,486	107,486	50,467
Charitable activities	4	6,960,791	38,735	6,999,526	6,390,015
Investments	5	-	2,552	2,552	513
Total income and endowments		<u>6,960,791</u>	<u>148,773</u>	<u>7,109,564</u>	<u>6,440,995</u>
Expenditure on:					
Costs of raising funds	6	9,288	18,514	27,802	26,741
Charitable activities	7	6,936,296	21,028	6,957,324	6,164,418
Total expenditure		<u>6,945,584</u>	<u>39,542</u>	<u>6,985,126</u>	<u>6,191,159</u>
Net income/(expenditure)		15,207	109,231	124,438	249,836
Transfers between funds	19	12,000	(12,000)	-	-
Net movement in funds for the year		27,207	97,231	124,438	249,836
Reconciliation of funds					
Total funds brought forward	19	<u>199,754</u>	<u>1,073,064</u>	<u>1,272,818</u>	<u>1,022,982</u>
Total funds carried forward	19	<u>226,961</u>	<u>1,170,295</u>	<u>1,397,256</u>	<u>1,272,818</u>

The statement of financial activities includes all gains and losses recognised during the year.

All income and expenditure derive from continuing activities.



WOMEN AND GIRLS NETWORK

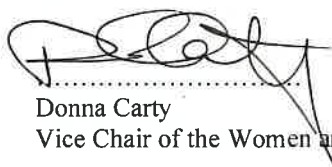
BALANCE SHEET

FOR THE YEAR ENDED 31 MARCH 2024

	Notes	2024 £	2023 £
Fixed Assets	14	-	237
Current Assets Debtors	16	1,751,234	1,822,497
Cash at bank and in hand		963,031	585,605
		<u>2,714,265</u>	<u>2,408,102</u>
Creditors: Amounts falling due within one year	17	(1,317,009)	(1,135,521)
Net Current Assets		<u>1,397,256</u>	<u>1,272,581</u>
Net Assets		<u>1,397,256</u>	<u>1,272,818</u>
Funds			
Restricted funds	19	226,961	199,754
Unrestricted funds			
- General funds	19	1,170,295	1,073,064
Total funds		<u>1,397,256</u>	<u>1,272,818</u>

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

Signed on behalf of the board of trustees


Donna Carty
Vice Chair of the Women and Girls Network


Vanessa Freeman
Trustee of the Women and Girls Network

Date: 16/12/2024

The notes on page 35 - 45 form part of these financial statements.
Company Registration No. 08286856

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2024

	Notes	2024 £	2023 £
Cash flow from operating activities			
Net cash provided by operating activities	22	374,874	177,245
Cash flow from investing activities			
Interest income		2,552	513
Purchase of tangible fixed assets		-	-
Net cash (used in)/provided by investing activities		2,552	513
Net increase in cash and cash equivalents in the year		377,426	177,758
Cash and cash equivalents at the beginning of the year		585,605	407,847
Cash and cash equivalents at the end of the year		963,031	585,605
Analysis of cash and cash equivalents			
Cash in bank and in hand		963,031	585,605
Cash and cash equivalents at the end of the year	22.1	963,031	585,605



1 Accounting Policies

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

1.1 General information and basis of preparation

Women and Girls Network is a company limited by guarantee incorporated in and has no share capital. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity. The registered office is 8 Blackstock Mews, London N4 2BT.

The charity constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland issued in October 2019, the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), the Charities Act 2011, the Companies Act 2006 and UK Generally Accepted Practice.

The financial statements are prepared on a going concern basis under the historic cost convention. The financial statements are prepared in sterling, which is the functional currency of the company. Monetary amounts in these financial statements are rounded to the nearest £.

1.2 Going Concern

At the time of approving the financial statements, the members of management committee have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus, the members of management committee continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable Funds

Unrestricted funds are available for use at the discretion of the members of management committee in furtherance of their charitable objectives unless the funds have been designated for other purposes. Designated funds have been set aside for specific purposes by the trustees. Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the accounts.

1.4 Incoming Resources

All incoming resources are included in the Statement of Financial Activities (SOFA) when the charity is legally entitled to the income after any performance conditions have been met, the amount can be measured reliably and it is probable that the income will be received.

Income from grants are recognised at fair value when the charity has entitlement after any performance conditions have been met, it is probable that the income will be received and the amount can be measured reliably. If entitlement is not met then these amounts are deferred.

Training and counselling fees are brought into income when they are earned. Donations are accounted for when received. Interest income is recognised when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.



1.5 Resources Expended

Expenditure is accounted for on an accruals basis and is inclusive of the VAT attributable to that expense. An appropriate proportion of the salary charge is attributed to fund raising. Governance costs mainly comprise audit and accountancy fees. Expenditure is allocated to funds directly or on the basis of staff time or usage.

1.6 Tangible Fixed Assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses. Tangible fixed assets are stated at cost less depreciation. Assets with an individual cost of less than £2,000 are written off in the year of purchase. Depreciation is provided at rates calculated to write off the cost less estimated residual value of each asset over its expected useful life, as follows:

Fixtures, fittings & equipment	25% per annum on cost
Computers	33% per annum on cost

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset and is recognised in net income/(expenditure) for the year.

1.7 Impairment of Fixed Assets

At each reporting end date, the charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1.8 Cash and Cash Equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.9 Financial Instruments

The charity has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

1.10 Employee Benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received. Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.11 Retirement Benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2024

2 Critical Accounting Estimates and Judgements

In the application of the charity's accounting policies, the members of management committee are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are listed below:

2.1 Cost allocation

Support costs are allocated across all charitable activities. Dependent upon each type of support activity, costs are applied directly against a function or appropriate cost drivers such as time allocations are utilised.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

3 Income from Donations and Legacies

	Unrestricted Funds 2024 £	Unrestricted Funds 2023 £
Donations and gifts	6,486	25,467
General Grants	101,000	25,000
	<u>107,486</u>	<u>50,467</u>

4 Income from Charitable Activities

Charitable Activities 2024

	Grants 2024 £	Fees 2024 £	Total 2024 £	Total 2023 £
Fees	-	38,735	38,735	252,229
Performance related grants	6,960,791	-	6,960,791	6,137,786
	<u>6,960,791</u>	<u>38,735</u>	<u>6,999,526</u>	<u>6,390,015</u>

Charitable Activities 2023

	Grants 2023 £	Fees 2023 £	Total 2023 £	Total 2022 £
Fees	-	252,229	252,229	98,650
Performance related grants	6,137,786	-	6,137,786	4,755,217
	<u>6,137,786</u>	<u>252,229</u>	<u>6,390,015</u>	<u>4,853,867</u>



NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2024

- 4.1 Income from charitable activities was £6,999,526 (2023 - £6,390,015) of which £6,960,791 (2023 - £6,137,786) was attributable to restricted funds and £38,735 (2023 - £252,229) was attributable to unrestricted funds - general.

4.2 Performance related grants

	2024 £	2023 £
London Councils	1,504,180	1,520,138
MOPAC	4,509,291	3,750,940
MOPAC funding through partners	302,667	262,825
Advance	88,600	90,600
NHS England	539,420	450,000
Small grants	16,633	63,283
	<u>6,960,791</u>	<u>6,137,786</u>

5 *Income from Investments*

	Unrestricted Funds 2024 £	Unrestricted Funds 2023 £
Interest receivable	<u>2,552</u>	<u>513</u>

6 *Expenditure on Raising Funds*

	2024 £	2023 £
Staff costs	<u>27,802</u>	<u>26,741</u>

- 6.1 Of the £27,802 expenditure in 2023 (2023 - £26,741), £9,288 (2023 - £14,280) was attributable to restricted funds and £18,514 (2023 - £12,461) was attributable to unrestricted funds - general.

7 *Analysis of Expenditure on Charitable Activities*

	Direct Charitable Expenditure 2024 £	Direct Charitable Expenditure 2023 £
Staff costs	2,627,852	2,523,536
Direct charitable expenditure	<u>3,777,184</u>	<u>3,323,204</u>
	6,405,036	5,846,740
Share of support costs (see note 8)	534,794	308,073
Share of governance costs (see note 8)	<u>17,494</u>	<u>9,605</u>
	<u>6,957,324</u>	<u>6,164,148</u>

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2024

- 7.1 Of the £6,957,324 expenditure in 2023 (2023 - £6,164,148), £6,936,296 (2023 - £6,137,172) was attributable to restricted funds and £21,028 (2023 - £27,246) was attributable to unrestricted funds - general.

8 Analysis of Support and Governance Costs

	Basis of allocation	Support costs £	Governance costs £	Total 2024 £	Total 2023 £
Staff costs	Direct	248,329	-	248,329	128,905
Premises costs	Direct	24,718	-	24,718	18,692
Insurance	Direct	13,264	-	13,264	13,728
Office support & expenses	Direct	83,180	-	83,180	47,603
Financial & bookkeeping (Staff)	Direct	96,205	-	96,205	73,596
Legal costs	Direct	48,706	-	48,706	18,445
Staff expenses & training	Direct	19,493	-	19,493	-
Bank charges	Direct	887	-	887	1,749
Sundry costs	Direct	12	-	12	5,355
Audit fee	Governance	-	17,280	17,280	9,605
Trustees' expenses	Governance	-	214	214	-
		<u>534,794</u>	<u>17,494</u>	<u>552,288</u>	<u>317,678</u>

9 Net Income/(Expenditure) for the Year

	2024 £	2023 £
This is stated after charging:		
Auditor's remuneration	17,280	9,605
Depreciation of tangible fixed assets	237	893
Operating lease payments: Land and buildings	<u>59,718</u>	<u>36,183</u>

10 Trustee Remuneration and Expenses

The trustees were not paid any remuneration nor received any other benefits during the year (2023 – nil).

Two trustees (2023 – none) were reimbursed expenses reimbursed during the year (2023 - £nil). Travel and meeting refreshment expenses amounting to £214 (2023 - £217) was incurred by the charity for two trustees (2023 – one trustee). Trustees' training expenses were £nil (2023 - £700) for the year.

Two trustees (2023 – one) had a related party each, who had transactions with the charity during the year. One party (2023 – one) was paid a salary and related employment costs totalling £18,681 (2023 - £24,405) and incurred expenses totalling £1,136 (2023 - £1,801). The other received consultancy fees of £14,246 (2023 – none).

No trustee or other person related to the charity had any personal interest in any other contract or transaction entered into by the charity during the year (2023 – nil).



NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2024

11 Analysis of Staff Costs

	2024 £	2023 £
Wages and salaries	2,482,688	2,296,752
Social security costs	242,972	232,330
Pension costs	72,716	67,465
	<u>2,798,376</u>	<u>2,596,547</u>
Agency and freelance staff	239,312	151,619
	<u>3,037,688</u>	<u>2,748,166</u>

11.1 The number of employees who received total employee benefits (excluding employers' pension contributions) of more than £60,000 is as follows:

	2024 Number	2023 Number
£60,001 - £70,000	1	-
£70,001 - £80,000	1	-
£80,001 - £90,000	1	2
	<u>3</u>	<u>2</u>

During the year pension contributions on behalf of these staff amounted to £6,680 (2023 - £4,503)

11.2 During the year the company paid £239,312 (2023 - £151,619) to independent third parties for the provision of staff.

11.3 The total amount of employee benefits received by key management personnel is £310,461 (2023 - £176,886). The company considers its key management personnel comprise of the Executive Team (2023 - Clinical Director and Director of Operations and Development).

12 Staff Numbers

The average monthly head count was 81 staff (2023 - 77 staff) and the average monthly number of full-time equivalent employees (including casual and part time staff) during the year was as follows:

	2024 Number	2023 Number
Project management and staff	56	54
Administrative staff	7	5
	<u>63</u>	<u>59</u>

13 Taxation

Women and Girls Network is considered to pass the tests set out in Paragraph 1, Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3, Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024
14 Fixed Assets

	Computers £
Cost	
At 1 April 2023	12,326
Additions	-
At 31 March 2024	12,326
Depreciation:	
At 1 April 2023	12,089
Charge for the year	237
At 31 March 2024	12,326
Net Book Value:	
At 31 March 2024	-
At 1 April 2023	237

15 Financial Instruments

	2024 £	2023 £
Carrying amount of financial assets		
Debt instruments at amortised cost	2,552,278	2,336,255
Carrying amount of financial liabilities		
Measured at amortised cost	1,277,164	1,103,075

16 Debtors

	2024 £	2023 £
Operating debtors	1,580,497	1,741,900
Accrued income	81,320	-
Other debtors	8,750	8,750
Prepayments and accrued income	80,667	71,847
	1,751,234	1,822,497

17 Creditors: Amounts falling due within one year

	2024 £	2023 £
Operating creditors	1,171,107	915,776
Taxation and social security	74,368	66,543
Other creditors	13,800	10,865
Accruals	57,734	142,337
	1,317,009	1,135,521

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024
18 Pensions

The charity contributes towards a defined contribution pension scheme with Aviva. The pension charged to the Statement of Financial Activities represent contributions payable by the charity and amounted to £72,716 (2023 - £67,465).

19 Analysis of Charitable Funds
19.1 Unrestricted Funds – Current Year

	Balance 1 Apr 2023 £	Incoming Resources £	Outgoing Resources £	Transfers £	Balance 31 Mar 2024 £
General funds	1,073,064	148,773	(39,542)	(12,000)	1,170,295

Unrestricted Funds – Previous Year

	Balance 1 Apr 2022 £	Incoming Resources £	Outgoing Resources £	Transfers £	Balance 31 Mar 2023 £
General funds	809,862	303,209	(39,707)	(300)	1,073,064

Name of unrestricted fund
Description, nature and purposes of the fund

General funds

The “free reserves” after allowing for any designated funds.

19.2 Restricted Funds – Current Year

	Balance 1 Apr 2023 £	Incoming Resources £	Outgoing Resources £	Transfers £	Balance 31 Mar 2024 £
Ascent	-	1,504,180	(1,506,580)	2,400	-
Ascent Plus	-	132,245	(132,245)	-	-
Angelou	-	88,600	(88,600)	-	-
CouRAGEous	-	808,996	(808,996)	-	-
DVSV Casework & Counsellors	-	120,429	(120,429)	-	-
Gateway	-	2,708,779	(2,708,779)	-	-
London Hostels Association	34,977	16,633	(51,610)	-	-
NHS England	125,579	539,420	(450,669)	-	214,330
Rape Crisis Project	-	991,516	(991,516)	-	-
Safer London	-	49,993	(49,993)	-	-
Other	39,198	-	(36,167)	9,600	12,631
	199,754	6,960,791	(6,945,584)	12,000	226,961

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2024

Restricted Funds – Previous Year

	Balance 1 Apr 2022 £	Incoming Resources £	Outgoing Resources £	Transfers £	Balance 31 Mar 2023 £
Ascent	-	1,520,138	(1,520,138)	-	-
Ascent Plus	-	132,245	(132,245)	-	-
Angelou	-	90,600	(90,600)	-	-
CouRAGEous	-	867,326	(867,326)	-	-
DVSV Casework & Counsellors	-	50,594	(50,594)	-	-
Gateway	-	1,830,714	(1,830,714)	-	-
London Hostels Association	35,292	24,983	(25,298)	-	34,977
NHS England	94,661	450,000	(419,082)	-	125,579
Rape Crisis Project	-	1,052,900	(1,053,200)	300	-
Safer London	-	79,986	(79,986)	-	-
SV Training	32,900	-	(32,900)	-	-
Other	50,267	38,300	(49,369)	-	39,198
	<u>213,120</u>	<u>6,137,786</u>	<u>(6,151,452)</u>	<u>300</u>	<u>199,754</u>

19.3 Name of restricted fund
Description, nature and purposes of the fund

Ascent	These projects are funded by London Councils through various partnership agreements with other organisations as part of the London Violence Against Women and Girls Consortium. They comprise a dedicated sexual violence helpline, a prevention project, training, group work, counselling a specialist service on ending harmful practices and an advice service for women and girls who have experienced gendered violence.
Ascent Plus	Ascent Plus is additional funding into the Advice Service from the Mayor's Office for Policing and Crime (MOPAC).
Angelou	The Angelou Partnership is a partnership of organisations supporting survivors of VAWG across 3 west London boroughs. Through the partnership, Women and Girls Network are funded to provide ISVA support, young women's advocacy and additional capacity on the Freephone Advice Line. We are also funded to support frontline practitioners through training and consultancy support.
CouRAGEous	CouRAGEous is a new pan London partnership project led by Women and Girls Network. The project provides specialist advocacy, counselling, and resilience and prevention programs for minoritised young women and girls experiencing gendered violence, mental health issues and/or multiple disadvantages.
DVSV Casework & Counsellors	This funding supports predominantly Black and Global Majority survivors to access practical support, resources and therapeutic work aimed at enhancing their recovery
Gateway	London Survivors Gateway offers support to all victims and survivors of rape and sexual abuse aged 13+ to access specialist services. Women and Girls Network leads this service and works in partnership with key sexual violence providers in London.

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2024

London Hostels Association	Funding from the London Hostels Association supported additional capacity and development for the Advice Service.
NHS England	NHS England funding brings together the four London Rape Crisis Centres to deliver innovative services for female survivors of sexual violence (SV) London-wide. The project delivers a wraparound therapeutic provision for survivors engaged with the criminal justice system. An awareness raising community and professional development programme is aimed at prevention and upskilling staff on good practice working with SV.
Rape Crisis Project	The West London Rape Crisis Service (WLRCC) is one of the specialist services of Women and Girls Network and is funded by the MOPAC and the Ministry of Justice. The WLRCC provides counselling, group work, body therapies and advocacy services to women who have experienced recent or historic sexual violence, including child sexual abuse, rape, prostitution, sexual assault, sexual harassment, gang related sexual violence, sexual bullying and sexual exploitation.
Safer London	Safer London Partnership Project funded by MOPAC is aimed at supporting victims, primarily young women and girls who are involved in or at risk of gang involvement and/or at risk of sexual violence and exploitation, primarily within gangs. The project involves delivering one to one casework and advocacy, awareness raising activities, counselling and training for professionals.
SV Training	This advanced training programme for ISVAs was aimed at supporting practitioners to apply a more trauma-informed approach while managing complex survivor presentations.
Other	This includes various smaller projects, the most significant of which supports young people who have experienced or at risk of any form of abuse in Kensington & Chelsea and Westminster.

19.4 The net transfer of £12,000 (2023 - £300) from general funds to restricted funds represent a shortfall in restricted funding on those projects.

20 Analysis of Net Assets between Funds – Current Year

	Restricted Funds 2024 £	Unrestricted Funds 2024 £	Total 2024 £
Tangible fixed assets	-	-	-
Cash at bank and in hand	145,641	817,390	963,031
Other net current assets/(liabilities)	-	434,225	434,225
	<u>145,641</u>	<u>1,251,615</u>	<u>1,397,256</u>



NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2024

Analysis of Net Assets between Funds – Previous Year

	Restricted Funds 2023 £	Unrestricted Funds 2023 £	Total 2023 £
Tangible fixed assets	-	237	237
Cash at bank and in hand	199,754	385,851	585,605
Other net current assets/(liabilities)	-	686,976	686,976
	<u>199,754</u>	<u>1,073,064</u>	<u>1,272,818</u>

21 Operating Lease Commitments

At the reporting end date the charity had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2024 £	2023 £
Within one year	42,028	57,928
Between two and five years	23,278	65,306
	<u>65,306</u>	<u>123,234</u>

22 Reconciliation of Net Income to Net Cash Flow From Operating Activities

	2024 £	2023 £
Net income for the year	124,438	249,836
Adjustments for:		
Interest income	(2,552)	(513)
Depreciation	237	893
(Increase)/decrease in debtors	71,263	(301,044)
Increase/(decrease) in creditors	181,488	228,073
	<u>374,874</u>	<u>177,245</u>

22.1 Analysis of Changes in Net Debt

	At 1 Apr 2023 £	Cash-flows £	At 31 Mar 2024 £
Cash in bank and in hand	<u>585,605</u>	<u>377,426</u>	<u>963,031</u>

23 Related Party Transactions

Aside from trustee remuneration and expenses disclosed in note 10, there are no related party transactions during the year (2023 - none).



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13095, London W14 0FE

Charity registration number: 1150354 | Company registration number:
08286856 Registered office: 8 Blackstock Mews, London, M4 2BT

WOMEN AND GIRLS NETWORK

England & Wales - Charity number 1150354

Accounts

COMPANY NUMBER: 08286856
REGISTERED CHARITY NUMBER: 1150354

WOMEN AND GIRLS NETWORK
(Company Limited by Guarantee without Share Capital)

REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2023

WOMEN AND GIRLS NETWORK

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FOR THE YEAR ENDED 31 MARCH 2023

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WOMEN AND GIRLS NETWORK

TRUSTEES' ANNUAL REPORT (INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MARCH 2023

The trustees present their annual report and financial statements for Women and Girls Network (WGN) for the year ended 31 March 2023 which are also prepared to meet the requirements for a directors' report and accounts for Companies Act purposes. The trustees have adopted the provision of the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" (FRS 102) in preparing the annual report and financial statements of the charity.

The financial statements have been prepared in accordance with the accounting policies set out in notes to the accounts and comply with the Memorandum and Articles of Association, the Charities Act 2011, the Companies Act 2006 and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland published in October 2019.

OBJECTIVES AND ACTIVITIES

Our mission is to significantly improve the quality of life for our clients, fostering empowerment, healing, and transformation to help survivors thrive. We offer a comprehensive range of services tailored to individual needs, creating care pathways that facilitate genuine choices and sustainable recovery.

Women and Girls Network's core objectives and activities encompass:

1. **Therapeutic Services:** Providing specialized, holistic therapy to support the healing and recovery of women and girls who have endured various forms of gendered violence, including sexual, physical, and emotional abuse.
2. **Advocacy Services:** Providing and comprehensive advocacy support to women and girls, encompassing a wide spectrum of needs such as assistance with legal proceedings, housing, immigration matters, and financial concerns. We have specialised services for young women also as part of our service offer.
3. **Training Initiatives:** Offering training programs to enhance understanding, raise awareness, and promote best practices among individuals and organizations working with survivors of gendered violence.
4. **Research and Information Dissemination:** Conducting research and sharing relevant information to empower women who have experienced violence and those supporting them, enabling informed decision-making.

Therapeutic Services

Our primary focus remains on addressing the needs of women and girls recovering from gendered violence, including the delivery of culturally sensitive counselling services. Each counselling request begins with an assessment to determine its appropriateness for the individual and identify the most effective therapeutic approach.

We offer professional counselling services for women who have experienced various forms of violence, delivered within a culturally sensitive framework that provides tailored therapeutic interventions. Our approach involves an initial assessment to determine the suitability of counselling and identify the most effective counselling method for each individual.

Ascent Project:

Offers counselling to women and girls aged 14+ who have endured any form of gendered violence either recent or historic.

Our services within the Ascent Project include:

1. Ascent Counselling: Offering one-on-one counselling to women and girls who have experienced domestic and sexual violence.
2. Ascent Ending Harmful Practices: Specialised long-term counselling for women who have encountered harmful practices, such as female genital mutilation, honour-based violence, and forced marriage, whether recent or historical.

West London Rape Crisis Service:

We operate a specialised counselling service for women who have faced recent or historical sexual violence, including childhood sexual abuse, rape, prostitution, sexual assault, harassment, and exploitation. Our central location in Ealing, along with satellite venues in Brent, Harrow, Hammersmith and Fulham, Hillingdon, and Hounslow, ensures accessibility.

Our services within WLRCC include:

1. MOPAC Counselling: Offering one-to-one counselling to women and girls who have endured any form of sexual violence either recent or historic.
2. NHS RCC Counselling: Funded by the NHS, this service supports women and girls aged 14+ who have endured sexual violence and are currently or have gone through the criminal justice system.
3. Body therapy: Offering one-to-one Aromatherapy Massage or online Wellbeing and Coaching sessions to survivors.
4. Ending Harmful Practices (MOPAC P&CT): Specialised long-term counselling for women who have encountered harmful practices, such as female genital mutilation, honour-based violence, and forced marriage, whether recent or historical.

Advocacy Services

The Independent Sexual Violence Advocacy Service (ISVA):

Based at the West London Rape Crisis Centre, our ISVA provides practical and emotional support to survivors of recent and historical sexual violence within the West London Boroughs. This support encompasses assistance through the criminal justice process and addressing immediate needs to ensure safety and sustainable recovery. We offer specialist ISVA's for survivors with multiple disadvantages as well as an ISVA for black and global majority women specifically; this is to address the inequalities in reporting and institutional racism these survivors endure when it comes to the criminal justice system.

The Dedicated London Sexual Violence Helpline:

Part of the Ascent partnership with Women's Aid, Refuge, and RASASC, this helpline offers integrated services for survivors of domestic and sexual violence throughout London, providing immediate practical and emotional support and directing individuals to other support services. The WGN Sexual Violence Helpline caters to women and girls who have experienced gendered violence.

Young Women's Service:

Our multidisciplinary team offers comprehensive support for young people aged 10 to 25 through two specialist teams: the Advocacy Team and the Prevention Team. Our projects include MOPAC RCC, Gateway, EMPOWER – Safer London, Home Office, PEACE project, London Councils, and CouRAGEus MOPAC.

Services within the Young Women's Service include:

1. **CouRAGEus:** A unique pan-London project for Minoritised young women and girls, created in partnership with 11 leading VAWG specialist organizations. It offers specialized advocacy, counselling, resilience, and prevention programs for those experiencing gendered violence, mental health issues, and multiple disadvantages. Our focus is on supporting Minoritised young women experiencing intersectional disadvantage, recognizing the compounding effects of structural inequalities at these intersections.
2. **Young Women's Advocacy Service:** Providing one-on-one advocacy support and casework in collaboration with relevant agencies to ensure the welfare and well-being of young women who have experienced gendered violence. We also raise awareness of gendered violence issues through themed workshops and case work for early intervention.
3. **Young Women's Prevention Service:** The London Councils Whole Schools project delivers interactive, arts-based education programs to children and young people aged 9 to 18, promoting healthy relationships and addressing violence myths. We also provide training for professionals working with young people, along with community engagement programs through CouRAGEus Community Engagement.

The Advice Service:

One of the largest projects in the Ascent partnership, providing specialist and generic advice services for women and girls affected by gender-based violence through individual advice and group work. Services are available through two London Hubs in Ealing and Islington, along with spokes across London boroughs to increase accessibility while mitigating barriers associated with crossing borough boundaries.

Training Initiatives

We develop and deliver accredited training programs as part of the Ascent second-tier support project. Our goal is to enhance the sustainability of organisations providing services to those affected by sexual and domestic violence across London. This includes accredited training, expert-led sessions, seminars, BMER network events, borough surgeries, and personalised support.

Our training team offers the following:

1. Accredited Training.
2. One Day Courses.
3. Expert-Led Seminars.
4. Bespoke Training.
5. National and International Training.

Community Engagement Work

We have a Community Engagement Worker who provides the following to professionals and survivors:

- Training for Professionals and community stakeholders on VAWG issues, specialising in the needs and experiences of Black and minoritised young women
- Experts by Experience Programme: opportunities to amplify the voices of young people and support them to become change makers

Research and Information Dissemination

WGN is committed to conducting research and sharing relevant information to empower women who have experienced violence and those supporting them, enabling informed decision-making.

Over the year, we have released publications around the following:

Why We Shout Black Lives Matter: A Guide. – This guide was inspired by the Black Lives Matter Movement and is a collection of information from various organisations, activists, educators and change makers. This guide was intended for a UK audience.

Black Lives Matter: Stand Up Take Action Evaluation Report. - Following our Black Lives Matter guide, the Young Women's Team collaborated with the England Football Association (FA) and the FA National Youth Council (FANYC) to create the "Black Lives Matter: Stand Up Take Action" six-part webinar series, delivered from November 2020 to April 2021. These sessions brought the guide to life by educating participants with statistics, enhancing their anti-racism knowledge, and equipping them to initiate their own activism through a pledge. Focusing on systemic racism in football, this series empowered Young Leaders to drive meaningful change. This report evaluates the webinar series, assessing attendee outcomes, progress, and experiences, and outlines their vision for the future of football.

FUND-RAISING STANDARDS INFORMATION

Women and Girls Network does not proactively raise funds from the public. We do have a number of online accounts through which people are able to donate, and donations are made when people shop online using our account, for example with Easyfundraising. We receive direct donations through PayPal which are presumed to be predominately from ex-service users and their friends and family.

ACHIEVEMENTS AND PERFORMANCE

Counselling and Body Therapies

WGN's core counselling service is dedicated to supporting women in their recovery from gender-based violence. Clients are provided with flexible contracts, ranging from 15 sessions to one year. The determination of individual contracts and therapy goals is a collaborative process with the client during the assessment phase. WGN's clinical model is grounded in a strengths-based and evidence-based approach, with a focus on personal empowerment and achieving comprehensive and sustainable recovery. Therapeutic interventions prioritise the direct management of trauma consequences, tailoring them to the unique needs of each client. These interventions are characterised by their complexity, multimodality, holism, and alignment with the individual's trauma pathway.

Outcomes

Clinical services at WGN use various monitoring and evaluation systems to assess therapeutic progress and clinical effectiveness. WGN relies on two main evaluation systems: Clinical Outcomes in Routine Evaluation (CORE) and The Data Processing Management System (DPMS). These evaluation tools are complemented by client feedback mechanisms to ensure client-centered service delivery.

CORE is a recognized therapeutic outcomes database employed by NHS psychological services. It gathers and analyses qualitative and quantitative data through a four-domain questionnaire administered before and after therapy. This questionnaire assesses clients' functioning levels, problem areas, risk factors, and well-being. CORE clinical reports provide in-depth analysis of individual client progress and the effectiveness of therapeutic interventions.

DPMS, developed by Rape Crisis England and Wales, incorporates clinical standards from Women's Aid and BACP. It focuses on identifying trauma markers associated with gender-based violence. The database collects and analyses both qualitative and quantitative information, allowing tracking of individual client progress in terms of services accessed, such as counselling, helpline support, groups, body therapies and advocacy. It also helps identify clinical outcomes.

Additionally, feedback surveys and evaluation forms are used to gauge client satisfaction with the services. GDPR-approved platforms like Survey Monkey and Text Magic are utilized to collect this data.

During 2022/2023

Ascent Counselling Service

Women and Girls Network delivers innovative and effective counselling services for women and girls who have experienced all forms of gendered violence in London. We provide women-only holistic and seamless therapeutic services. WGN has a specialised clinical model referred to as the Holistic Empowerment Recovery Model developed to work with survivors of gendered violence. Therapeutic engagement consists of multifocal holistic interventions to address the global impact of trauma in a phased approach from a strengths based perspective. Therapy is attuned to diversity and aims to be significant, relevant and sensitive to meet clients' cultural expectations. Therapeutic work aims to support clients' movement and transition from survivor to thriver; promoting total and sustainable recovery. The Ascent Counselling Service provides counselling to women and girls aged 14 years upwards. We provide both in person and remote counselling options and have offices and satellites across London. This year the service moved to working in clusters. We now offer counselling to survivors living within the following clusters:

West Quadrant: H&F, Brent, Ealing, Harrow and Hounslow.

North Quadrant: K&C and Westminster.

South Quadrant: Bexley, Bromley, Croydon, Greenwich, Lambeth, Lewisham and Southwark.

Ascent Group Work

As part of the Ascent project, Women and Girls Network is delivering the 'Moving Forward' group work programme. The Moving Forward group work is an 8 weeks psycho-educational programme for women and girls who have experienced gendered violence. The group work programme is focused on a range of topics including, self-empowerment, healthy boundaries in relationships, self-esteem and confidence and self-soothing and grounding techniques. The Moving Forward programme is delivered by WGN across a number of south west London boroughs including: Ealing, H&F, K&C, Westminster, Lewisham, Croydon and Bromley.

This year, we closed this service as it was no longer funded by London Councils. We delivered 3 final groups at the beginning of the year.

During the reporting period the counselling service delivered:

- 2134 one to one counselling sessions
- 24 Moving Forward group work sessions to 41 individual clients

Here are the outcomes for the year through COREnet's Benefits of Therapy form (taken from the 'End of Therapy' form which is an evaluation of the client's progress after receiving a full counselling contract):

- 74% of clients reported improved personal insight and understanding
- 88% of clients reported improved ability to explore their feelings/problems
- 83% of clients reported improved expression of their feelings/problems
- 80% of clients reported improved coping mechanisms and techniques
- 51% of clients were able to access additional practical help
- 66% of clients reported improved decision making/planning
- 78% of clients reported improved general wellbeing
- 70% of clients reported an improvement to their mental health symptoms
- 70% of clients reported an improvement to their day to day functioning
- 78% of clients reported an improvement in their personal relationships with others

Client feedback from 2022-23:

"Great holistic service with a therapist I could relate to."

"I couldn't thank you enough really for the support given to me through this dark time. I am still in the middle of it all and haven't got out of the woods yet but your support kept me going on fighting. I am grateful for your help."

"All encounters with WGN have been fantastic. From call handlers, to email correspondence and my counsellor. Every encounter has been professional, caring and non-judgemental. It certainly feels like a genuine engagement with people who really care about the service user's wellbeing. Thank you for everything, for helping me rebuild my life."

'I feel like I've taken the reigns of my own life now'

"Very happy to have had the counselling with WGN. It's helped me to feel more consistent in my confidence and self-esteem, and I feel much more at ease within myself."

"I feel more comfortable and happy in my body and it's the best my mental health has been my whole life"

"My therapist was good at adjusting to what came up on the week, she worked at my pace. She explored what I needed and really balanced things out for me, it helped me build up my confidence. She was extremely accommodating and non-judgemental which made me able to share a lot."

'I still need to improve on my confidence but it is in the right direction'

"My Therapist has been amazing, I've really been able to be myself in our sessions and she has an incredible gift that made me feel safe and held in our time together"

"My counselling experience with my Counsellor has been incredibly positive. It's clear to me she has a thorough understanding of the impact of trauma on one's life. She was engaged in every session and immediately understood what kind of session I needed based on how I felt. It was an eye opening holistic experience that allowed me to unpack feelings surrounding my trauma, from the incident of rape itself to my interaction with the CPS and police, which have often felt more traumatic. Each week I took something new away and felt equipped to continue to navigate my counselling journey. Our engagements allowed me to understand more about myself and how the mind and body react to trauma. Working with her over the past 15 weeks has allowed me to develop my self-understanding in a very safe and open environment. She was non-judgemental and allowed me to open up to her, she immediately set me at ease. She was knowledgeable and filled me with faith that I had made the right decision to access these services."

"The service has been helpful for me, particularly in the integration of counselling with healing cards, Florida water and safety packages. I was also taught coping strategies which I now implement. I now use different techniques that have genuinely made a difference in difficult moments. I'm pleased that a service like this exists for women like me. Due to the integrative nature of the therapy, it's clear that women can benefit from this service."

"After my second session, I could have happily finished the sessions due to how much I had learned and how helpful I found this knowledge. I have found these sessions to be very useful and definitely have been given the tools to continue working on myself. I love the environment that has been created in the building and the energy of those who work here. My counsellor has been everything I hoped for."

Ending Harmful Practices (Counselling services)

We offer two EHP services within WGN, each funded separately: one through MOPAC P&CT and the other through Ascent funded by London Councils. These services provide specialised, long-term counselling to women who have experienced harmful practices such as female genital mutilation, so called 'honour-based' violence, and forced marriage. Our counselling contracts last for 20 weeks (but can be extended) and are available to women aged 18 and older. Longer therapy durations allow us to address complex issues stemming from harmful practices comprehensively, aiding in recovery. We serve women and girls connected to or residing in Ealing, Hounslow, and Bromley boroughs. Additionally, we collaborate with voluntary, statutory, and community sectors to raise awareness about the impact of harmful practices through presentations and training, which is detailed in the training section below.

This year we have seen an increase in counsellors supporting clients around socioeconomic needs in addition to emotional and psychological trauma. This is true for all of our services, but this client group are by far more socioeconomically disadvantaged than others, with many being referred into service without stable housing or recourse to public funds exacerbated even further by the cost of living crisis. Asylum seeking clients are also enduring a long waiting times for decisions and often facing being relocated out of our area and away from their support systems; this then impacts what they can be offered by WGN.

- The service provided 410 counselling sessions and long term counselling to 61 clients. These sessions were made up of initial counselling assessments, Senior Clinical Team sessions (check in/welfare calls and risk support) and 1:1 counselling sessions.

Client feedback from 2022-23:

"My pending asylum case is making it very difficult for me to have a life. I feel stuck and unable to move forward. I live with anxiety and fear; I feel powerless. Therapy helped me feel understood and supported. Thank you."

"I feel satisfied with the changes that I achieved with the help of WGN services (counselling)."

"Really good for other people who want to move forward in life. Helpful, grounding techniques in particular, given Ideas to improve my life."

"I felt supported by WGN and particularly by my counsellor. It helped that I was able to speak in my native language and not feel judged. To work with someone who has a cultural awareness of my background. Counselling helped me gain clarity and confidence. Thank you!"

"Therapy has helped me in finding my own journey and regain trust."

"I'm very appreciate, I have chance get help from WGN. All time is very kind and helpful. Counsellor did amazing work. She top up me with new energy and power. Thank you so much for your help WGN"

West London Rape Crisis Service

The West London Rape Crisis Service (WLRCC), a specialised branch of Women and Girls Network, offers free counselling and advocacy services to women who have experienced various forms of sexual violence, including child sexual abuse, rape, prostitution, sexual assault, harassment, gang-related violence, bullying, and exploitation. The primary objective is to enhance, safeguard, and restore the mental well-being of women and girls who have encountered or are susceptible to sexual violence, all while striving for a society free from gender-based violence.

Our central service is the Counselling Service, which provides flexible contracts (ranging from 20 sessions to one year) to women who have faced sexual violence. Therapeutic interventions are tailored to address trauma-related issues, adopting an individualised, multifaceted, and holistic approach. WLRCC's qualified therapists deliver this therapeutic service across six boroughs, offering sessions from one to 2 days a week. We also provide wellbeing check-in calls to clients in need, facilitated by our Senior Clinical Team, which also extends support through letters and ongoing assistance post-WGN counselling contract. In total, 2,342 counselling sessions were delivered over the year consisting of initial assessment sessions, 1:1 counselling sessions, SCT sessions and risk management sessions.

The percentage of women who showed an improvement at the end of counselling for the following pre identified outcomes are (taken from our feedback survey):

Service users reporting improved health and wellbeing - 80%

Service users reporting being better able to cope with aspects of everyday life - 92%

Service users reporting increased feelings of safety - 89%

Service users reporting they feel more informed and empowered to act - 91%

Answers to our feedback survey also revealed the following outcomes to date (data taken from the survey over 3 years):

I felt believed and understood

98.74% agreed with this statement

I felt comfortable with the way in which the support was provided

98.74% agreed with this statement

I got the support I needed

93.71% agreed with this statement

The support was sensitive to my needs and situation

97.50% agreed with this statement

I got the information I needed

95.60% agreed with this statement

The support was culturally sensitive

90.67% agreed with this statement

I valued being in a women-only environment

85.00% agreed with this statement

The West London Rape Crisis Centre successfully completed the National Service Standards assessment for Rape Crisis England & Wales meeting all criteria for Full Membership of Rape Crisis England & Wales which is valid for three years. We have also been highlighted as a centre for good practice by Rape Crisis England and Wales.

Client feedback from 2022-23:

"It was life changing and a truly valuable experience. Providing the art materials also gave me a whole new hobby as I now make clay scenes at a pretty great level and have found myself in an artist community."

"This is the second time I've needed your services I get so much more out of this than basic counselling and CBT because it's a specialised area which I need. My counsellor is helpful empathic and understanding and makes me realise it's not my fault. Thank you I wouldn't know what to do without your services."

"I just wanted to say thank you so much for all the help that has been provided. I am in such a different place to where I was before I started and I'm forever grateful that this helped me begin to live my life again in a way I never thought was possible."

"W&G Network gave me endless support without them to help me I don't know where I would have been especially my mental health."

"The staff that I had were kind and did not judge me and I felt I had someone to talk to and was not asked any questions I didn't feel comfortable with."

"Thank you for all your help. I am so grateful for the care and support provided. My counsellor was incredible and I'm feeling less emotional and much stronger in the lead up to the next stages of the legal process."

"My therapist saved my life there were times when I hit rock bottom and she brought me back again. I'll never forget her ever"

"The support has been amazing. I honestly don't know where I would be without this service. Everyone in the organisation are truly a God send. From the first call I made enquiring about your services to now, each person I have spoken to have been helpful, supportive, nice and non-judgmental. Thank you for everything."

"My therapist made me feel heard and lifted my spirits. She made me realise it's not my fault and never will be."

"The support I received from the beginning to the end has been outstanding. I cannot strengthen my compliment and gratitude to your service enough. Through two major ordeals, the communication and regular chats really helped me."

"It's helped me create better boundaries with the people I am around. Helped me decide for myself what's good or bad for me through reflection."

Body Therapy

As part of the WGN model of integrated holistic services, clients are offered body therapy as a means to physical healing, to create healthier and more positive connections to the body, and to promote well-being and self-care. Our body therapist has also written informative leaflets on issues related to women's health (such as Perimenopause) to provide to clients and staff to help women and girls to better understand their bodies and any symptoms they may be experiencing as a result of stress, age or illness (both mental and physical).

Our Body Therapy service consists of two different types of sessions clients can access:

1. Aromatherapy Massage (Monday evenings, Shepherds Bush)

As part of a holistic approach to recovery, massage has long been used to restore health of body and mind. Massage can have profound effects, and is particularly useful in the treatment of trauma. This is an hour-long session at our Shepherd's Bush premises. This non-invasive therapy helps improve areas such as sleep, digestion, body aches and pains and general wellbeing. Clients are in control of their treatment, which is devised in consultation with them. A treatment can be stopped or amended at any time.

2. Wellbeing & Coaching (Tuesday evenings, Online)

These are 50-minute sessions which focus on issues related to the body such as – exercise, nutrition, stress-management, sleep hygiene, grounding, self-care, body image, food relationships and menopausal issues. A wellbeing coach guides to bring about a clearer understanding of any concerns in relation to overall wellbeing, and inspire the necessary changes to achieve goals.

We have delivered 255 hours of body therapy in 2022-23.

Client feedback:

"I am impressed by my therapist. She was incredibly knowledgeable and skilled in identifying what I needed to do to reach my goals in securing a better sleep. She exceeded my expectations by suggesting activities that woke up my long sleeping artistic abilities. All her assignments were so purposeful and thoughtful that I will keep exercising them for the rest of my life."

CouRAGEus Counselling

CouRAGEus counselling is for Black and minoritised young women. This includes those from ethnic minority groups, LGBT+ and disabled young women. It is for survivors aged 14 yrs – 24 yrs who live, work or study in any London Borough and have endured or are enduring violence, abuse and/or exploitation. Sessions are flexible to suit the needs of young people and can range from 10 sessions up to a year. Please see section on the CouRAGEus service under Young Women's Advocacy Project for further details.

We received 41 referrals in 22-23 which surpassed our target.

We offered 75 counselling days to clients over the year and would like to offer 84 in 23-24.

45% of referrals came from statutory agencies, with the most common being Police, Health and Children's Services.

We had 2 Specialist Counsellors and were also able to offer support to clients in the evenings and on Saturdays to accommodate young women's availability. On average we saw 8 clients at any one time.

86% of clients in 22-23 accessing our counselling service reported an increased range of self-care strategies and positive coping mechanisms.

Honorary Counsellors

We have relied a lot on the support of volunteers to our counselling services to provide sessions to survivors. Between April 22 - March 23 our Honorary Counsellors provided 728 counselling sessions across counselling services and supported 106 individual clients over the year. They also achieved an 84% attendance rate to sessions.

Independent Sexual Violence Advocacy Service

The ISVA Service provides advocacy support to women aged 14 years and over in west London. The ISVA aims to:

- Improve the survivors' awareness of their rights;
- Increase their confidence in criminal justice process and involvement of any statutory agencies; and
- Increase their immediate and longer term safety.

As well as supporting clients outside of the criminal justice system, the ISVA has supported a number of clients within it. This has included complex casework in supporting a client to make a decision to report to the police, facilitating an initial report to the police, attending pre-court visits with clients ahead of a trial, attending trials at crown court, and supporting a client to make an application to the Criminal Injuries Compensation Authority (CICA). There has been an increase in the length of time women are staying in the service due to delays in the criminal justice system. We have also been working collaboratively with legal agencies such as the Centre for Women's Justice, and legal representatives, to support women to make robust challenges of unjust negative decisions and poor practice, particularly in relation to the police. We have also expanded to provide more tailored support to women with multiple disadvantages and to black women (as these client groups in particular are far more likely to be discriminated against within the criminal justice process). We define multiple disadvantage broadly as women with at least two support needs, including (but not limited to): mental health issues; problematic substance use; a physical health condition or disability; a history of offending; gang-association; employment problems; homelessness or housing issues; insecure immigration status; sexual exploitation; young women whose own children have been taken into care and are at risk of further removals.

The ISVA service supported 143 women on both a short and long term basis with 26 having been referred this year. ISVA clients reported an increase in emotional, physical and mental well-being after receiving ISVA support as well as in understanding their rights and choices.

In the past year, it has been encouraging to see a lot more cases being sent to the CPS for charging decisions by the police, as well as more police No Further Action decisions (NFA's) being reversed after Victim Right to Review (VRR). However, there are still severe delays when it comes to court and trial dates, as well as police updates being sent to ISVAs or survivors. Not all police officers are informing survivors about Section 28, which is one of several special measures available to vulnerable and intimidated witnesses during the investigation of a crime, and when attending court and giving evidence. It allows an eligible witness to pre-record their cross-examination or re-examination before the trial. This could potentially be due to the police officers not thinking the survivor would qualify for this. One recurring issue is that more and more SOIT officers change positions or leave the Metropolitan police without being replaced leaving survivors without the support of a SOIT officer. Furthermore, we have experienced GP (General Practitioner) agencies who show a concerning lack of trauma-informed approach to survivors. We have been witnessing ever-increasing delays with the CPS in making charging decisions with three survivors in particular whose cases have been with the CPS for more than 18 months. Despite this, we have had successful CICA applications awarded to survivors and VRR being over turned with cases being re-investigated.

Here are some outcomes taken from our client feedback survey (this is from the past 2 years):

74% reported improved health and wellbeing as a result of using the service
76% reported improved self-care strategies and positive coping mechanisms
62% reported improved feelings of safety
89% reported feeling informed and empowered to act
60% reported that engaging with the ISVA service affected their experience of the criminal justice system

Client feedback from 2022-23:

"I felt heard by my ISVA. Thank you for your support and I cannot say enough how important this service was. She was brilliant at liaising with the police officers in my case and also at hearing me out and supporting me at my lowest. I am forever grateful!"

"Thank you so much for all support you have provided for me and any other woman outside because you mean a lot to us. If it wasn't for you I am hundred per cent that I won't be here today looking after my children, passing my exam and assignments looking forward to be a qualified nurse next year. So thank you so much."

"I am forever grateful for each worker I have had and have. Don't know what I'd do without them!"

"I would like to send a huge THANK YOU to my ISVA for her incredible professional and human support! I had periods of time when you support was the only font of support I had in my life and that means a lot to me. Thank you for being kind and understanding the whole time."

"My experience can be overwhelming and I often hid because of shame. She continues to coach me through and talk me down when all I felt was despair. I am so grateful for her. Every promise met, every to do ticked, and she has never let me down."

"My advocate has been Very helpful, truly friendly, non-judgmental and having this support where I can feel comfortable has helped my well-being improve a little and made me smile more so I am very grateful."

"Thank you to the foundation that funds ISVA and for whoever assigned my ISVA to me she has been a hero through this process. I truly felt like I could trust her with anything and that is a rare feeling for someone like me with trust issues and a fear of being let down."

Young Women's Advocacy Service

The role of the Advocate is to support young women (11-25) who have been affected by/ or at risk of sexual violence and/or sexual exploitation including young women who are gang associated/involved. The Advocate offers holistic wrap around 1-2-1 support, advice, workshops/support groups and schools/community based prevention work to young women. In addition, the Advocate delivers Professional Exchange Seminars to frontline staff in the West London Boroughs around an intersectional approach to responding to Young Survivors.

The Young Women's Advocacy Service received a total of referrals in this reporting year. Of these referrals:

- 109 Young Women received on-going advocacy support
- 25 Young Women received advice/ initial support/ consultation
- 36 accessed counselling support directly through the Empower Project and CouRAGEus

Young Women's Group work (Including assemblies delivered as part of London Councils delivery and Community Engagement Work):

- 73 attended targeted group programmes
- 318 attended VAWG and GBV awareness raising workshops

CouRAGEous is a unique pan-London project for minoritised young women and girls. It is a partnership between 11 leading VAWG specialist organisations (WGN, Ashiana, IKWRO, Solace Women's Aid, Nia, Southall Black Sisters, Respond, Jewish Women's Aid, Galop, Advance and Imkaan) to provide specialist advocacy, counselling, and resilience and prevention programs for minoritised young women and girls experiencing gendered violence, mental health issues and/or multiple disadvantage.

At the core of the work of the pan-London Young Women and Girls' Integrated service is to support minoritised young women experiencing intersectional disadvantage. Therefore, the understanding of the multiple forms of overlapping structural inequalities, which intensify at the point of intersection are critical in understanding, engaging and offering the appropriate intervention for the young women and girls accessing the service.

The Dedicated London Sexual Violence Helpline

Women and Girls Network's dedicated Sexual Violence Helpline provides a safe, confidential and non-judgemental space for anyone in London who self identifies as a women and has experienced either recent or historic sexual violence. Women and girls who access the Helpline's Freephone number or web chat can share their experiences and explore the impact of their experiences on their lives and journey to healing and recovery.

The Helpline is staffed by highly trained Sexual Violence Practitioners and volunteers who provide trauma-informed and holistic responses to survivors, supporting them to understand, recognise and put strategies in place for dealing with the trauma they have experienced. The Helpline can complement existing systems of support survivors already have in place, but often the Helpline is the sole source of support women will access, especially as it offers complete anonymity on the point of access for survivors if they wish for it. As part of the Ascent Partnership Helplines strand, the Helpline works in partnership with Refuge, RASASC and RESPECT to ensure the delivery of helpline services for survivors of VAWG, and sexual violence in particular.

The Helpline has designed, developed and delivered two new additional service provisions, operational from January 2023: 1) Emotional Support Web Chat and 2) Emotional Resiliency Packages.

The emotional support Web Chat provides up to 1 hour of emotional support per web chat and operates within the same parameters as the Freephone Helpline service.

In response to the increase in waiting times to access Rape Crisis therapeutic support, WGNs Sexual Violence Helpline piloted providing Emotional Resiliency Packages for survivors of sexual violence who are on waiting lists to access support (identified and referred in via the London Survivors Gateway). This provision entails helpline practitioners delivering up to 6 weekly phone based emotional support sessions to survivors who were identified by London Survivors Gateway.

In this reporting period the Pan London Sexual Violence Helpline responded to 1079 calls/ web chats and supported 15 survivors via Emotional Resiliency Packages, providing 83 sessions.

Women and Girls Network Training

Women and Girls Network's training department delivers training courses that are accredited through the Open College Network (OCN). WGN's training is aimed at front line professionals working within the VAWG sector. The objectives of the training services are to validate learners' prior and current knowledge, as well as to provide opportunities to further enhance and develop awareness, knowledge and skills of learners.

In 2023-24 we delivered the following trainings.

- Sexual Violence Accredited Training 32 delegates from 31 Organisations
- Understanding and Working with Harmful Practices 15 delegates from 13 Organisations
- Professional Resilience and Self-care Training
- Dying to Live- Understanding and Working with Suicidality Accredited Training 18 Delegates 14 Organisations
- Ending Harmful Practice 11 delegates 11 Organisations
- Advanced ISVA training- Accredited

A range of Expert led seminars and internal trainings were also delivered, for example, focused on safeguarding.

The Advice Service

Women and Girls Network's Ascent Advice service provides Freephone Advice Line, webchat and medium-long term 1-2-1 Casework and advocacy support services for women and girls age 14 or older in London.

Freephone Advice Line

Women and Girls Network's Ascent Advice Hub provides free and confidential women-led, trauma-informed specialist information, advice and advocacy support to survivors of VAWG aged 14 or older and their supporters. WGN's Freephone Advice Line covers 17 London boroughs and provides women and girls with information about the options available to them.

Specialist information is provided on a wide range of issues including:

- Personal safety
- Housing and homelessness (including access to refuge accommodation)
- Finances and welfare benefits
- No Recourse to Public Funds
- Legal options and processes (including legal protection remedies)
- Child contact related concerns
- Mental health and Emotional well-being

The Advice Line is also open for professionals to access advice, support and consultations on cases involving gender based violence.

1-2-1 Casework

The Advice service offers specialist face to face casework support for women and girls affected by VAWG. Casework support is offered in a number of south-west London boroughs including: Bromley, Croydon, Ealing, Wandsworth, Lewisham, Lambeth, Kingston and Richmond. Support is offered in a number of satellite venues across those boroughs. Face to face casework support is delivered from an intersectional framework within a wider social-justice agenda. Casework support offers women and girls a safe space where they can be themselves, safely explore their options and have their voices heard. Caseworkers offer intensive advocacy and support around a wide range of practical and emotional support needs related to VAWG.

Pan London Young Women Caseworker (YWC)

The Pan London YWC supports young women and girls age 14 to 24 by creating a safe and respectful space where young women are supported to speak their mind without judgements and assumptions being made. The YWC supports young women to think about what they need or want support with and then will work together to make changes in their own lives, enhancing a positive view of self and encouraging the creation of new, positive connections.

During this delivery year the Advice Service has continued to see an increase in the number of women and professionals accessing support via the service.

The Advice Service has seen a change in the complexity of support needs women present with, with an increasing number of women presenting with multiple disadvantage and intersecting experiences of oppression. This often means that women present with a wide range of support needs, many of which may not be directly linked to VAWG but have a detrimental impact on their journey to safety and recovery.

The service has also seen an increase in the volume of women and girls looking to access crisis support, particularly around safe accommodation and mental health needs.

The Advice Service continued to raise the profile of the service across the boroughs it covers, with the service taking part in a wide range of community events and borough-based targeted outreach promotions across the 17 boroughs it covers. The service has continued to establish excellent referral pathways with a wide range of partner agencies, particularly targeting colleges, schools and youth services to increase access into support for young women and girls.

During the reporting period the Advice Service has (this is according to what was received from Advice in their quarterly reports):

- Provided advice, information and support to 1831 women, girls and professionals over the Freephone Advice Line and via email
- Supported 44 women and girls with 1-2-1 casework

Of the clients who answered our feedback survey for our Ascent Advice and Counselling services, 98% were either satisfied or very satisfied with the support they received and 98% reported that the support they received had made a positive impact on their lives.

The London Survivors Gateway

Women and Girls Network is leading a sexual violence triage pilot in partnership with 4 London Rape Crisis Centres, Galop, Survivors UK, and London Havens. The primary funders are the Mayor's Office for Policing and Crime (MOPAC) and London Havens. The London Survivors Gateway offers support to victims and survivors of rape and sexual abuse aged 13+ in London, including a dedicated triage service (the 'Gateway') and ISVAs/Caseworkers in each voluntary partnership agency who work with survivors experiencing multiple disadvantage.

The Gateway service provides survivors with:

- A 40-minute comprehensive risk and needs assessment with a Navigator.
- Multi-agency liaison for safety concerns.
- Referrals to other agencies made by Navigators, often creating smoother pathways and shorter waiting times.
- Specialist resources like self-help guides and helpline information.
- Transfer for a forensic medical examination if needed.

The service supported 2954 individual survivors who were newly registered with the service in 2022-23. They were able to make 2657 referrals over the year to rape crisis centres, advocacy services, counselling services and health agencies. There was a further 164 clients who did not require an ongoing referral as their needs were met by the London Survivors Gateway.

These ISVA and Caseworkers roles across the partnership provide long-term and short-term support to survivors of sexual violence who require more intensive casework and multi-agency support as a result of experiencing multiple disadvantage or chronic disempowerment. ISVAs across six partnership agencies worked with 1017 individual survivors over the course of the year. The caseworkers worked with 292 individual survivors over the year.

Outcomes for survivors accessing LSG Helpline:

- 89.5% reported an increased awareness of sexual violence services in London
- 92.5% of survivors reported feeling believed and understood by LSG staff

Outcomes for survivors accessing the ISVA service:

- 79% reported increased feelings of safety
- 80% reported increased self-care strategies and positive coping mechanisms
- 85% reported that they are better informed and empowered to act
- 79.5% reported a positive increase in their health and wellbeing
- 78% of clients pursuing criminal justice outcomes report that the ISVA helped improve their experience of this process

Outcomes for survivors accessing the Caseworker service:

- 77% reported increased feelings of safety
- 78% reported increased self-care strategies and positive coping mechanisms
- 83.5% reported that they are better informed and empowered to act
- 79% reported a positive increase in their health and wellbeing

WOMEN AND GIRLS NETWORK

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- 82.5% of clients pursuing criminal justice outcomes report that the ISVA helped improve their experience of this process

NEW DEVELOPMENTS

DA/SV Service

These services are for black and minoritised women and girls aged 14+ who have endured all types of VAWG (including domestic abuse and sexual violence)

What will we offer?

3 Specialist Counsellors providing 1 day per week each (5 sessions per day) and 1 Web-chat.

This includes a Black Women Counsellor (SV), Black Women Counsellor (VAWG), Counsellor (Web-chat provision) and Counsellor (SV).

This service will also include a Black & Global Majority Women Caseworker.

How are we doing?

We currently have two Specialist Therapists offering 7 weekly slots between them and are currently hiring.

FINANCIAL REVIEW

During the year WGN received income of £6,440,995 (2022 - £4,877,938) and incurred expenditure of £6,191,159 (2022 - £4,620,949) showing an overall surplus of £249,836 (2022 - £256,989). At 31 March 2023 general unrestricted reserves totalled £1,073,064 (2022 - £809,862) and restricted reserves were £199,754 (2022 - £213,120).

Reserves Policy

The trustees have examined WGN's reserves requirements, considering the main risks to the organisation and any reserves restrictions asserted by funding bodies. We have established a reserves policy for unrestricted funds that have not been designated, of between 3-6 months of the projected annual expenditure (not including payments made to partners). This budgeted expenditure for 2023/24 is £3,928,127 therefore the reserves target is between £982,032 and £1,964,064. The level of free general reserves not tied up in fixed assets at 31st March 2023 was £1,072,827.

Pay Policy

The trustees set the remuneration of the key management personnel by comparing job descriptions with similar roles in comparable organisations and other external data of its comparators.

Principal Funding Sources

During this period, WGN received funding from London Councils, The Mayors Office for Policing and Crime (MOPAC), The London Boroughs of Hounslow, Hammersmith and Fulham, Westminster and Kensington and Chelsea, The Ministry of Justice, The Safer London Foundation/MOPAC, London Hostels Association, NHS England, Brook and London Havens. The funding enabled WGN to continue delivering all its main services as well as developing new specialist and innovative services aimed at supporting women and girls who have experienced all forms of gendered violence.

PLANS FOR FUTURE PERIODS

The key plans for 2023/24 financial year are:

- To continue strengthening service users active participation in developing and shaping new and existing services through our Experts by Experience Groups
- To develop support services for clients on waiting lists e.g. emotional support sessions and awareness raising seminars.

- To review WGNs senior leadership team structure
- To strengthen and consolidate services and the core infrastructure

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing Document

Women and Girls Network (WGN) was founded in 1987. On 1 April 2013 all the assets of the unincorporated association were transferred to the charitable company limited by guarantee. The charitable company is governed by its articles of association and is overseen by a board of Trustees, consisting of individuals listed in this document. Their terms extend until the initial Board meeting of the following year, during which they may seek re-election. The Board must have a minimum of three and a maximum of ten elected Trustees, with no one under 18 eligible.

Recruitment and Appointment of Trustees

Each year, one-third of the current Trustees or the nearest approximation if not divisible by three retire during the initial Board meeting. The longest-serving Trustees since their last election are subject to retirement, with selection by lot if appointed on the same day. Retiring Trustees can be re-elected.

Appointments, retirements, and removals of Trustees and the Company Secretary, if appointed, must be reported to the Registrar of Companies. The Board can appoint individuals to fill vacancies, granting them voting rights until the next calendar year's initial Board meeting, where they may be elected.

The Board conducts meetings following Articles of Association guidelines. Decisions are by majority vote, with each Trustee, including the Chair, having one vote. A quorum requires one-third of Trustees, with a minimum of three.

Trustees aim for diverse membership, emphasizing representation from Black and Minority Ethnic communities and survivors of gendered violence, including former service users. An annual skills audit identifies deficits, and new members with required expertise are recruited.

Trustees Induction and Training

New Trustees undergo an induction program and access internal and external training, including financial management.

Organisational Structure

The Board oversees the strategic plan, financial and performance reports, and risk assessment. Sub-committees are established for specific managerial areas, reporting to full Trustee meetings.

Trustees delegate authority to the Senior Management Team, supervised by the Chair, responsible for implementing the strategic vision, day-to-day operations, clinical and quality practices, and staff support and supervision.

Remuneration of Key Management Personnel

The trustees set the remuneration of the key management personnel by comparing job descriptions with similar roles in comparable organisations and other external data of its comparators.

Risk Management

The charity records major organisational risks in its risk register, encompassing operational, reputational, financial, and strategic aspects. A risk management strategy is developed accordingly.

This register undergoes quarterly reviews as part of an ongoing process. Risk management includes identification, assessment, action planning, and periodic monitoring. Prioritisation addresses high-significance, high-probability risks with primary attention. Contingency plans cover high-significance, low-probability risks, while internal controls improve low-significance, high-probability risks.

Trustees ensure mitigation measures for major risks, considering actions to reduce likelihood or impact. Risk management is monitored annually, with quarterly updates to Trustees and ongoing oversight by Directors.

During the reporting period, the following key organisational risks were identified:

Financial:

Women and Girls Network (WGN) relies significantly on a few key funders, such as London Councils and the Mayor's Office for Policing and Crime, to sustain and expand our services. To ensure long-term sustainability however, we actively seek alternative revenue sources.

We have forged partnerships and continue to maintain them, particularly with the London Violence Against Women and Girls (VAWG) Consortium, comprising of 28 organisations addressing VAWG issues, and the London Sexual Violence Triage Pilot. These partnerships facilitate collaborative service delivery, cost-effectiveness, quality, and enhanced referral pathways. They also contribute to data collection and strengthen relationships with local authorities and decision-makers.

WGN has further succeeded in launching smaller pilot projects, forming partnerships, and continuing to offer clinical supervision and customised training to various recipients.

There are some potential financial implications in the future around staffing and staff retention. The cost of living crisis has led staff to leave roles and the sector entirely due to the lower salaries compared to other sectors such as the private sector. The insecure nature of funding has also let staff to seek more stable positions elsewhere, reducing our skilled workforce. Staff also face higher stress and personal strain due to the ongoing Cost of Living Crisis, worsening existing sector challenges.

To address some of these issues, WGN's trustees commissioned an independent review of salaries, which in turn led to an increase in all WGN staff salaries.

The cost of living crisis has also meant that recruiting and retaining volunteers, including honorary counsellors, is now extremely challenging as fewer can commit their time for free amidst the ongoing crisis, worsening our recruitment difficulties.

External Factors:

The ongoing Cost of Living Crisis (COL) has had a profound impact on the women and girls we support in VAWG organisations. Some survivors now rely on food banks, while the benefits cap adds further financial pressure, affecting their ability to maintain a decent standard of living. Our Advice and Advocacy services have seen a significant increase in survivors needing help with discretionary housing payments, council tax reductions, accessing options/plans with energy suppliers for low-income families, accessing alternative funding options and with debt advice.

Partners report that COL difficulties affect nearly every client, especially those on benefits and those in private rented accommodation, leading to choices between heating, eating, and other essential expenses (E.g. transport costs to take children to school/attending hospital appointments and difficulties in paying energy bills; particularly for survivors on prepayment meters, which are typically more expensive). Whilst some local charities provide temporary support for COL in different boroughs, there is little councils are providing other than signposting survivors to the Department for Work and Pensions (DWP). A study by Women's Aid in August 2022 revealed that 96% of survivors were impacted by COL, with 66% reporting abusers using it for coercive control, making it harder for survivors to leave. (Women's Aid August 22, womensaid.org.uk, Maia Samuel, Accessed: Sept 23).

This has also prompted a shift in our therapeutic approach. Instead of solely addressing trauma related to violence against women and girls, we are now focusing on helping survivors manage heightened anxiety around financial responsibilities, such as bills and basic needs for their children. Unfortunately, this shift negatively impacts survivors' well-being, hindering deeper emotional processing and recovery from their traumatic

experiences, whilst also exacerbating existing trauma symptoms. Some service users are also facing challenges in accessing counselling services due to their need to prioritise work amid heightened financial pressure.

The End Violence Against Women (EVAW) highlighted the compounding effect of the increased demand and reduced resources for frontline VAWG organisations, exacerbated by the end of emergency funding provided during the pandemic. "For frontline VAWG organisations, the increase in demand and reduced resources is compounding the already existent funding crisis present in the sector for a long time. Violence against women is endemic in England and Wales, with rates and demand for services increasing during the Covid-19 pandemic. During the pandemic, frontline women's organisations were supporting a 300% increase in referrals. The emergency funding provided during the pandemic has now ended, but with demand only increasing, frontline services are providing more with fewer resources." (Statement on behalf of VAWG organisations in England and Wales on the Cost of Living Crisis, 2022). Recruiting and retaining staff also remains challenging due to non-competitive salaries in our sector compared to the NHS or private sector. Our funding levels have remained stagnant for over five years, failing to account for inflation or rising living costs. Consequently, a large proportion of services cannot increase salaries, leading to staff leaving for better financial stability. This decline in new entrants has resulted in a shrinking talent pool. Additionally, our staff are handling increasingly complex caseloads due to COL, resulting in burnout and personal strain. Recruiting and retaining volunteers, including honorary counsellors, has also become challenging as fewer people can afford to volunteer amid the crisis, further straining our recruitment efforts.

The lack of affordable housing exacerbates these challenges. Women struggle to sustain increased rental costs in London, adding pressure to their expenses. Rising childcare costs prevent many women from working, especially if they lack a support network. Regarding the housing crisis, gatekeeping practices persist in local authority (LA) housing departments across all London boroughs. These practices include dismissing or belittling survivors' experiences, failing to inform them about their housing rights, or discouraging them from seeking homelessness assistance. Solace's 2022 study, 'Violence against women and girls, housing and homelessness: a joined up strategy,' highlighted common gatekeeping practices. They found that 37% of survivors were asked for proof of physical violence in most applications, 50% were told a police report or police involvement was needed in at least half of applications, and one-fifth said the perpetrator was called to corroborate. These practices can often re-traumatise survivors and put them in danger. Even when the LA accepts a duty, survivors often receive unsuitable accommodation or face significant delays in accessing temporary housing. It becomes exceedingly difficult for survivors to focus on recovery and moving forward from trauma when their fundamental need for a safe place to live is unmet. This is especially dire for women with No Recourse to Public Funds (NRPF), as they have limited stability and finances, leading some to stay with perpetrators. These survivors have faced significant delays in receiving a response from the Home Office for their immigration application, and therefore faced longer periods without settled status in this country, which in turn limits available support options and prevents survivors getting out of destitution. This then further increases structural inequalities. This is also placing greater strain on 'By and For' specialist organisations who are working alongside global majority survivors with NRPF and is being exacerbated even further due to COL.

ISVA's continue to face challenges with a shortage of available SOIT officers and their slow response times to survivor and ISVA inquiries. Police investigations are also taking longer to conclude before potential referral to the CPS, with cases frequently going back and forth between the two agencies for further actions, extending the process by years. Trials that do proceed to court are often postponed multiple times to later dates in the year. Consequently, survivors are unable to progress in their lives and access necessary therapeutic support, leading to deteriorating mental health, self-harm, and suicidal attempts. In March 2023, the Baroness Casey Review was published, which highlights that "Domestic abuse-related crimes have doubled over ten years to nearly 100,000 a year and the number of reported rape cases have increased fourfold. But the number of officers investigating them has not increased at the same rate. This places more demand on police detective services in particular, while there is a national shortage of detectives." (2023). The review goes on to discuss how this situation deters women, particularly global majority women, from reporting violence due to their distrust of the police and their experiences of racism, misogyny and inequality; something our services are frequently supporting women to overcome.

WOMEN AND GIRLS NETWORK

TRUSTEES' ANNUAL REPORT (INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MARCH 2023

This year, we also maintained our efforts in addressing the fallout of the COVID-19 pandemic. Our organisation, as well as others within the VAWG sector, have successfully adapted each individual service to be able to offer both remote and in-person support, which has increased service accessibility (particularly for clients who live with a mobility disability and found it difficult to access services before). Staff across the sector have also successfully moved to a more hybrid way of working, which has improved things for those who need more flexible working patterns.

REFERENCE AND ADMINISTRATIVE DETAILS

Charity registration number: 1150354

Company registration number: 08286856

Registered office
8 Blackstock Mews
London
M4 2BT

Operational address:
PO Box 13095
London
W14 0FE

Directors and Trustees

The Board of trustees constitutes directors of the company for the purpose of company law and trustees for the purpose of charity law. The trustees serving during the year and since the year end were as follows:

Sabrina Qureshi	Chair	
Donna Carty	Vice Chair	
Sally Thomas	Secretary	
Dr Sandra Gulyurtlu	Treasurer	
Rani Selvarajah		(resigned 2 November 2023)
Asma Bhol		(resigned 27 September 2023)
Katherine Taylor		
Vanessa Freeman		
Runa Begum		

The trustees are elected at the Annual General Meeting. No trustee received any remuneration for services during the year, nor did they have any beneficial interest in any contract with the charity.

Senior Management:	Akima Thomas Gurpreet Virdee	Clinical Director Director of Operations and Development
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Statutory Auditors:	Barcant Beardon Limited Chartered Accountants 8 Blackstock Mews London N4 2BT
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Bankers	HSBC 512 Brixton Road Brixton London SW9 8ER	Nationwide Building Society Kings Park Road Moulton Park Northampton NW3 6NW
	Triodos Bank Deanery Road Bristol BS1 5AS	

WOMEN AND GIRLS NETWORK

TRUSTEES' ANNUAL REPORT (INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MARCH 2023

Solicitors: Russell-Cooke Solicitors
2 Putney Hill
Putney
London SW15 6AB

Statement of Trustees Responsibilities

The trustees (who are also the directors of Women and Girls Network for the purpose of company law) are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year. Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of the affairs of the charitable company and of the incoming resources and application of resources, including income and expenditure, of the charitable company for that year. In preparing those financial statements, the trustees are required to:

- select suitable accounting policies and apply them consistently;
- observe the methods and principles in the Charities SORP 2019 (FRS 102);
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements, and;
- prepare the financial statements on a going concern basis unless it is inappropriate to assume that the charitable company will continue in operation.

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

In so far as the trustees are aware;

- there is no relevant audit information of which the charitable company's auditors are unaware; and
- the trustees taken all the steps that they ought to have taken in order to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

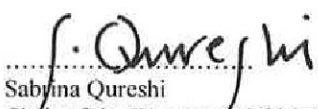
The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Public Benefit Statement

The trustees confirm that they have complied with the duty in section 4 of the Charities Act 2011 to have due regard to the Charity Commission's general guidance on public benefit, "Charities and public benefit".

These financial statements have been prepared in accordance with the Charities Statement of Recommended Practice (FRS102) and in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small entities.

This Report was approved by the Trustees on 19/12/2023 and signed on its behalf by:


.....
Sabina Qureshi
Chair of the Women and Girls Network


.....
Katherine Taylor
Trustee of the Women and Girls Network

INDEPENDENT AUDITOR'S REPORT

TO THE MEMBERS OF

WOMEN AND GIRLS NETWORK

Opinion

We have audited the financial statements of Women and Girls Network for the year ended 31 March 2023 which comprise the Statement of Financial Activities, the Balance Sheet and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2023, and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been properly prepared in accordance with the requirement 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 charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

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

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

Other information

The other information comprises the information included in the trustees' annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual 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. 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 themselves. 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.

Opinion 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, which includes the directors' report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and

INDEPENDENT AUDITOR'S REPORT

TO THE MEMBERS OF

WOMEN AND GIRLS NETWORK.

- the directors' report included within the trustees' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of our knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report included within the trustees' report.

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

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

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on page 21, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company'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 charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

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

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

- the engagement partner ensured that the audit team had the appropriate competence, capability and skill to identify and recognise any non-compliance with applicable laws and regulations;
- we identified such laws and regulations applicable from our discussions with trustees and other management and from our knowledge and experience of the sector;
- we focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the charitable company, including the Companies Act 2006, the Charities Act 2011 and the Charity SORP (FRS 102);
- we considered the provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which might be fundamental to the charitable company's ability to operate or to avoid a material penalty, including the General Data Protection Regulation (GDPR), Anti-fraud, bribery and corruption legislation, Taxation legislation and Employment legislation;

INDEPENDENT AUDITOR'S REPORT

TO THE MEMBERS OF

WOMEN AND GIRLS NETWORK

- we assessed the extent of compliance with laws and regulations identified above through making enquiries of management and inspecting legal correspondence; and
- identified laws and regulations were communicated within the audit team and the team remained alert to instances of non-compliance throughout the audit.

We assessed the susceptibility of the charitable company's financial statements to material misstatement, including obtaining an understanding of how fraud might occur by:

- making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud; and
- considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations.

To address the risk of fraud through management bias and override of controls, we:

- performed analytical procedures to identify any unusual or unexpected relationships;
- tested journal entries to identify unusual transactions;
- assessed whether judgements and assumptions made in determining the accounting estimates were indicative of potential bias; and
- investigated the rationale behind significant or unusual transactions.

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- agreeing financial statement disclosures to underlying supporting documents
- reading the minutes of meetings of those charged with governance; and
- enquiring of management as to actual and potential litigation and claims.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities is available on the FRC's website at: <https://www.frc.org.uk/auditors/audit-assurance/auditor-s-responsibilities-for-the-audit-of-the-fi/description-of-the-auditor%E2%80%99s-responsibilities-for>. This description forms part of our auditor's report.

Use of our report

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

20th December 2023

Mukesh Khatri
Senior Statutory Auditor

For and on behalf of
BARCANT BEARDON LIMITED
Chartered Accountants
and
Statutory Auditors

8 Blackstock Mews
Islington
London N4 2BT

WOMEN AND GIRLS NETWORK

STATEMENT OF FINANCIAL ACTIVITIES (INCLUDING INCOME AND EXPENDITURE ACCOUNT)

FOR THE YEAR ENDED 31 MARCH 2023

Income and Expenditure Summary

	Notes	Restricted Funds	Unrestricted Funds	Total Funds 2023	Total Funds 2022
		£	£	£	£
<i>Income and endowments from:</i>					
Donations and legacies	3	-	50,467	50,467	24,026
Charitable activities	4	6,137,786	252,229	6,390,015	4,853,867
Investments	5	-	513	513	45
Total income and endowments		<u>6,137,786</u>	<u>303,209</u>	<u>6,440,995</u>	<u>4,877,938</u>
<i>Expenditure on:</i>					
Costs of raising funds	6	14,280	12,461	26,741	23,340
Charitable activities	7	6,137,172	27,246	6,164,418	4,597,609
Total expenditure		<u>6,151,452</u>	<u>39,707</u>	<u>6,191,159</u>	<u>4,620,949</u>
Net income/(expenditure)		(13,666)	263,502	249,836	256,989
Transfers between funds	19	300	(300)	-	-
<i>Net movement in funds for the year</i>		<u>(13,366)</u>	<u>263,202</u>	<u>249,836</u>	<u>256,989</u>
<i>Reconciliation of funds</i>					
Total funds brought forward	19	<u>213,120</u>	<u>809,862</u>	<u>1,022,982</u>	<u>765,993</u>
Total funds carried forward	19	<u>199,754</u>	<u>1,073,064</u>	<u>1,272,818</u>	<u>1,022,982</u>

The statement of financial activities includes all gains and losses recognised during the year.

All income and expenditure derive from continuing activities.

WOMEN AND GIRLS NETWORK

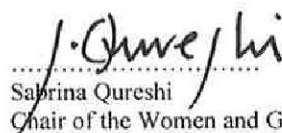
BALANCE SHEET

FOR THE YEAR ENDED 31 MARCH 2023

	Notes	2023 £	2022 £
<i>Fixed Assets</i>	14	237	1,130
<i>Current Assets</i>			
Debtors	16	1,822,497	1,521,453
Cash at bank and in hand		585,605	407,847
		2,408,102	1,929,300
<i>Creditors: Amounts falling due within one year</i>	17	(1,135,521)	(907,448)
<i>Net Current Assets</i>		1,272,581	1,021,852
<i>Net Assets</i>		1,272,818	1,022,982
<i>Funds</i>			
Restricted funds	19	199,754	213,120
Unrestricted funds			
- General funds	19	1,073,064	809,862
<i>Total funds</i>		1,272,818	1,022,982

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

Signed on behalf of the board of trustees


 Sabrina Qureshi
 Chair of the Women and Girls Network


 Katherine Taylor
 Trustee of the Women and Girls Network

Date: 19/12/23.

The notes on page 28 - 38 form part of these financial statements.
 Company Registration No. 08286856

WOMEN AND GIRLS NETWORK

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2023

	Notes	2023 £	2022 £
<i>Cash flow from operating activities</i>			
Net cash provided by operating activities	22	177,245	(234,241)
<i>Cash flow from investing activities</i>			
Interest income		513	45
Purchase of tangible fixed assets		-	-
Net cash (used in)/provided by investing activities		513	45
<i>Net increase in cash and cash equivalents in the year</i>		177,758	(234,196)
<i>Cash and cash equivalents at the beginning of the year</i>		407,847	642,043
<i>Cash and cash equivalents at the end of the year</i>		585,605	407,847
<i>Analysis of cash and cash equivalents</i>			
Cash in bank and in hand		585,605	407,847
<i>Cash and cash equivalents at the end of the year</i>	22.1	585,605	407,847

1 Accounting Policies

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

1.1 General information and basis of preparation

Women and Girls Network is a company limited by guarantee incorporated in and has no share capital. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity. The registered office is 8 Blackstock Mews, London N4 2BT.

The charity constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland issued in October 2019, the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), the Charities Act 2011, the Companies Act 2006 and UK Generally Accepted Practice.

The financial statements are prepared on a going concern basis under the historic cost convention. The financial statements are prepared in sterling, which is the functional currency of the company. Monetary amounts in these financial statements are rounded to the nearest £.

1.2 Going Concern

At the time of approving the financial statements, the members of management committee have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus, the members of management committee continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable Funds

Unrestricted funds are available for use at the discretion of the members of management committee in furtherance of their charitable objectives unless the funds have been designated for other purposes. Designated funds have been set aside for specific purposes by the trustees. Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the accounts.

1.4 Incoming Resources

All incoming resources are included in the Statement of Financial Activities (SOFA) when the charity is legally entitled to the income after any performance conditions have been met, the amount can be measured reliably and it is probable that the income will be received.

Income from grants are recognised at fair value when the charity has entitlement after any performance conditions have been met, it is probable that the income will be received and the amount can be measured reliably. If entitlement is not met then these amounts are deferred.

Training and counselling fees are brought into income when they are earned. Donations are accounted for when received. Interest income is recognised when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

1.5 Resources Expended

Expenditure is accounted for on an accruals basis and is inclusive of the VAT attributable to that expense. An appropriate proportion of the salary charge is attributed to fund raising. Governance costs mainly comprise audit and accountancy fees. Expenditure is allocated to funds directly or on the basis of staff time or usage.

1.6 Tangible Fixed Assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses. Tangible fixed assets are stated at cost less depreciation. Assets with an individual cost of less than £2,000 are written off in the year of purchase. Depreciation is provided at rates calculated to write off the cost less estimated residual value of each asset over its expected useful life, as follows:

Fixtures, fittings & equipment	25% per annum on cost
Computers	33% per annum on cost

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset and is recognised in net income/(expenditure) for the year.

1.7 Impairment of Fixed Assets

At each reporting end date, the charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1.8 Cash and Cash Equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.9 Financial Instruments

The charity has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

1.10 Employee Benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received. Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.11 Retirement Benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

2 Critical Accounting Estimates and Judgements

In the application of the charity's accounting policies, the members of management committee are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not

readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are listed below:

Cost allocation

Support costs are allocated across all charitable activities. Dependent upon each type of support activity, costs are applied directly against a function or appropriate cost drivers such as time allocations are utilised.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

3	<i>Income from Donations and Legacies</i>			Unrestricted Funds 2023 £	Unrestricted Funds 2022 £
	Donations and gifts			25,467	24,026
	General Grants			25,000	-
				<u>50,467</u>	<u>24,026</u>
4	<i>Income from Charitable Activities</i>				
	Charitable Activities 2023	Grants 2023 £	Fees 2023 £	Total 2023 £	Total 2022 £
	Fees	-	252,229	252,229	98,650
	Performance related grants	6,137,786	-	6,137,786	4,755,217
		<u>6,137,786</u>	<u>252,229</u>	<u>6,390,015</u>	<u>4,853,867</u>
	Charitable Activities 2022	Grants 2022 £	Fees 2022 £	Total 2022 £	Total 2021 £
	Fees	-	98,650	98,650	94,942
	Performance related grants	4,755,217	-	4,755,217	3,701,079
		<u>4,755,217</u>	<u>98,650</u>	<u>4,853,867</u>	<u>3,796,021</u>

- 4.1 Income from charitable activities was £6,390,015 (2022 - £4,853,867) of which £6,137,786 (2022 - £4,755,217) was attributable to restricted funds and £252,229 (2022 - £98,650) was attributable to unrestricted funds - general.

WOMEN AND GIRLS NETWORK

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2023

4.2	Performance related grants	2023 £	2022 £
	London Councils	1,520,138	459,600
	Home Office	-	35,000
	MOPAC	3,750,940	3,309,324
	MOPAC funding through partners	262,825	222,693
	Rape Support Fund	-	98,000
	Advance	90,600	99,531
	NHS England	450,000	449,986
	Small grants	63,283	81,083
		<u>6,137,786</u>	<u>4,755,217</u>

5	<i>Income from Investments</i>	Unrestricted Funds 2023 £	Unrestricted Funds 2022 £
	Interest receivable	513	45

6	<i>Expenditure on Raising Funds</i>	2023 £	2022 £
	Staff costs	26,741	23,340

6.1 Of the £26,741 expenditure in 2023 (2022 - £23,340), £14,280 (2022 - £23,340) was attributable to restricted funds and £12,461 (2022 - £nil) was attributable to unrestricted funds - general.

7	<i>Analysis of Expenditure on Charitable Activities</i>	Direct Charitable Expenditure 2023 £	Direct Charitable Expenditure 2022 £
	Staff costs	2,523,536	2,177,762
	Direct charitable expenditure	3,323,204	2,180,063
		<u>5,846,740</u>	<u>4,357,825</u>
	Share of support costs (see note 8)	308,073	226,751
	Share of governance costs (see note 8)	9,605	13,033
		<u>6,164,148</u>	<u>4,597,609</u>

7.1 Of the £6,164,148 expenditure in 2023 (2022 - £4,597,609), £6,137,172 (2022 - £4,597,609) was attributable to restricted funds and £27,246 (2022 - £nil) was attributable to unrestricted funds - general.

8 Analysis of Support and Governance Costs

	Basis of allocation	Support costs £	Governance costs £	Total 2023 £	Total 2022 £
Staff costs	Direct	128,905	-	128,905	102,160
Premises costs	Direct	18,692	-	18,692	11,625
Insurance	Direct	13,728	-	13,728	5,544
Office support & expenses	Direct	47,603	-	47,603	43,445
Financial & bookkeeping (Staff)	Direct	73,596	-	73,596	55,360
Legal costs	Direct	18,445	-	18,445	7,037
Staff expenses & training	Direct	-	-	-	1,580
Bank charges	Direct	1,749	-	1,749	-
Audit fee	Governance	-	9,605	9,605	9,600
Sundry costs	Governance	5,355	-	5,355	3,433
		<u>308,073</u>	<u>9,605</u>	<u>317,678</u>	<u>239,784</u>

9 Net Income/(Expenditure) for the Year

	2023 £	2022 £
<i>This is stated after charging:</i>		
Auditor's remuneration	<u>9,605</u>	<u>9,600</u>

10 Trustee Remuneration and Expenses

The trustees were not paid any remuneration nor received any other benefits during the year (2022 – nil).

No trustee (2022 – none) was reimbursed expenses reimbursed during the year (2022 - £nil). Travel expenses amounting to £nil (2022 - £217) was incurred by the charity for any trustees (2022 – one trustee). Trustees' training expenses were £nil (2022 - £700) for the year.

One trustee (2022- two) had a close family member who had transactions with the charity during the year. One trustee's family member (2022 – one) was paid a salary and related employment costs totalling £24,405 (2022- £21,066) and incurred expenses totalling £1,801 (2022- £1,596). No family members were paid for consultancy work (in 2022 one family member of a trustee was paid £2,400 for consultancy work.)

No trustee or other person related to the charity had any personal interest in any other contract or transaction entered into by the charity during the year (2022 – nil).

11 Analysis of Staff Costs

	2023 £	2022 £
Wages and salaries	2,296,752	1,999,351
Social security costs	232,330	185,717
Pension costs	67,465	59,813
	<u>2,596,547</u>	<u>2,244,881</u>
Agency and freelance staff	151,619	159,882
	<u>2,748,166</u>	<u>2,404,763</u>

- 11.1 The number of employees who received total employee benefits (excluding employers' pension contributions) of more than £60,000 is as follows:

	2023 Number	2022 Number
£60,001 - £70,000	-	-
£70,001 - £80,000	-	1
£80,001 - £90,000	2	1

During the year pension contributions on behalf of these staff amounted to £4,503 (2022 - £4,256)

- 11.2 During the year the company paid £151,619 (2022 - £159,882) to independent third parties for the provision of staff.

- 11.3 The total amount of employee benefits received by key management personnel is £176,886 (2022 - £156,806). The company considers its key management personnel comprise its Clinical Director and Director of Operations and Development.

12 Staff Numbers

The average monthly head count was 77 staff (2022 - 79 staff) and the average monthly number of full-time equivalent employees (including casual and part time staff) during the year was as follows:

	2023 Number	2022 Number
Project management and staff	54	54
Administrative staff	5	7
	<u>59</u>	<u>61</u>

13 Taxation

Women and Girls Network is considered to pass the tests set out in Paragraph 1, Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3, Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

WOMEN AND GIRLS NETWORK

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2023

14	Fixed Assets		Computers £
	<i>Cost</i>		
	At 1 April 2022		12,326
	Additions		-
	At 31 March 2023		12,326
	<i>Depreciation:</i>		
	At 1 April 2022		11,196
	Charge for the year		893
	At 31 March 2023		12,089
	<i>Net Book Value:</i>		
	At 31 March 2023		237
	At 1 April 2022		1,130
15	Financial Instruments	2023 £	2022 £
	<i>Carrying amount of financial assets</i>		
	Debt instruments at amortised cost	2,336,255	1,864,035
	<i>Carrying amount of financial liabilities</i>		
	Measured at amortised cost	1,103,075	888,612
16	Debtors	2023 £	2022 £
	Operating debtors	1,741,900	1,450,581
	Other debtors	8,750	5,607
	Prepayments and accrued income	71,847	65,265
		1,822,497	1,521,453
17	Creditors: Amounts falling due within one year	2023 £	2022 £
	Operating creditors	915,776	666,859
	Taxation and social security	66,543	98,124
	Other creditors	10,865	16,801
	Accruals	142,337	125,664
		1,135,521	907,448
18	Pensions		

The charity contributes towards a defined contribution pension scheme with Aviva. The pension charged to the Statement of Financial Activities represent contributions payable by the charity and amounted to £67,465 (2022 - £59,813).

WOMEN AND GIRLS NETWORK

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2023

19 Analysis of Charitable Funds

19.1 Unrestricted Funds – Current Year

	Balance 1 Apr 2022 £	Incoming Resources £	Outgoing Resources £	Transfers £	Balance 31 Mar 2023 £
General funds	809,862	303,209	(39,707)	(300)	1,073,064

Unrestricted Funds – Previous Year

	Balance 1 Apr 2021 £	Incoming Resources £	Outgoing Resources £	Transfers £	Balance 31 Mar 2022 £
General funds	687,141	122,721	-	-	809,862

Name of unrestricted fund

Description, nature and purposes of the fund

General funds

The “free reserves” after allowing for any designated funds.

19.2 Restricted Funds – Current Year

	Balance 1 Apr 2022 £	Incoming Resources £	Outgoing Resources £	Transfers £	Balance 31 Mar 2023 £
Ascent	-	1,520,138	(1,520,138)	-	-
Ascent Plus	-	132,245	(132,245)	-	-
Angelou	-	90,600	(90,600)	-	-
CouRAGEous	-	867,326	(867,326)	-	-
DVSV Casework & Counsellors	-	50,594	(50,594)	-	-
Gateway	-	1,830,714	(1,830,714)	-	-
London Hostels Association	35,292	24,983	(25,298)	-	34,977
NHS England	94,661	450,000	(419,082)	-	125,579
Rape Crisis Project	-	1,052,900	(1,053,200)	300	-
Safer London	-	79,986	(79,986)	-	-
SV Training	32,900	-	(32,900)	-	-
Other	50,267	38,300	(49,369)	-	39,198
	213,120	6,137,786	(6,151,452)	300	199,754

WOMEN AND GIRLS NETWORK

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2023

Restricted Funds – Previous Year

	Balance 1 Apr 2021 £	Incoming Resources £	Outgoing Resources £	Transfers £	Balance 31 Mar 2022 £
Ascent	-	459,600	(459,600)	-	-
Ascent Plus	3,259	142,707	(145,966)	-	-
Angelou	-	99,531	(99,531)	-	-
CouRAGEous	-	832,326	(832,326)	-	-
Rape Crisis Project	-	869,539	(869,539)	-	-
Home Office	-	35,000	(35,000)	-	-
Gateway	-	1,657,559	(1,657,559)	-	-
Safer London	-	79,986	(79,986)	-	-
NHS England	44,849	449,986	(400,174)	-	94,661
London Hostels Association	11,445	25,833	(1,986)	-	35,292
SV Training	-	47,900	(15,000)	-	32,900
Other	19,299	55,250	(24,282)	-	50,267
	<u>78,852</u>	<u>4,755,217</u>	<u>(4,620,949)</u>	<u>-</u>	<u>213,120</u>

19.3 Name of restricted fund

Description, nature and purposes of the fund

Ascent	These projects are funded by London Councils through various partnership agreements with other organisations as part of the London Violence Against Women and Girls Consortium. They comprise a dedicated sexual violence helpline, a prevention project, training, group work, counselling a specialist service on ending harmful practices and an advice service for women and girls who have experienced gendered violence.
Ascent Plus	Ascent Plus is additional funding into the Advice Service from the Mayor's Office for Policing and Crime (MOPAC).
Angelou	The Angelou Partnership is a partnership of organisations supporting survivors of VAWG across 3 west London boroughs. Through the partnership, Women and Girls Network are funded to provide ISVA support, young women's advocacy and additional capacity on the Freephone Advice Line. We are also funded to support frontline practitioners through training and consultancy support.
CouRAGEous	CouRAGEous is a new pan London partnership project led by Women and Girls Network. The project provides specialist advocacy, counselling, and resilience and prevention programs for minoritised young women and girls experiencing gendered violence, mental health issues and/or multiple disadvantages.
DVSV Casework & Counsellors	This funding supports predominantly Black and Global Majority survivors to access practical support, resources and therapeutic work aimed at enhancing their recovery
Gateway	London Survivors Gateway offers support to all victims and survivors of rape and sexual abuse aged 13+ to access specialist services in London. Women and Girls Network leads this service and works in partnership with key sexual violence providers in London.
London Hostels Association	Funding from the London Hostels Association supported additional capacity and development for the Advice Service.
NHS England	NHS England funding brings together the four London Rape Crisis Centres to deliver innovative services for female survivors of sexual

	violence (SV) London-wide. The project delivers a wraparound therapeutic provision for survivors engaged with the criminal justice system. An awareness raising community and professional development programme is aimed at prevention and upskilling staff on good practice working with SV.
Rape Crisis Project	The West London Rape Crisis Service (WLRCC) is one of the specialist services of Women and Girls Network and is funded by the MOPAC and the Ministry of Justice. The WLRCC provides counselling, group work, body therapies and advocacy services to women who have experienced recent or historic sexual violence, including child sexual abuse, rape, prostitution, sexual assault, sexual harassment, gang related sexual violence, sexual bullying and sexual exploitation.
Safer London	Safer London Partnership Project funded by MOPAC is aimed at supporting victims, primarily young women and girls who are involved in or at risk of gang involvement and/or at risk of sexual violence and exploitation, primarily within gangs. The project involves delivering one to one casework and advocacy, awareness raising activities, counselling and training for professionals.
Home Office	Young Women's Advocacy funded by the Home Office is to support young women (11 - 18 years) survivors or young women at risk of sexual violence and/or sexual exploitation including young women who are gang associated/involved. The Advocate offers 1-2-1 support, advice, workshops/support groups and schools/community based prevention work to young women. In addition the Advocate delivers Professional Exchange Seminars to frontline staff in the West London Boroughs around Girls and Gangs.
SV Training	This advanced training programme for ISVAs was aimed at supporting practitioners to apply a more trauma-informed approach while managing complex survivor presentations.
Other	This includes various smaller projects, the most significant of which supports young people who have experienced or at risk of any form of abuse in Kensington & Chelsea and Westminster.

19.4 The net transfer of £300 from general funds to restricted funds represent a shortfall in restricted funding on those projects.

20 Analysis of Net Assets between Funds – Current Year	Restricted Funds	Unrestricted Funds	Total
	2023	2023	2023
	£	£	£
Tangible fixed assets	-	237	237
Cash at bank and in hand	199,754	385,851	585,605
Other net current assets/(liabilities)	-	686,976	686,976
	<u>199,754</u>	<u>1,073,064</u>	<u>1,272,818</u>

<i>Analysis of Net Assets between Funds – Previous Year</i>	Restricted Funds 2022 £	Unrestricted Funds 2022 £	Total 2022 £
Tangible fixed assets	-	1,130	1,130
Cash at bank and in hand	213,120	194,727	407,847
Other net current assets/(liabilities)	-	614,005	614,005
	<u>213,120</u>	<u>809,862</u>	<u>1,022,982</u>

21 Operating Lease Commitments

At the reporting end date the charity had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2023 £	2022 £
Within one year	57,928	1,008
Between two and five years	65,306	-
	<u>123,234</u>	<u>1,008</u>

22 Reconciliation of Net Income to Net Cash Flow From Operating Activities

	2023 £	2022 £
Net income for the year	249,836	256,989
Adjustments for:		
Interest income	(513)	(45)
Depreciation	893	2,097
(Increase)/decrease in debtors	(301,044)	(928,003)
Increase/(decrease) in creditors	228,073	434,721
	<u>177,245</u>	<u>(234,241)</u>

22.1 Analysis of Changes in Net Debt

	At 1 April 2022 £	Cash-flows £	At 31 March 2023 £
Cash in bank and in hand	<u>407,847</u>	<u>177,758</u>	<u>585,605</u>

23 Related Party Transactions

Aside from trustee remuneration and expenses disclosed in note 10, there are no related party transactions during the year (2022 - none).

WOMEN AND GIRLS NETWORK

England & Wales - Charity number 1150354

Accounts

COMPANY NUMBER: 08286856
REGISTERED CHARITY NUMBER: 1150354

WOMEN AND GIRLS NETWORK
(Company Limited by Guarantee without Share Capital)

REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2022

WOMEN AND GIRLS NETWORK

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FOR THE YEAR ENDED 31 MARCH 2022

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23 Statement of Cash Flows

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The trustees present their annual report and financial statements for Women and Girls Network (WGN) for the year ended 31 March 2022. The trustees have adopted the provision of the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" (FRS 102) in preparing the annual report and financial statements of the charity.

The financial statements have been prepared in accordance with the accounting policies set out in notes to the accounts and comply with the Memorandum and Articles of Association, the Charities Act 2011, the Companies Act 2006 and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland published in October 2019.

OBJECTIVES AND ACTIVITIES

Women and Girls Network objects and principal activities are:

- To provide specialised, appropriate and holistic therapeutic services which facilitate healing and recovery for women and girls who have experienced any form of gendered violence, whether sexual, physical or emotional.
- To deliver training to promote understanding, increase awareness and promote good practice with individuals and organisations working with women and girls who have experienced gendered violence.
- To research and disseminate information relevant to women who have experienced violence and to those supporting them to enable them to make informed choices.

WGN aims to make a significant difference to the quality of life for our clients. We offer empowerment, healing and transformation for women and girls moving on from violence, enabling survivors to become thrivers. We provide an integrated range of services which create pathways of care that offer real choices and respond to individual needs in a woman's healing journey, and which are designed to achieve total and sustainable recovery.

Our main activities continue to focus on meeting the needs of women and girls overcoming experiences of gendered violence, these include:

Counselling Services for women who have experienced any form of violence, delivered in a culturally sensitive framework offering appropriate therapeutic interventions. All women who request counselling first undertake an assessment to ascertain whether counselling is the right intervention for her at that time and to identify the best counselling approach for the woman.

The following counselling services are delivered as part of the Ascent Project through satellites across London:

- **Ascent Counselling** – providing 1 to 1 counselling to women and girls who have experienced domestic and sexual violence.
- **Ending Harmful Practices** - specialist long term counselling for women who have experienced harmful practices, including female genital mutilation, honour-based violence and forced marriage, recent or historic.

Group work is accessible to all women who complete one-to-one counselling or want an alternative therapeutic space to counselling. The structured series of group work sessions enables women to connect with other survivors and develop longer-term strategies for self-care and personal development. Workshop programmes are also run which include structured as well as themed group work sessions and are open to women and girls across London.

West London Rape Crisis Service

The West London Rape Crisis Centre (WLRCC) has been funded to provide a specialist counselling service for women who have experienced recent or historic sexual violence, including childhood sexual abuse, rape, prostitution, sexual assault, sexual harassment and sexual exploitation. The West London Rape Crisis Centre is based in an accessible central site in Ealing, with satellite venues in the London boroughs of Brent, Harrow, Hammersmith and Fulham, Hillingdon and Hounslow.

The Independent Sexual Violence Advocacy Service

The Independent Sexual Violence Advocate (ISVA) is based at the West London Rape Crisis Centre to support women and girl survivors of sexual violence living in or connected to the six West London Boroughs: Ealing, Hammersmith & Fulham, Harrow, Hillingdon, Hounslow and Brent. We now have Pan-London ISVA roles. The role of the ISVA is to provide practical and emotional support for survivors of recent and historic sexual violence, supporting them through any criminal justice process and addressing their presenting needs. The ISVA works with survivors to consider all of the options available to them in order to provide crisis intervention, risk assessment and manage these risks, to promote safety and sustainable recovery.

Training: WGN develops and delivers a range of accredited training programmes as part of the Ascent second tier support project, which aims to address the long-term sustainability needs of organisations providing services to those affected by sexual and domestic violence. The project seeks to improve the quality of such services across London by providing a range of training and support. This includes accredited training, expert led training and seminars, Black and Minoritised network events, borough surgeries and one-to-one support. WGN also delivers a range of other accredited training programmes to strengthen the skills of workers from organisations, which support women who have experienced gendered violence.

Young Women's Service:

The Young Women's Service is a multidisciplinary team providing a range of support for young people aged 11–25. The service is made of two specialist teams – the Advocacy Team and the Prevention Team; wherein Experts by Experience focus on centring Young People's voices.

There are a number of projects that sit within The Young Women's Service including; MOPAC RCC, Gateway, EMPOWER – Safer London, Home Office, PEACE project, London Councils and CouRAGEus MOPAC.

CouRAGEus is a unique pan-London project for minoritised young women and girls. It is a partnership between 11 leading VAWG specialist organisations (WGN, Ashiana, IKWRO, Solace Women's Aid, Nia, Southall Black Sisters, Respond, Jewish Women's Aid, Galop, Advance and Imkaan) to provide specialist advocacy, counselling, and resilience and prevention programs for minoritised young women and girls experiencing gendered violence, mental health issues and/or multiple disadvantage.

At the core of the work of the pan-London Young Women and Girls' Integrated service is a commitment to support minoritised young women experiencing intersectional disadvantage. Therefore, the understanding of the multiple forms of overlapping structural inequalities, which intensify at the point of intersection are critical in understanding, engaging and offering the appropriate intervention for the young women and girls accessing the service

YW Advocacy Service: Providing one to one advocacy support and casework in collaboration with relevant agencies to ensure the welfare and well-being of young women who have experienced gendered violence. Raising awareness of gendered violence issues and how they impact on young women through themed workshops focusing on the effects of violence; power and control; developing healthy relationships; promoting confidence, self-esteem, health and well-being. Case work – early intervention. Young Women's advocates, CouRAGEus Young Women's Integrated Multiple Disadvantage Advocate and the Black Young Women's ISVA.

YW Prevention Service: The London Councils Whole Schools project works with groups of children and young people aged between 11 and 25, offering interactive, arts-based education programs in primary and secondary schools as well as out-of-school settings. The project enables young people to understand and identify the key elements of healthy and unhealthy relationships, challenge myths and tolerance towards violence, and identify the early warning signs of abuse in relationships. The project delivers workshop programs in Primary, Secondary, Pupil Referral Units and alternate provision across London as well other community settings. We also provide training sessions for professionals that work with young people.

CouRAGEus Community Engagement is delivered across West London and South London boroughs providing Resiliency Programs, GBV awareness workshops, Experts by Experience and professional training.

Advice & Helpline Services

The Advice & Helpline Services is comprised of the Advice Hub, 1-2-1 Advice Casework and the Sexual Violence Helpline.

Advice Hub- The Advice Hub is the largest projects under the Ascent partnership and is delivered in collaboration with 15 partner organisations, with WGN being the lead partner for this work. The Advice Hub is the main access point for all specialist services and Ascent project provision in south and West London, and provides immediate advice, information, support and crisis advocacy to survivors and their supporters. The Hub also provides consultations to professionals. The project operates a Hub & Spokes model, where access into Ascent provision can be via the Hub and/or via spokes in all London boroughs. The Hub and Spoke model increases accessibility for service users while mitigating the risk associated with women's reduced access to service when they cross borough boundaries.

Advice Web-chat- online chat provision of the advice hub, offering immediate access to advice, information and support via a secure online chat facility. This is a first of its kind service in London and is the first in the country to be Leading Lights accredited.

Advice casework- dedicated provision of medium to long term 1-1 practical support and advocacy for women, young-women and girls. Caseworkers work alongside survivors for as long as there is a role for them to play in a survivor's journey to safety, healing and recovery. Support is needs and client-led and is offered in the community. Caseworkers provide ongoing practical and emotional support, as well as support service users to reconnect with their power and self-agency. As part of Advice casework provision, we have dedicated pan-London young women casework provision and sexual violence casework provision covering H&F, the bi-borough and a number of south London boroughs.

Pan-London Sexual Violence Helpline- is part of the Ascent partnership with Refuge, RASASC and Respect. This project aims to deliver specialist, integrated helpline services for all survivors of sexual violence throughout London. The helpline provides immediate emotional support and holding, as well as signposting to other support services. The Sexual Violence Helpline also provides additional wrap around emotional support packages for WGN's counselling service users or those on our counselling waiting list.

FUND-RAISING STANDARDS INFORMATION

Women and Girls Network does not proactively raise funds from the public. We do have a number of online accounts through which people are able to donate, and donations are made when people shop online using our account, for example with Easyfundraising. During the year we applied to join the Paypal Charity Giving Fund which increased our overall income from donations. We also receive direct donations through PayPal which are presumed to be predominately from ex-service users and their friends and family.

ACHIEVEMENTS AND PERFORMANCE

Counselling, Group Work, Workshops and Body Therapies

WGN's core counselling service provides therapeutic support to women's recovery from gender based violence. Clients are offered variable contracts from 16 sessions to a year. Individual contracts and goals of therapy are determined in collaboration with the client during the assessment process. WGN's clinical model is formed on strengths and evidence based approach aimed at personal empowerment creating total and sustainable recovery. Therapeutic interventions are focused on direct management of trauma sequela, are individually determined, complex, multimodal, and holistic and follow the unique trauma pathway.

We continue to support an increasing number of clients presenting with more pronounced and complex mental health challenges such as; complex traumatic stress disorder, severe depression, substance abuse, self-harming, psychotic episodes, anxiety states and suicidal ideation. Each year, we are seeing an increase in referrals of clients who are at high risk correlating with noticeable trends in violence such as; escalating levels of assaults determined by frequency and ferocity of attacks, with increasing numbers of incidents involving multiple perpetrators. Additional factors contributing to clients considered at risk include the lack of support and services available to women. This deficit means women have to wait longer for appropriate interventions and therefore leads to more enduring and acute mental health problems. Additionally, environmental factors impact on women's lives with problems such as poor housing, poverty, issues with children and insecure immigration status contribute to increased stress levels placing women at risk of further vulnerability.

Outcomes

The clinical services rely on different layers of monitoring and evaluation systems to provide a sensitive and accurate reflection of individual therapeutic gains and clinical efficacy. The two main evaluation systems employed by WGN are Clinical Outcomes in Routine Evaluation (CORE) and The Data Processing Management System (DPMS). These evaluation tools are reinforced by various client appraisal mechanisms to ensure WGN retains a client led service.

CORE is a recognised specialised therapeutic outcomes database, employed by NHS psychological services. The database collates and analyses qualitative and quantitative data gathered from a four domain questionnaire, provided pre and post therapy, which assesses clients' levels of functioning, problem areas, risk and well-being. CORE clinical reports provide detailed analysis of individual client's progress and identify the effectiveness of therapeutic intervention.

The Data Processing Management System (DPMS) developed by Rape Crisis England and Wales incorporates clinical standards from Women's Aid and BACP, and identifies key trauma markers associated with gender based violence. The database collates and analyses qualitative and quantitative information, enabling an individual client's progress to be tracked in terms of types of services accessed e.g. counselling, helpline, body therapies, ending group and advocacy, as well as identifying clinical outcomes.

During 2021/2022

Ascent Counselling Service

Women and Girls Network delivers innovative and effective counselling services for women and girls who have experienced all forms of gendered violence in London. We provide women-only holistic and seamless therapeutic services. WGN has a specialised clinical model referred to as the Holistic Empowerment Recovery Model developed to work with survivors of gendered violence. Therapeutic engagement consists of multifocal holistic interventions to address the global impact of trauma in a phased approach from a strengths based perspective. Therapy is attuned to diversity and aims to be significant, relevant and sensitive to meet clients' cultural expectations. Therapeutic work aims to support clients' movement and transition from survivor to thriver; promoting total and sustainable recovery. The Ascent Counselling Service provides counselling to women and girls aged 16 years upwards. We provide counselling from satellites across London including Brent, Bromley, Croydon, Hounslow, Lewisham and Tower Hamlets.

Ascent Group Work

As part of the Ascent project, Women and Girls Network is delivering the 'Moving Forward' group work programme. The Moving Forward group work is an 8 weeks psycho-educational programme for women and girls who have experienced gendered violence. The group work programme is focused on a range of topics including, self-empowerment, healthy boundaries in relationships, self-esteem and confidence and self-soothing and grounding techniques. The Moving Forward programme is delivered by WGN across a number of south west London boroughs including: Ealing, H&F, K&C, Westminster, Lewisham, Croydon and Bromley.

During the reporting period the following counselling services were delivered:

There were 217 referrals in total under Ascent.

We provided 2789 sessions in 2021-2022.

This is a 30% increase in sessions from the previous year (2138 sessions in 2020-2021)

In 2021-2022 we hired seven Honorary Counsellors to provide sessions to clients for our Ascent Counselling service. 83% of clients attended their sessions with 494 sessions offered and a total of 63 clients supported.

The Advice Service

Women and Girls Network's Ascent Advice service provides a Freephone Advice Line, webchat and medium-to-long term 1-2-1 Casework and advocacy support services for women and girls age 14 or older in London.

Freephone Advice Line:

Women and Girls Network's Ascent Advice Hub provides free and confidential women-led, trauma-informed specialist information, advice and advocacy support to survivors of VAWG aged 14 or older and their supporters. WGN's Freephone Advice Line covers 17 London boroughs and provides women and girls with information about the options available to them.

Specialist information is provided on a wide range of issues including:

- Safety
- Housing and homelessness (including access to refuge accommodation)
- Finances and welfare benefits
- No Recourse to Public Funds
- Legal options and processes (including legal protection remedies)
- Child contact related concerns and support through family court
- Mental health and Emotional well-being

The Advice Line is also open for professionals to access advice, support and consultations on cases involving gender based violence.

1-2-1 Casework

The Advice service offers specialist face to face casework support for women and girls affected by VAWG. Casework support is offered in a number of west and south-west London boroughs including: H&F, Westminster, K&C, Bromley, Croydon, Wandsworth, Lewisham, Lambeth, Kingston and Richmond. Support is offered face to face, in the community in satellite venues across those boroughs. Face to face casework support is delivered from an intersectional framework within a wider social-justice agenda. Casework support offers women and girls a safe space where they can be themselves, safely explore their options and have their voices heard. Caseworkers offer intensive advocacy and support around a wide range of practical and emotional support needs related to VAWG.

Pan London Young Women Caseworker (YWC) the Pan London YWC supports young women and girls and non-binary young people aged 14 to 24 by creating a safe and respectful space where young women are supported to speak their mind without judgements and assumptions being made. The YWC supports young women to think about what they need or want support with and then will work together to make changes in their own lives, enhancing a positive view of self and encouraging the creation of new, positive connections.

During this delivery year the Advice Service has continued to see an increase in the number of women and professionals accessing support via the service.

Over the last delivery year the service continued to see an increase in survivors who face multiple disadvantages, and often present with high level of mental health support needs. The service also continues to see an increase in the volume of women and girls looking to access crisis support, particularly in the number of survivors who present with acute housing needs and being street homeless.

We continue to see the impact of the Covid-19 pandemic and the cost of living crisis, with survivors' mental-health and wellbeing adversely impacted due to additional barriers to accessing timely support. Survivors from marginalised communities and those with experiences of multiple disadvantages and additional barriers to accessing support, were particularly impacted by the closure of services, services moving to over the phone/remote support only and the increased lack of access to resources.

The Advice Service continue to see a change in the complexity of support needs women present with, with an increasing number of women presenting with multiple disadvantage and intersecting experiences of oppression. This often means that women present with a wide range of support needs, many of which may not be directly linked to VAWG but have a detrimental impact on their journey to safety and recovery.

Demand continues to massively exceed capacity this year, with a huge increase in overall demand for the Advice service. During this reporting period we have seen a 35% increase in the number of calls and web chats trying to connect into the service compared to the same period previous year. The Advice Hub only able to answer 24% of the calls & web chats trying to reach the service due to lack of available capacity to meet the increase in demand.

The Advice Service continued to raise the profile of the service across the boroughs it covers, with the service taking part in a wide range of community events and borough-based targeted outreach promotions across the 17 boroughs it covers. The service has continued to establish excellent referral pathways with a wide range of partner agencies, particularly targeting mental health and health-based services as well as colleges, schools and youth services to increase access into support for young women and girls.

During the reporting period the Advice Service has:

- Provided advice, information and support to 3623 women, girls and professionals over the Freephone Advice Line and via Chat and email
- Supported 123 women and girls with 1-2-1 casework
- Out of all service users surveyed, 95% of the women who accessed our services reported increased levels of safety and reduced levels of risk. 95% of women reported that we have understood their needs and provided support that enabled change and had a positive impact on their lives.
- The Advice Service has also received highly positive feedback from stakeholders who commented on the high level of professionalism of the staff team and the truly client-led service we offer.

In order to assess the service's impact on survivors, the Advice Service carries out a short beneficiary satisfaction questionnaire with each caller to the Advice Line (when appropriate) and with all who access 1-1 casework support, to assess whether service users were satisfied with the information they have received and whether it made a difference to them, whether they are clear on their options/future steps, and their overall level of satisfaction from the service they have received from WGN. 97% of individuals accessing support from the Advice Line reported that they are either very satisfied or satisfied with the support they received from the service and 92% of women reported that they are clear on their options and that the advice made a difference to them. All those who accessed 1-1 support have reported satisfaction with the support they received, and that the support made a difference to their journey towards healing and recovery.

The following outcomes through evaluations were reported by women who accessed Ascent Advice and Counselling services:

- 95% of women and girls reported reduced fear/ greater feelings of safety
- 92% of women and girls reported having improved self-esteem, motivation, confidence and are able to rebuild their lives, moving to independence
- 95% of women reported an increased level of safety/reduced level of risk
- 82% of women reported an increased level of understanding to make safe choices
- 92% of women had increased levels of self-esteem/confidence
- 79% had an improved level of mental health and well-being
- 83% of women reported increased confidence in their ability to rebuild their lives
- 91% reported feeling heard and understood by the service

Ending Harmful Practices

This service enables us to provide specialist long term counselling to women experiencing harmful practices including female genital mutilation, honour based violence, forced marriage and others. We provide 20 week counselling contracts to women and girls from the age of 14 years old upwards. Longer term therapy helps us provide the necessary therapeutic depth to enable complex themes to be sufficiently worked through to ensure resolution and recovery from the complexity and myriad of issues stemming from harmful practices. We work with women and girls living or connected to the boroughs of Ealing, Hounslow and Camden. As part of our service we also work with the voluntary, statutory and community sectors in raising awareness of the impact of harmful practices through delivering presentations and an annual support group for service users.

Women accessing this service in 2021-22 were provided with 20 session contracts, the service is delivered in three boroughs; Bromley, Ealing and Hounslow.

We received 27 referrals in 2021-2022 which is an 8% increase from 2020-2021 (25 referrals)

We were able to provide 283 sessions, which is an increase of 27% from 2021-2021 (224 sessions)

There is a second service which is also Ending Harmful Practices, delivered under our MOPAC PA&CT strands in the three Boroughs of Ealing, Hounslow and Bromley;

We provided 303 sessions in 2021-2022.

West London Rape Crisis Service

The West London Rape Crisis Service (WLRCC) is one of the specialist services of Women and Girls Network. The WLRCC provides counselling and advocacy services to women who have experienced recent or historic sexual violence, including child sexual abuse, rape, prostitution, sexual assault, sexual harassment, gang related sexual violence, sexual bullying and sexual exploitation. The overall aim of the service is to promote, preserve and restore the mental health and well-being of women and girls who have experienced, or are at risk of, sexual violence, whilst working towards a society free of gendered violence. All services for individual women and girls are free at the point of contact and targeted to meet the needs of women with least access to them.

The main service is our Counselling Service, which offers variable contracts (15 sessions to one year) to women who have experienced sexual violence. Therapeutic interventions focus on direct management of trauma sequelae and are individually determined, complex, multimodal and holistic. The therapeutic service is offered through WLRCC's qualified therapists and is spread across the six boroughs ranging from one day a week to three days a week.

In 2021-2022, we received 213 referrals (a decrease of 22%)

141 women completed counselling contracts in this period.

We provided 2620 sessions in 2021-2022.

Outcomes:

- 83% of service users reported improved health and wellbeing.
- 68% of these women reporting improvements to their mental health and a decrease in presenting issues such as depression, anxiety and trauma symptoms.
- 87% of the women who provided feedback to the service six months after receiving it reported an increase in their quality of life over time, and attribute this wholly or partly to RCC's support
- 78% developed safer and positive coping strategies.

The West London Rape Crisis Centre successfully completed the National Service Standards assessment for Rape Crisis England & Wales in 2019/20 meeting all criteria for Full Membership of Rape Crisis England & Wales which is valid for three years. We have also been highlighted as a centre for good practice by Rape Crisis England and Wales.

Body Therapy

As part of the WGN model of integrated holistic services, clients are offered body therapy as a means to physical healing, to create healthier and more positive connections to the body, and to promote well-being and self-care.

Body therapies support recovery from physical injuries of assault (e.g. sexual abuse and rape), improve body relationships.

In 2021-2022, we provided two different types of body therapy sessions.

One was Aromatherapy Massage, which took place on Thursday evenings in Shepherds Bush. The other was Wellbeing & Coaching sessions which took place online on Wednesdays.

We delivered a total of 243 sessions for body therapy in 2021-22.

Independent Sexual Violence Advocacy Service

The ISVA Service provides advocacy support to women aged 14 years and over in West London and Pan-London. The ISVA aims to:

- Improve the survivors' awareness of their rights;
- Increase their confidence in criminal justice process and involvement of any statutory agencies; and
- Increase their immediate and longer term safety.

As well as supporting clients outside of the criminal justice system, the ISVA has supported a number of clients within it. This has included complex casework in supporting a client to make a decision to report to the police, facilitating an initial report to the police, attending pre-court visits with clients ahead of a trial, attending trials at crown court, and supporting a client to make an application to the Criminal Injuries Compensation Authority (CICA). There has been an increase in the length of time women are staying in the service due to delays in the criminal justice system which has been exacerbated further with the Covid-19 pandemic. We continue to work collaboratively with legal agencies such as the Centre for Women's Justice, and legal representatives, to support women to make robust challenges of unjust negative decisions and poor practice, particularly in relation to the police.

The ISVA service supported 129 women on both a short and long term basis. ISVA clients reported an increase in emotional, physical and mental well-being after receiving ISVA support as well as in understanding their rights and choices.

During the pandemic, the ISVA service have still supported women and girls with face to face appointments where required either in the community, at court or police stations or in our offices.

The Dedicated London Sexual Violence Helpline

Women and Girls Network's dedicated Sexual Violence Helpline provides a safe, confidential and non-judgemental space for anyone in London who self identifies as a women and has experienced either recent or historic sexual violence. Women and girls who access the helpline can share their experiences and explore the impact of their experiences on their lives and journey to healing and recovery. The helpline is staffed by highly trained volunteers who provide trauma-informed and holistic responses to survivors, supporting them to understand, recognise and put strategies in place for dealing with the trauma they have experienced. The helpline provides both emotional and practical support which also includes information and support to access other services such as specialist counselling. The helpline offers additional avenues for accessing support for survivors, sometimes complementing existing systems of support survivors already have in place, but often being the sole source of support women will access, especially as it offers complete anonymity on the point of access for survivors if they wish for it. The helpline works in partnership with Women's Aid, Refuge, and RASASC to ensure the delivery of helpline services for survivors of VAWG, and sexual violence in particular.

In this reporting period the Pan London Sexual Violence Helpline responded to 1842 calls of which:

- 1227 calls were direct calls from survivors
- 615 calls were from professionals

Women and Girls Network Training

Women and Girls Network's training department delivers training courses that are accredited through the Open College Network (OCN). WGN's training is aimed at front line professionals working within the VAWG sector. The objectives of the training services are to validate learners' prior and current knowledge, as well as to provide opportunities to further enhance and develop awareness, knowledge and skills of learners.

In 2021-22 we delivered a range of trainings including:

Understanding and Responding to Sexual Violence: Improving Professional Responses to Sexual Violence Against Women and Girls

Professional Resilience & Self-Care

Hidden Scars: Understanding the Trauma and Psychological Impact of Harmful Practices

Counselling and Therapeutic Interventions for Working with Women Overcoming Experiences of Violence: An Intersectional and Feminist Approach

Dying to Live: Understanding and Working with Suicidality

Child Sexual Exploitation: A Trauma Focussed Approach

A total of 27 Trainings were delivered

There were over 388 delegates who attended from across 71 different organisations.

Young Women's Advocacy Service:

The role of the Advocate is to support young women (11-25) who have been affected by/are at risk of sexual violence and/or sexual exploitation including young women who are gang associated/involved. The Advocate offers holistic wrap around 1-2-1 support, advice, workshops/support groups and schools/community based prevention work to young women. In addition, the Advocate delivers Professional Exchange Seminars to frontline staff in the West London Boroughs around an intersectional approach to responding to Young Survivors.

The service was heavily impacted by COVID-19, with school closures and inconsistency of government guidance the service began to deliver services remotely. This meant that 1:1 support was offered to Young Women via phone calls, text, email and video calls – this was inaccessible for many so the service provided limited face to face delivery for those with safeguarding or accessibility needs. The advocacy service saw an increase in vulnerabilities and safeguarding concerns – digital exclusion was highlighted. The team required significant equipment to engage with remote delivery.

Group work was delivered online, which increased engagement for those who were not previously able to attend in person – there was a demand to provide wellbeing focused spaces and this was responded to with the creation of a Well-being Club online. Schools work was most impacted as this was not able to go ahead and delivery focused on borough specific targeted support for Young Women.

The Young Women's Advocacy Service received a total of 57 1-1 advocacy referrals (excluding CouRAGEus)

During this period,

- 96 Young Women received on-going advocacy support (107 were opened for Advocacy but 11 either disengaged or declined support)
- 55 Young Women received advice/ initial support/ consultation

Young Women's Group work (Including assemblies delivered as part of London Councils delivery and Community Engagement Work):

- 137 attended targeted group programmes
- 2614 attended VAWG and GBV awareness raising workshops

Of the above numbers:

- 2630 attended schools based interventions (out of 2751 total)
- 24 attended Experts by Experience Training, engagement and social events

CouRAGEus Project

Partners have continued to work very closely with the London Survivors Gateway; Rape Crisis Centres, the Havens, Ashiana, Respond and other specialist VAWG organisations with the majority of referrals coming from the Gateway or other VAWG organisations. Being a Pan-London Project, we have received referrals from 30 out of 32 boroughs. The project continues to be in high demand as we continue to receive a high number of referrals quarterly and most of the referrals are from word of mouth or self-referrals.

Referral statistics:

We received 492 referrals in total for the year. Our most common referrals were from

- 19% VAWG organisations (94)
- 18% self-referrals (88)
- 12% Children's Services (58)
- 11% London Survivors Gateway (53)

The London Survivors Gateway

In 2017 the Women and Girls Network was chosen to lead on the implementation of a new sexual violence triage pilot in partnership with the four London Rape Crisis Centres, Galop and Survivors UK and supported by London Havens. The primary funder is the Mayor's Office for Policing and Crime (MOPAC), with additional funding from the Ministry of Justice (MoJ) and London Havens. The London Survivors Gateway offers support to all victims and survivors of rape and sexual abuse aged 13+ to access specialist services in London. This includes a dedicated triage service (the 'Gateway') and ISVAs in each voluntary partnership agency who work with survivors who have experienced multiple disadvantage or chronic disempowerment.

Survivors who contact the triage Gateway service receive a unique service that is able to meet their needs, including:

- A comprehensive risk and needs assessment with a Navigator, which takes 40 minutes on average;
- Multi-agency liaison if there are concerns around safety or well-being;
- A referral service, with Navigators completing and sending referrals for other agencies on their behalf;
- Specialist resources, including self-help guides, helpline information and other bespoke guidance and support
- Transfer for a forensic medical examination if required.

The service received 5290 referrals in 2021-22, made 52735 contacts with or on behalf of clients and made 1995 onward referrals.

Outcomes for clients who used this service were:

- 98% of clients report an increased awareness of sexual violence services in London.
- 94% of clients report they felt believed and understood.

The ISVA roles across the partnership provide long-term support to survivors of sexual violence who require more intensive casework and multi-agency support as a result of experiencing multiple disadvantage or chronic disempowerment. ISVAs across seven partnership agencies opened 366 new cases in 2021-22.

Outcomes for survivors who worked with these ISVAs across the partnership were:

- 83% of clients report improved feelings of safety.
- 84% of clients report an increased range of self-care strategies and positive coping patterns.
- 87% of clients report that they are better informed and empowered to act.
- 85% of clients report an increase in health and wellbeing
- 91% of clients pursuing criminal justice outcomes report that the ISVA helped improve their experience of this process

A comprehensive evaluation of this partnership project has been undertaken by MOPAC's Evidence and Insight Team and is now publicly available.

FINANCIAL REVIEW

During the year WGN received income of £4,877,938 (2021 - £3,803,530) and incurred expenditure of £4,620,949 (2021 - £3,902,927) showing an overall surplus of £256,989 (2021 - deficit of £99,397). At 31 March 2022 general unrestricted reserves totalled £809,862 (2021 - £687,141) and restricted reserves were £213,120 (2021 - £78,852).

Reserves Policy

The trustees have examined WGN's reserves requirements, considering the main risks to the organisation and any reserves restrictions asserted by funding bodies. We have established a reserves policy for unrestricted funds that have not been designated, of between 3-6 months of the projected annual expenditure (not including payments made to partners). This budgeted expenditure for 2022/23 is £3,340,987 therefore the reserves target is between £835,247 and £1,670,494. The level of free general reserves not tied up in fixed assets at 31st March 2022 was £808,732.

Pay Policy

The trustees set the remuneration of the key management personnel by comparing job descriptions with similar roles in comparable organisations and other external data of its comparators.

Principal Funding Sources

During this period, WGN received funding from London Councils, The Mayors Office for Policing and Crime (MOPAC), The London Boroughs of Hounslow, Hammersmith and Fulham, Westminster and Kensington and Chelsea, The Home Office, The Ministry of Justice, The Safer London Foundation/MOPAC, London Hostels Association, NHS England and London Havens.

The funding enabled WGN to continue delivering all its main services as well as developing new specialist and innovative services aimed at supporting women and girls who have experienced all forms of gendered violence.

PLANS FOR FUTURE PERIODS

The key plans for 2022/23 financial year are:

- Fundraising for future sustainability and increasing our funding diversity
- To continue strengthening service users active participation in developing and shaping new and existing services through our Experts by with Lived Experience Groups
- To increase the capacity of the Sexual Violence Survivors Gateway for London alongside our partners.
- To improve our reach and impact with new and innovative training courses that are CPD accredited and linked to the National Occupational Standards (NOS)
- Continued development of web chat / online services
- To respond to the changing patterns in offending behaviour including how we engage with the metaverse and the impact this has on survivors
- Further consolidation of our work linked to evaluation of our clinical model and reviewing client interventions
- To continue increasing the external profile of our work

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing Document

Women and Girls Network (WGN) was founded in 1987. On 1 April 2013 all the assets of the unincorporated association were transferred to the charitable company limited by guarantee. The charitable company is governed by its articles of association. The business of the charity is managed by a board of Trustees. The board consists of the named trustees (see page 16), and they will hold office until the first Board meeting of the following calendar year at which they may be re/elected. The Board must consist of no fewer than three and no more than ten elected Trustees. No person under the age of 18 may be appointed as a Trustee.

Recruitment and Appointment of Trustees

At the first calendar meeting of the Board held in every calendar year, one third of the trustees for the time being or if their number is not three or a multiple of three, then the number nearest one third shall retire from office. The Trustees to retire in every year shall be those who have been longest in office since their last election by the Trustees, but if between persons who become Trustees on the same day those to retire shall (unless they otherwise agree among themselves) be determined by lot. A retiring Trustee shall be eligible to be re-elected by the Trustees.

All appointments, retirements or removals of Trustees and Company Secretary (if appointed) must be notified to the Registrar of Companies.

The Board can appoint anyone as a Trustee to fill a vacancy in the membership of the Board. Such appointees may vote at meetings of the Board. They will hold office until the first Board meeting in the following calendar year where they may be elected by the Trustees.

The Board may meet, adjourn and run its meetings as it wishes, subject to the Articles of Association. Questions arising at any meeting must be decided by a majority of votes. Every Trustee has one vote including the Chair. The quorum necessary for business to be done at a Board meeting is a third of the Trustees subject to a minimum of three.

The Trustees seek to ensure that their membership reflects the diversity of London's population, especially encouraging representation of women from Black and Minority Ethnic communities and survivors of gendered violence including ex-service users. An annual skills audit is undertaken and where skills deficits are identified, the Trustees actively seek to recruit new members with the appropriate business and clinical expertise.

Trustees Induction and Training

New Trustees are provided with an induction programme, to ensure that they have all the necessary information to understand their role and fulfil their legal responsibilities. Trustees are also given access to other internal/external trainings for example, on effective financial management.

Organisational Structure

The Board agrees and monitors the progress of the strategic plan, reviews financial and performance reports on WGN activities, and assesses key risks. Finance and HR sub-committees have been set up to meet to progress specific areas of management business and report back to the full Trustee meetings.

The Trustees devolve responsibility to the Senior Management Team (Clinical Director and Director of Operations and Development), who are supervised by the Chair of the Trustees for the implementation of the strategic vision, management of day-to-day operations, development of clinical and quality practice, and the support and supervision of all staff.

Remuneration of Key Management Personnel

The trustees set the remuneration of the key management personnel by comparing job descriptions with similar roles in comparable organisations and other external data of its comparators.

Risk Management

The major organisational risks to which the charity is exposed are added to our organisational risk register. These risks can be associated with the operational, reputational, financial and strategic elements of the organisation and for which a risk management strategy needs to be developed.

The risk register is reviewed and refreshed on a quarterly basis as part of an ongoing review process. The management of risk involves identifying risk, assessing risk, evaluating and implementing what action needs to be taken and reviewing and establishing a system of periodic monitoring and assessment. Risks are prioritised so that those with high significance and high probability receive primary attention. For other risks where there maybe high significance and low probability we ensure contingency plans are in place and with risks of low significance but high probability we work to improve internal control procedures.

Where major risks are identified, the trustees ensure that appropriate action is taken to ensure that these are mitigated. For each of the major risks identified, trustees consider any additional action that needs to be taken to mitigate the risk, either by lessening the likelihood of the event occurring, or lessening its impact if it does.

Risk management is an annual monitoring process but is supplemented by quarterly update reports for the Trustees and regular monitoring and management by the Directors.

The following risks were identified as key organisational risks during the reporting period:

Financial:

The vast majority of Women and Girls Network's funding still comes from two primary funders - London Councils and the Mayors Office for Policing and Crime. However, a large proportion of this funding is relatively long term enabling us to plan and ensure a level of sustainability. Furthermore, this funding is also supplemented through a number of other funding sources e.g. local authority and NHS funding.

Over the last nine years, WGN has significantly expanded its partnership work and is both a part of and leads on numerous partnerships across London. A number of partnerships have been developed via the London Violence against Women and Girls (VAWG) Consortium and London Rape Crisis including the CouRAGEus Project and more recently we have taken on the Lead for the ASCENT Advice and Counselling Partnership funded by London Councils and we continue to lead the London Survivors Gateway. These partnerships have enabled us to work alongside a broad range of organisations to deliver comprehensive, cost effective, high quality services across London as well as strengthen referral pathways, identify trends and emerging needs and to gather an excellent evidence base for our services. The partnerships have also raised the profile of the organisation and

enabled us to establish good working relationships across London with local authorities and other key decision makers.

WGN has also been successful in developing a range of smaller, pilot projects and partnerships and bespoke training packages to a variety of recipients.

External Factors:

During 2021, the shadow pandemic of VAWG alongside Covid-19 continued to wreak havoc on the lives of survivors accessing services. With covid restrictions still in place and the lack of access to both statutory and voluntary sector resources, life was a constant struggle for survivors with an increased exposure to multiple risks.

The year witnessed the murder of Sarah Everard by a serving metropolitan police officer, more coming to light regarding how Bibaa Henry and Nicole Smallman were harassed in death by serving police officers, along with the killing of Sabina Nessa and many others whose names may not have made the headlines. Alongside, the femicides was the escalation in the incidences of sexual violence, domestic violence, so called 'honour based violence', public harassment and a marked decrease in convictions of alleged perpetrators.

Covid restrictions trapped survivors in vulnerable positions so alongside risks from perpetrators, were other challenges such as food insecurity, being stuck in problematic and inappropriate housing, lack of access to primary health/social care, absence of legal redress including support for insecure immigration status, all of which became the secondary traumas affecting and increasing survivors' levels of distress. Survivors' Post Traumatic Injury responses increased with higher rates of the following: depression, anxiety, suicidal ideation and activation, self-injurious behaviour, problematic sleep/eating/substance use. Survivors were also in contact with our services due to the shifting landscape and the increased awareness of VAWG and a growing refusal to remain silenced; hence, more survivors sought our support.

WGN ensured a flexible approach to support survivors' choices of how they accessed services either through online or face to face sessions. This included the following services: counselling, ISVA support, case work and advocacy. This hybrid approach to delivery was essential to ensure we met the needs and expectations of survivors. Covid restrictions alongside limited access to services meant that survivors were needing routes out and respite from potentially risky home environments due to the presence of perpetrators or challenging home environments due to family pressures, lack of autonomy and space.

The return to normalcy was also vital for staff. Repeated covid restrictions meant staff morale was low, due to isolation and the encroachment of working space and private life was both inappropriate and intolerable for some staff members. The connection with peers and managers was essential during this time and making sure of sufficient opportunities for de-briefing and time for creative team building to ensure practitioner resilience.

We have been mindful throughout of the inequity of the covid pandemic in terms of the impact on the lives of Black and Minoritised survivors and have sought ways to acknowledge and address this through ensuring an intersectional lens informs our work. We work from a trauma informed approach with recognition of racial trauma both historic and current. Further, throughout the pandemic, events have galvanised our commitment to working from a social justice agenda and revisiting strategies for engaging and reaching in to marginalised communities.

WOMEN AND GIRLS NETWORK

TRUSTEES' ANNUAL REPORT (INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MARCH 2022

REFERENCE AND ADMINISTRATIVE DETAILS

Charity registration number: 1150354

Company registration number: 08286856

*Registered office and
Operational address:* CAN Mezzanine
7-14 Great Dover Street
London
SE1 4YR

Directors and Trustees

The Board of trustees constitutes directors of the company for the purpose of company law and trustees for the purpose of charity law. The trustees serving during the year and since the year end were as follows:

Sabrina Qureshi	Chair
Donna Carty	Vice Chair
Sally Thomas	Secretary
Dr Sandra Gulyurtlu	Treasurer
Rani Selvarajah	
Asma Bhol	
Katherine Taylor	
Aderonke Coote	resigned 21/02/2022
Vanessa Freeman	
Runa Begum	

The trustees are elected at the Annual General Meeting. No trustee received any remuneration for services during the year, nor did they have any beneficial interest in any contract with the charity.

Senior Management: Akima Thomas Clinical Director
Gurpreet Virdee Director of Operations and Development

Statutory Auditors: Barcant Beardon Limited
Chartered Accountants
8 Blackstock Mews
London N4 2BT

Bankers HSBC Nationwide Building Society
512 Brixton Road Kings Park Road
Brixton Moulton Park
London SW9 8ER Northampton NW3 6NW

Triodos Bank
Deanery Road
Bristol BS1 5AS

Solicitors: Russell-Cooke Solicitors
2 Putney Hill
Putney
London SW15 6AB

WOMEN AND GIRLS NETWORK

TRUSTEES' ANNUAL REPORT (INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MARCH 2022

Statement of Trustees Responsibilities

The Trustees, who are also the directors of Women and Girls Network for the purpose of company law, are responsible for preparing the Trustees' report and the accounts in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year that give a true and fair view of the state of the affairs of the charity as at the balance sheet date, and to record its incoming resources and the application of resources, including income and expenditure, for that year. In preparing those financial statements, Trustees are required to

- select suitable accounting policies and apply them consistently
- make judgements and estimates that are reasonable and prudent
- state whether applicable accounting standards have been followed subject to any material departures disclosed and explained in the financial statements, and
- prepare the financial statements on a going concern basis unless it is inappropriate to assume that the charity will continue on that basis.

The Trustees are responsible for maintaining adequate accounting records which disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Companies Act 2006. The Trustees are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website in accordance with legislation in the United Kingdom governing the preparation and dissemination of financial statements.

In accordance with company law, as the company's directors, we certify that, in so far as we are aware, there is no relevant audit information of which the company's auditors are unaware; and as the directors of the company we have taken all the steps that we ought to have taken in order to make ourselves aware of any relevant audit information and to establish that the charity's auditors are aware of that information.

Public Benefit Statement

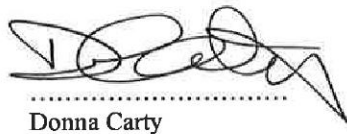
The trustees confirm that they have complied with the duty in section 4 of the Charities Act 2011 to have due regard to the Charity Commission's general guidance on public benefit, "Charities and public benefit".

These financial statements have been prepared in accordance with the Charities Statement of Recommended Practice (FRS102) and in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small entities.

This Report was approved by the Trustees on 20-12-2022 and signed on its behalf by:



Sandra Gulyurtlu
Treasurer of the Women and Girls Network



Donna Carty
Vice Chair of the Women and Girls Network

INDEPENDENT AUDITOR'S REPORT

TO THE MEMBERS OF

WOMEN AND GIRLS NETWORK

Opinion

We have audited the financial statements of Women and Girls Network for the year ended 31 March 2022 which comprise the Statement of Financial Activities, the Balance Sheet and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2022 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been properly prepared in accordance with the requirement 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 charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

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

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

Other information

The other information comprises the information included in the trustees' annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual 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. 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 themselves. 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.

Opinion 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 financial statements are prepared is consistent with the financial statements; and
- the directors' report has been prepared in accordance with applicable legal requirements.

INDEPENDENT AUDITOR'S REPORT

TO THE MEMBERS OF

WOMEN AND GIRLS NETWORK

Matters on which we are required to report by exception

In the light of our knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report.

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

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

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on page 17, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company'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 charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

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

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

- the engagement partner ensured that the audit team had the appropriate competence, capability and skill to identify and recognise any non-compliance with applicable laws and regulations;
- we identified such laws and regulations applicable from our discussions with trustees and other management and from our knowledge and experience of the sector;
- we focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the charitable company, including the Companies Act 2006, the Charities Act 2011 and the Charity SORP (FRS 102);
- we considered the provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which might be fundamental to the charitable company's ability to operate or to avoid a material penalty, including the General Data Protection Regulation (GDPR), Anti-fraud, bribery and corruption legislation, Taxation legislation and Employment legislation;
- we assessed the extent of compliance with laws and regulations identified above through making enquiries of management and inspecting legal correspondence; and
- identified laws and regulations were communicated within the audit team and the team remained alert to instances of non-compliance throughout the audit.

INDEPENDENT AUDITOR'S REPORT

TO THE MEMBERS OF

WOMEN AND GIRLS NETWORK

We assessed the susceptibility of the charitable company's financial statements to material misstatement, including obtaining an understanding of how fraud might occur by:

- making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud; and
- considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations.

To address the risk of fraud through management bias and override of controls, we:

- performed analytical procedures to identify any unusual or unexpected relationships;
- tested journal entries to identify unusual transactions;
- assessed whether judgements and assumptions made in determining the accounting estimates were indicative of potential bias; and
- investigated the rationale behind significant or unusual transactions.

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- agreeing financial statement disclosures to underlying supporting documents
- reading the minutes of meetings of those charged with governance; and
- enquiring of management as to actual and potential litigation and claims.

Owing to the inherent limitations of an audit, there is an unavoidable risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities is available on the Financial Reporting Council's website at: <https://www.frc.org.uk/Our-Work/Audit/Audit-and-assurance/Standards-and-guidance/Standards-and-guidance-for-auditors/Auditors-responsibilities-for-audit/Description-of-auditors-responsibilities-for-audit.aspx>. This description forms part of our auditor's report.

Use of our report

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

21st December 2022

Mukesh Khatri
Senior Statutory Auditor

For and on behalf of
BARCANT BEARDON LIMITED
Chartered Accountants
and
Statutory Auditors

8 Blackstock Mews
Islington
London N4 2BT

WOMEN AND GIRLS NETWORK

STATEMENT OF FINANCIAL ACTIVITIES (INCLUDING INCOME AND EXPENDITURE ACCOUNT)

FOR THE YEAR ENDED 31 MARCH 2022

Income and Expenditure Summary

	Notes	Restricted Funds	Unrestricted Funds	Total Funds 2022	Total Funds 2021
		£	£	£	£
<i>Income and endowments from:</i>					
Donations and legacies	3	-	24,026	24,026	7,048
Charitable activities	4	4,755,217	98,650	4,853,867	3,796,021
Investments	5	-	45	45	461
Total income and endowments		<u>4,755,217</u>	<u>122,721</u>	<u>4,877,938</u>	<u>3,803,530</u>
<i>Expenditure on:</i>					
Costs of raising funds	6	23,340	-	23,340	18,983
Charitable activities	7	4,597,609	-	4,597,609	3,883,944
Total expenditure		<u>4,620,949</u>	<u>-</u>	<u>4,620,949</u>	<u>3,902,927</u>
Net income/(expenditure)		134,268	122,721	256,989	(99,397)
Transfers between funds	19	-	-	-	-
Net movement in funds for the year		134,268	122,721	256,989	(99,397)
<i>Reconciliation of funds</i>					
Total funds brought forward	19	<u>78,852</u>	<u>687,141</u>	<u>765,993</u>	<u>865,390</u>
Total funds carried forward	19	<u>213,120</u>	<u>809,862</u>	<u>1,022,982</u>	<u>765,993</u>

The statement of financial activities includes all gains and losses recognised during the year.

All income and expenditure derive from continuing activities.

WOMEN AND GIRLS NETWORK
BALANCE SHEET
FOR THE YEAR ENDED 31 MARCH 2022

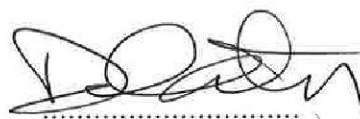
	Notes	2022 £	2021 £
<i>Fixed Assets</i>	14	1,130	3,227
<i>Current Assets</i>			
Debtors	16	1,521,453	593,450
Cash at bank and in hand		407,847	642,043
		1,929,300	1,235,493
<i>Creditors: Amounts falling due within one year</i>	17	(907,448)	(472,727)
<i>Net Current Assets</i>		1,021,852	762,766
<i>Net Assets</i>		1,022,982	765,993
<i>Funds</i>			
Restricted funds	19	213,120	78,852
Unrestricted funds			
- General funds	19	809,862	687,141
Total funds		1,022,982	765,993

These financial statements are prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

Signed on behalf of the board of trustees



Sandra Gulyurtlu
Treasurer of the Women and Girls Network



Donna Carty
Vice Chair of the Women and Girls Network

Date: 20 - 12 - 2022

The notes on page 24 - 34 form part of these financial statements.
Company Registration No. 08286856

WOMEN AND GIRLS NETWORK

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2022

	Notes	2022 £	2021 £
<i>Cash flow from operating activities</i>			
Net cash provided by operating activities	22	(234,241)	184,771
<i>Cash flow from investing activities</i>			
Interest income		45	461
Purchase of tangible fixed assets		-	-
Net cash (used in)/provided by investing activities		45	461
<i>Net increase in cash and cash equivalents in the year</i>		(234,196)	185,232
<i>Cash and cash equivalents at the beginning of the year</i>		642,043	456,811
<i>Cash and cash equivalents at the end of the year</i>		407,847	642,043
<i>Analysis of cash and cash equivalents</i>			
Cash in bank and in hand		407,847	642,043
<i>Cash and cash equivalents at the end of the year</i>	22.1	407,847	642,043

1 Accounting Policies

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

1.1 General information and basis of preparation

Women and Girls Network is a company limited by guarantee incorporated in and has no share capital. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity. The registered office is 7 – 14 Great Dover Street, London SE1 4YR.

The charity constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland issued in October 2019, the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), the Charities Act 2011, the Companies Act 2006 and UK Generally Accepted Practice.

The financial statements are prepared on a going concern basis under the historic cost convention. The financial statements are prepared in sterling, which is the functional currency of the company. Monetary amounts in these financial statements are rounded to the nearest £.

1.2 Going Concern

At the time of approving the financial statements, the members of management committee have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the members of management committee continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable Funds

Unrestricted funds are available for use at the discretion of the members of management committee in furtherance of their charitable objectives unless the funds have been designated for other purposes. Designated funds have been set aside for specific purposes by the trustees. Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the accounts.

1.4 Incoming Resources

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Grant income is recognised when it is receivable. Training and counselling fees are brought into income when they are earned. Donations are accounted for when received.

Turnover is measured at the fair value of the consideration received or receivable and represents amounts receivable for goods and services provided in the normal course of business, net of discounts, VAT and other sales related taxes.

1.5 Resources Expended

Expenditure is accounted for on an accruals basis and is inclusive of the VAT attributable to that expense. An appropriate proportion of the salary charge is attributed to fund raising. Governance costs mainly

comprise audit and accountancy fees. Expenditure is allocated to funds directly or on the basis of staff time or usage.

1.6 *Tangible Fixed Assets*

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses. Tangible fixed assets are stated at cost less depreciation. Assets with an individual cost of less than £2,000 are written off in the year of purchase. Depreciation is provided at rates calculated to write off the cost less estimated residual value of each asset over its expected useful life, as follows:

Fixtures, fittings & equipment	25% per annum on cost
Computers	33% per annum on cost

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset and is recognised in net income/(expenditure) for the year.

1.7 *Impairment of Fixed Assets*

At each reporting end date, the charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1.8 *Cash and Cash Equivalents*

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.9 *Financial Instruments*

The charity has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

1.10 *Employee Benefits*

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received. Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.11 *Retirement Benefits*

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

2 *Critical Accounting Estimates and Judgements*

In the application of the charity's accounting policies, the members of management committee are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are listed below:

Cost allocation

Support costs are allocated across all charitable activities. Dependent upon each type of support activity, costs are applied directly against a function or appropriate cost drivers such as time allocations are utilised.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

3	Income from Donations and Legacies		Unrestricted Funds 2022 £	Unrestricted Funds 2021 £
	Donations and gifts		24,026	7,048
4	Income from Charitable Activities			
	Charitable Activities 2022	Grants 2022 £	Fees 2022 £	Total 2022 £
				Total 2021 £
	Fees	-	98,650	98,650
	Performance related grants	4,755,217	-	94,942
				3,701,079
		4,755,217	98,650	4,853,867
				3,796,021
	Charitable Activities 2021	Grants 2021 £	Fees 2021 £	Total 2021 £
				Total 2020 £
	Fees	-	94,942	94,942
	Performance related grants	3,701,079	-	104,518
				2,962,998
		3,701,079	94,942	3,796,021
				3,067,516

- 4.1 Income from charitable activities was £4,853,867 (2021 - £3,796,021) of which £4,755,217 (2021 - £3,709,329) was attributable to restricted funds and £98,650 (2021 - £86,692) was attributable to unrestricted funds - general.

4.2	Performance related grants	2022	2021
		£	£
	London Councils	459,600	459,600
	Home Office	35,000	35,000
	MOPAC	3,309,324	2,074,169
	MOPAC funding through partners	222,693	258,279
	Rape Support Fund	98,000	137,673
	Advance	99,531	98,719
	NHS England	449,986	547,512
	Small grants	81,083	90,127
		<u>4,755,217</u>	<u>3,701,079</u>
5	<i>Income from Investments</i>	Unrestricted Funds	Unrestricted Funds
		2022	2021
		£	£
	Interest receivable	45	461
6	<i>Expenditure on Raising Funds</i>	2022	2021
		£	£
	Staff costs	<u>23,340</u>	<u>18,983</u>
6.1	Of the £23,340 expenditure in 2022 (2021 - £18,983), £23,340 (2021 - £18,983) was attributable to restricted funds and £nil (2021 - £nil) was attributable to unrestricted funds - general.		
7	<i>Analysis of Expenditure on Charitable Activities</i>	Direct Charitable Expenditure	Direct Charitable Expenditure
		2022	2021
		£	£
	Staff costs	2,177,762	1,828,831
	Direct charitable expenditure	<u>2,180,063</u>	<u>1,801,410</u>
		4,357,825	3,630,241
	Share of support costs (see note 8)	226,751	242,018
	Share of governance costs (see note 8)	<u>13,033</u>	<u>11,685</u>
		<u>4,597,609</u>	<u>3,883,944</u>
7.1	Of the £4,597,609 expenditure in 2022 (2021 - £3,883,944), £4,597,609 (2021 - £3,792,504) was attributable to restricted funds and £nil (2021 - £91,440) was attributable to unrestricted funds - general.		

8 Analysis of Support and Governance Costs

	Basis of allocation	Support costs £	Governance costs £	Total 2022 £	Total 2021 £
Staff costs	Direct	102,160	-	102,160	123,491
Premises costs	Direct	11,625	-	11,625	10,806
Insurance	Direct	5,544	-	5,544	5,127
Office support & expenses	Direct	43,444	-	43,444	46,450
Financial & bookkeeping	Direct	55,360	-	55,360	48,173
Legal costs	Direct	7,037	-	7,037	5,110
Staff expenses & training	Direct	1,580	-	1,580	2,861
Audit fee	Governance	-	9,600	9,600	9,600
Sundry costs	Governance	-	3,433	3,433	2,085
		<u>226,750</u>	<u>13,033</u>	<u>239,784</u>	<u>253,703</u>

9 Net Income/(Expenditure) for the Year

	2022 £	2021 £
<i>This is stated after charging:</i>		
Auditor's remuneration	<u>9,600</u>	<u>9,600</u>

10 Trustee Remuneration and Expenses

The trustees were not paid any remuneration nor received any other benefits during the year (2021 – nil).

No trustee (2021 – none) was reimbursed expenses reimbursed during the year (2021 - £nil). Travel expenses amounting to £217 (2021 - £nil) was incurred by the charity for one trustee (2021 – none). Trustees training expenses were £700 (2021 - £nil) for the year. Two trustees had close family members who had transactions with the charity. One was paid a salary and related employment costs totalling £21,066 and incurred expenses totalling £1,596 and the other was paid £2,400 for consultancy work.

No trustee or other person related to the charity had any personal interest in any other contract or transaction entered into by the charity during the year (2021 – nil).

11 Analysis of Staff Costs

	2022 £	2021 £
Wages and salaries	1,999,351	1,747,718
Social security costs	185,717	158,026
Pension costs	59,813	49,465
	<u>2,244,881</u>	<u>1,955,209</u>
Agency and freelance staff	159,882	149,984
	<u>2,404,763</u>	<u>2,105,193</u>

- 11.1 The number of employees who received total employee benefits (excluding employers' pension contributions) of more than £60,000 is as follows:

	2022 Number	2021 Number
£60,001 - £70,000	-	2
£70,001 - £80,000	1	-
£80,001 - £90,000	1	-
	<u>1</u>	<u>-</u>

During the year pension contributions on behalf of these staff amounted to £4,256 (2021 - £3,339)

- 11.2 During the year the company paid £159,882 (2021 - £149,984) to independent third parties for the provision of staff.
- 11.3 The total amount of employee benefits received by key management personnel is £156,806 (2021 - £127,498). The company considers its key management personnel comprise its Clinical Director and Director of Operations and Development.

12 Staff Numbers

The average monthly head count was 79 staff (2021 - 70 staff) and the average monthly number of full-time equivalent employees (including casual and part time staff) during the year was as follows:

	2022 Number	2021 Number
Project management and staff	54	46
Administrative staff	7	7
	<u>61</u>	<u>53</u>

13 Taxation

Women and Girls Network is considered to pass the tests set out in Paragraph 1, Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3, Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

14	Fixed Assets		Computers £
	<i>Cost</i>		
	At 1 April 2021		12,326
	Additions		-
	At 31 March 2022		12,326
	<i>Depreciation:</i>		
	At 1 April 2021		9,099
	Charge for the year		2,097
	At 31 March 2022		11,196
	<i>Net Book Value:</i>		
	At 31 March 2022		1,130
	At 1 April 2021		3,227
15	Financial Instruments	2022 £	2021 £
	<i>Carrying amount of financial assets</i>		
	Debt instruments at amortised cost	1,864,035	498,619
	<i>Carrying amount of financial liabilities</i>		
	Measured at amortised cost	888,612	436,075
16	Debtors	2022 £	2021 £
	Operating debtors	1,450,581	532,965
	Other debtors	5,607	3,188
	Prepayments and accrued income	65,265	57,297
		1,521,453	593,450
17	Creditors: Amounts falling due within one year	2022 £	2021 £
	Operating creditors	666,859	313,966
	Taxation and social security	98,124	47,226
	Other creditors	16,801	36,624
	Accruals	125,664	74,911
		907,448	472,727
18	Pensions		

The charity contributes towards a defined contribution pension scheme with Aviva. The pension charged to the Statement of Financial Activities represent contributions payable by the charity and amounted to £59,813 (2021 - £49,465).

19 Analysis of Charitable Funds**19.1 Unrestricted Funds – Current Year**

	Balance 1 Apr 2021 £	Incoming Resources £	Outgoing Resources £	Transfers £	Balance 31 Mar 2022 £
General funds	687,141	122,721	-	-	809,862

Unrestricted Funds – Previous Year

	Balance 1 Apr 2020 £	Incoming Resources £	Outgoing Resources £	Transfers £	Balance 31 Mar 2021 £
General funds	684,672	94,201	(91,440)	(292)	687,141

Name of unrestricted fund**Description, nature and purposes of the fund****General funds**

The “free reserves” after allowing for any designated funds.

19.2 Restricted Funds – Current Year

	Balance 1 Apr 2021 £	Incoming Resources £	Outgoing Resources £	Transfers £	Balance 31 Mar 2022 £
Ascent	-	459,600	(459,600)	-	-
Ascent Plus	3,259	142,707	(145,966)	-	-
Angelou	-	99,531	(99,531)	-	-
CouRAGEous	-	832,326	(832,326)	-	-
Rape Crisis Project	-	869,539	(869,539)	-	-
Home Office	-	35,000	(35,000)	-	-
Gateway	-	1,657,559	(1,657,559)	-	-
Safer London	-	79,986	(79,986)	-	-
NHS England	44,849	449,986	(400,174)	-	94,661
London Hostels Association	11,445	25,833	(1,986)	-	35,292
SV Training	-	47,900	(15,000)	-	32,900
Other	19,299	55,250	(24,282)	-	50,267
	78,852	4,755,217	(4,620,949)	-	213,120

WOMEN AND GIRLS NETWORK

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2022

Restricted Funds – Previous Year

	Balance 1 Apr 2020 £	Incoming Resources £	Outgoing Resources £	Transfers £	Balance 31 Mar 2021 £
Ascent	-	459,600	(459,600)	-	-
Ascent Plus	5,314	178,293	(180,348)	-	3,259
Angelou	-	98,719	(98,719)	-	-
CouRAGEous	-	835,476	(835,768)	292	-
Rape Crisis Project	-	625,375	(625,375)	-	-
Home Office	-	35,000	(35,000)	-	-
National Lottery Community Fund	109,622	-	(109,622)	-	-
Gateway	-	750,991	(750,991)	-	-
Safer London	-	79,986	(79,986)	-	-
NHS England	43,616	547,512	(546,279)	-	44,849
London Hostels Association	14,887	26,000	(29,442)	-	11,445
Other	7,279	72,377	(60,357)	-	19,299
	<u>180,718</u>	<u>3,709,329</u>	<u>(3,811,487)</u>	<u>292</u>	<u>78,852</u>

19.3 *Name of restricted fund*

Description, nature and purposes of the fund

Ascent	These projects are funded by London Councils through various partnership agreements with other organisations as part of the London Violence Against Women and Girls Consortium. They comprise a dedicated sexual violence helpline, a prevention project, training, group work, counselling a specialist service on ending harmful practices and an advice service for women and girls who have experienced gendered violence.
Ascent Plus	Ascent Plus is additional funding into the Advice Service from the Mayor's Office for Policing and Crime (MOPAC).
Angelou	The Angelou Partnership is a partnership of organisations supporting survivors of VAWG across 3 west London boroughs. Through the partnership, Women and Girls Network are funded to provide ISVA support, young women's advocacy and additional capacity on the Freephone Advice Line. We are also funded to support frontline practitioners through training and consultancy support.
CouRAGEous	CouRAGEous is a new pan London partnership project led by Women and Girls Network. The project provides specialist advocacy, counselling, and resilience and prevention programs for minoritised young women and girls experiencing gendered violence, mental health issues and/or multiple disadvantage.
Rape Crisis Project	The West London Rape Crisis Service (WLRCC) is one of the specialist services of Women and Girls Network and is funded by the MOPAC and the Ministry of Justice. The WLRCC provides counselling, group work, body therapies and advocacy services to women who have experienced recent or historic sexual violence, including child sexual abuse, rape, prostitution, sexual assault, sexual harassment, gang related sexual violence, sexual bullying and sexual exploitation
Home Office	Young Women's Advocacy funded by the Home Office is to support young women (11 - 18 years) survivors or young women at risk of sexual violence and/or sexual exploitation including young women who are gang associated/involved. The Advocate offers 1-

	2-1 support, advice, workshops/support groups and schools/community based prevention work to young women. In addition the Advocate delivers Professional Exchange Seminars to frontline staff in the West London Boroughs around Girls and Gangs.
National Lottery Community Fund	The Indigo Project, funded by the National Lottery Community Fund is aimed at providing support to women and girls with mental health needs linked with multiple disadvantage and/or complex and high-risk needs primarily associated with experiences of gendered violence. The service delivers an integrated advocacy and counselling service offering holistic, person centred, individualised care pathways that are rooted in best practice, are trauma focused, multimodal interventions, and address multiple areas of disadvantage.
Gateway	London Survivors Gateway offers support to all victims and survivors of rape and sexual abuse aged 13+ to access specialist services in London. Women and Girls Network leads this service and works in partnership with key sexual violence providers in London.
Safer London	Safer London Partnership Project funded by MOPAC is aimed at supporting victims, primarily young women and girls who are involved in or at risk of gang involvement and/or at risk of sexual violence and exploitation, primarily within gangs. The project involves delivering one to one casework and advocacy, awareness raising activities, counselling and training for professionals.
NHS England	NHS England funding brings together the four London Rape Crisis Centres to deliver innovative services for female survivors of sexual violence (SV) London-wide. The project delivers a wraparound therapeutic provision for survivors engaged with the criminal justice system. An awareness raising community and professional development programme is aimed at prevention and upskilling staff on good practice working with SV.
London Hostels Association	Funding from the London Hostels Association supported additional capacity and development for the Advice Service.
SV Training	TBA
Other	TBA

19.4 In 2021, the net transfer out of £292 from general funds represents overspends to the restricted funds, Courageous and Gateway:

20	<i>Analysis of Net Assets between Funds – Current Year</i>	Restricted Funds 2022 £	Unrestricted Funds 2022 £	Total 2022 £
	Tangible fixed assets	-	1,130	1,130
	Cash at bank and in hand	213,120	194,727	407,847
	Other net current assets/(liabilities)	-	614,005	614,005
		<u>213,120</u>	<u>809,862</u>	<u>1,022,982</u>

<i>Analysis of Net Assets between Funds – Previous Year</i>	Restricted Funds 2021 £	Unrestricted Funds 2021 £	Total 2021 £
Tangible fixed assets	-	3,227	3,227
Cash at bank and in hand	78,852	563,191	642,043
Other net current assets/(liabilities)	-	120,723	120,723
	<u>78,852</u>	<u>687,141</u>	<u>765,993</u>

21 Operating Lease Commitments

At the reporting end date the charity had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2022 £	2021 £
Within one year	1,008	2,016
Between two and five years	-	1,008
	<u>1,008</u>	<u>3,024</u>

22 Reconciliation of Net Income to Net Cash Flow From Operating Activities

	2022 £	2021 £
Net income for the year	256,989	(99,397)
Adjustments for:		
Interest income	(45)	(461)
Depreciation	2,097	2,096
(Increase)/decrease in debtors	(928,003)	317,049
Increase/(decrease) in creditors	434,721	(34,516)
	<u>(234,241)</u>	<u>184,771</u>

22.1 Analysis of Changes in Net Debt

	At 1 April 2021 £	Cash-flows £	At 31 March 2022 £
Cash in bank and in hand	<u>642,043</u>	<u>(234,196)</u>	<u>407,847</u>

23 Related Party Transactions

Aside from trustee remuneration and expenses disclosed in note 10, there are no related party transactions during the year (2021 - none).

WOMEN AND GIRLS NETWORK

England & Wales - Charity number 1150354

Accounts

COMPANY NUMBER: 08286856
REGISTERED CHARITY NUMBER: 1150354

WOMEN AND GIRLS NETWORK
(Company Limited by Guarantee without Share Capital)

REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2021

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WOMEN AND GIRLS NETWORK

TRUSTEES' ANNUAL REPORT (INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MARCH 2021

The trustees present their annual report and financial statements for Women and Girls Network (WGN) for the year ended 31 March 2021. The trustees have adopted the provision of the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" (FRS 102) in preparing the annual report and financial statements of the charity.

The financial statements have been prepared in accordance with the accounting policies set out in notes to the accounts and comply with the Memorandum and Articles of Association, the Charities Act 2011, the Companies Act 2006 and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland published in October 2019.

OBJECTIVES AND ACTIVITIES

Women and Girls Network objects and principal activities are:

- To provide specialised, appropriate and holistic therapeutic services which facilitate healing and recovery for women and girls who have experienced any form of gendered violence, whether sexual, physical or emotional.
- To deliver training to promote understanding, increase awareness and promote good practice with individuals and organisations working with women and girls who have experienced gendered violence.
- To research and disseminate information relevant to women who have experienced violence and to those supporting them to enable them to make informed choices.

WGN aims to make a significant difference to the quality of life for our clients. We offer empowerment, healing and transformation for women and girls moving on from violence, enabling survivors to become thrivers. We provide an integrated range of services which create pathways of care that offer real choices and respond to individual needs in a woman's healing journey and which are designed to achieve total and sustainable recovery.

Our main activities continue to focus on meeting the needs of women and girls overcoming experiences of gendered violence, these include:

Counselling Services for women who have experienced any form of violence, delivered in a culturally sensitive framework offering appropriate therapeutic interventions. All women who request counselling first undertake an assessment to ascertain whether counselling is the right intervention for her at that time and to identify the best counselling approach for the woman.

The following counselling services are delivered as part of the Ascent Project through satellites across London:

- **Ascent Counselling** - providing 1 to 1 counselling to women and girls who have experienced domestic and sexual violence
- **Ending Harmful Practices** - specialist long term counselling for women who have experienced harmful practices, including female genital mutilation, honour based violence and forced marriage, recent or historic.

Group work is accessible to all women who complete one-to-one counselling or want an alternative therapeutic space to counselling. The structured series of group work sessions enables women to connect with other survivors and develop longer-term strategies for self-care and personal development. Workshop programmes are also run which include structured as well as themed group work sessions and are open to women and girls across London.

West London Rape Crisis Service

The West London Rape Crisis Centre (WLRCC) has been funded to provide a specialist counselling service for women who have experienced recent or historic sexual violence, including childhood sexual abuse, rape, prostitution, sexual assault, sexual harassment and sexual exploitation. The West London Rape Crisis Centre is based in an accessible central site in Ealing, with satellite venues in the London boroughs of Brent, Harrow, Hammersmith and Fulham, Hillingdon and Hounslow.

The Independent Sexual Violence Advocacy Service

The Independent Sexual Violence Advocate (ISVA) is based at the West London Rape Crisis Centre to support women and girl survivors of sexual violence living in or connected to the six West London Boroughs: Ealing, Hammersmith & Fulham, Harrow, Hillingdon, Hounslow and Brent. The role of the ISVA is to provide practical and emotional support for survivors of recent and historic sexual violence, supporting them through any criminal justice process and addressing their presenting needs. The ISVA works with survivors to consider all of the options available to them in order to provide crisis intervention, risk assessment and manage these risks, to promote safety and sustainable recovery..

The Dedicated London Sexual Violence Helpline: is part of the Ascent partnership with Women's Aid, Refuge and RASASC. This project aims to deliver specialist, integrated helpline services for all survivors of domestic and sexual violence throughout London providing immediate practical and emotional support as well as signposting to other support services. The WGN Sexual Violence Helpline provides counselling and support for women and girls who have experienced gendered violence.

Training: WGN develops and delivers a range of accredited training programmes as part of the Ascent second tier support project which aims to address the long term sustainability needs of organisations providing services to those affected by sexual and domestic violence. The project seeks to improve the quality of such services across London by providing a range of training and support. This includes accredited training, expert led training and seminars, BMER network events, borough surgeries and one-to-one support. WGN also delivers a range of other accredited training programmes to strengthen the skills of workers from organisations which support women who have experienced gendered violence.

Young Women's Advocacy Service: The Young Women's Service is a multidisciplinary team providing a range of support for young people aged 10–25. The service is made of two specialist teams – the Advocacy Team and the Prevention Team. Experts by Experience focuses on centring Young People's voices.

There are a number of projects that sit within The Young Women's Service including: MOPAC RCC, Gateway, EMPOWER – Safer London, Home Office, PEACE project, London Councils and CouRAGEus MOPAC.

CouRAGEus is a unique pan-London project for minoritised young women and girls. It is a partnership between 11 leading VAWG specialist organisations (WGN, Ashiana, IKWRO, Solace Women's Aid, Nia, Southall Black Sisters, Respond, Jewish Women's Aid, Galop, Advance and Imkaan) to provide specialist advocacy, counselling, and resilience and prevention programs for minoritised young women and girls experiencing gendered violence, mental health issues and/or multiple disadvantage.

At the core of the work of the pan-London Young Women and Girls' Integrated service is to support minoritised young women experiencing intersectional disadvantage. Therefore, the understanding of the multiple forms of overlapping structural inequalities, which intensify at the point of intersection are critical in understanding, engaging and offering the appropriate intervention for the young women and girls accessing the service

YW Advocacy Service: Providing one to one advocacy support and casework in collaboration with relevant agencies to ensure the welfare and well-being of young women who have experienced gendered violence. Raising awareness of gendered violence issues and how they impact on young women through themed workshops focusing on the effects of violence; power and control; developing healthy relationships; promoting confidence, self-esteem, health and well-being. Case work – early intervention. Young Women's advocates, CouRAGEus Young Women's Integrated Multiple Disadvantage Advocate and the Black Young Women's ISVA.

YW Prevention Service: The London Councils Whole Schools project works with groups of children and young people aged between 9 and 18, offering interactive, arts-based education programmes in primary and secondary schools as well as out-of-school settings. The project enables young people to understand and identify the key elements of healthy and unhealthy relationships, challenge myths and tolerance towards violence, and identify the early warning signs of abuse in relationships. The project delivers workshop programmes in

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Primary, Secondary, Pupil Referral Units and alternate provision across London as well other community settings. We also provide training sessions for professionals that work with young people.

CouRAGEus Community Engagement is delivered across West London and South London boroughs providing resiliency programmes, VAWG and GBV awareness workshops, Experts by Experience and professional Training.

The Advice Service

The Advice Service is one of largest projects under the Ascent partnership and is delivered in collaboration with 13 partner organisations. The pan-London service provides specialist and generic advice services to women and girls affected by gender-based violence through individual advice and group work. Services operate via two London Hubs; one in Ealing which is run by Women and Girls Network and one in Islington operated by Solace Women's Aid and from spokes across London boroughs. The hubs provide a first point of phone contact but women and girls can access services via the hubs and/or the spokes. The Hub and Spoke model increases accessibility for service users while mitigating the risk associated with women's reduced access to service when they cross borough boundaries.

FUND-RAISING STANDARDS INFORMATION

Women and Girls Network does not proactively raise funds from the public. One fundraising event was organised by a supporter, which raised £1625. We do have a number of online accounts through which people are able to donate, and donations are made when people shop online using our account, for example with Easyfundraising. We also receive donations through paypal which are presumed to be predominately from ex-service users and their friends and family.

ACHIEVEMENTS AND PERFORMANCE

Counselling, Group Work, Workshops and Body Therapies

WGN's core counselling service provides therapeutic support to women's recovery from gender based violence. Clients are offered variable contracts from 16 sessions to a year. Individual contracts and goals of therapy are determined in collaboration with the client during the assessment process. WGN's clinical model is formed on strengths and evidence based approach aimed at personal empowerment creating total and sustainable recovery. Therapeutic interventions are focused on direct management of trauma sequela, are individually determined, complex, multimodal, holistic and follow the unique trauma pathway.

We continue to support an increasing number of clients presenting with more pronounced and complex mental health challenges such as; complex traumatic stress disorder, severe depression, substance abuse, self harming, psychotic episodes, anxiety states and suicidal ideation. Each year, we are seeing an increase in referrals of clients who are at high risk correlating with noticeable trends in violence such as; escalating levels of assaults determined by frequency and ferocity of attacks, with increasing numbers of incidents involving multiple perpetrators. Additional factors contributing to clients considered at risk include the lack of support and services available to women. This deficit means women have to wait longer for appropriate interventions and therefore leads to more enduring and acute mental health problems. Additionally, environmental factors impact on women's lives with problems such as poor housing, poverty, issues with children and insecure immigration status contribute to increased stress levels placing women at risk of further vulnerability.

Outcomes

The clinical services rely on different layers of monitoring and evaluation systems to provide a sensitive and accurate reflection of individual therapeutic gains and clinical efficacy. The two main evaluation systems employed by WGN are Clinical Outcomes in Routine Evaluation (CORE) and The Data Processing Management System (DPMS). These evaluation tools are reinforced by various client appraisal mechanisms to ensure WGN retains a client led service.

CORE is a recognised specialised therapeutic outcomes database, employed by NHS psychological services. The database collates and analyses qualitative and quantitative data gathered from a four domain questionnaire.

provided pre and post therapy, which assesses clients' levels of functioning, problem areas, risk and well-being. CORE clinical reports provide detailed analysis of individual client's progress and identify the effectiveness of therapeutic intervention.

The Data Processing Management System (DPMS) developed by Rape Crisis England and Wales incorporates clinical standards from Women's Aid and BACP, and identifies key trauma markers associated with gender based violence. The database collates and analyses qualitative and quantitative information, enabling an individual client's progress to be tracked in terms of types of services accessed e.g. counselling, helpline, body therapies, ending group and advocacy, as well as identifying clinical outcomes.

During 2020/2021

Ascent Counselling Service

Women and Girls Network delivers innovative and effective counselling services for women and girls who have experienced all forms of gendered violence in London. We provide women-only holistic and seamless therapeutic services. WGN has a specialised clinical model referred to as the Holistic Empowerment Recovery Model developed to work with survivors of gendered violence. Therapeutic engagement consists of multifocal holistic interventions to address the global impact of trauma in a phased approach from a strengths based perspective. Therapy is attuned to diversity and aims to be significant, relevant and sensitive to meet clients' cultural expectations. Therapeutic work aims to support clients' movement and transition from survivor to thriver; promoting total and sustainable recovery. The Ascent Counselling Service provides counselling to women and girls aged 16 years upwards. We provide counselling from satellites across London including Brent, Bromley, Croydon, Hounslow, Lewisham and Tower Hamlets.

Ascent Group Work

As part of the Ascent project, Women and Girls Network is delivering the 'Moving Forward' group work programme. The Moving Forward group work is an 8 weeks psycho-educational programme for women and girls who have experienced gendered violence. The group work programme is focused on a range of topics including, self-empowerment, healthy boundaries in relationships, self-esteem and confidence and self-soothing and grounding techniques. The Moving Forward programme is delivered by WGN across a number of south west London boroughs including: Ealing, H&F, K&C, Westminster, Lewisham, Croydon and Bromley.

During the reporting period the counselling service delivered:

- 2138 one to one counselling sessions
- 202 Moving Forward group work sessions.

The Advice Service

Women and Girls Network's Ascent Advice service provides Freephone Advice Line, webchat and medium-long term 1-2-1 Casework and advocacy support services for women and girls age 14 or older in London.

Freephone Advice Line:

Women and Girls Network's Ascent Advice Hub provides free and confidential women-led, trauma-informed specialist information, advice and advocacy support to survivors of VAWG aged 14 or older and their supporters. WGN's Freephone Advice Line covers 17 London boroughs and provides women and girls with information about the options available to them.

Specialist information is provided on a wide range of issues including:

- safety
- Housing and homelessness (including access to refuge accommodation)
- Finances and welfare benefits
- No Recourse to Public Funds
- Legal options and processes (including legal protection remedies)
- Child contact related concerns and support through family court
- Mental health and Emotional well-being

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FOR THE YEAR ENDED 31 MARCH 2021

The Advice Line is also open for professionals to access advice, support and consultations on cases involving gender based violence.

1-2-1 Casework

The Advice service offers specialist face to face casework support for women and girls affected by VAWG. Casework support is offered in a number of south-west London boroughs including: Bromley, Croydon, Ealing, Wandsworth, Lewisham, Lambeth, Kingston and Richmond. Support is offered in a number of satellite venues across those boroughs. Face to face casework support is delivered from an intersectional framework within a wider social-justice agenda. Casework support offers women and girls a safe space where they can be themselves, safely explore their options and have their voices heard. Caseworkers offer intensive advocacy and support around a wide range of practical and emotional support needs related to VAWG.

Pan London Young Women Caseworker (YWC) the Pan London YWC supports young women and girls age 14 to 24 by creating a safe and respectful space where young women are supported to speak their mind without judgements and assumptions being made. The YWC supports young women to think about what they need or want support with and then will work together to make changes in their own lives, enhancing a positive view of self and encouraging the creation of new, positive connections.

During this delivery year the Advice Service has continued to see an increase in the number of women and professionals accessing support via the service.

During Covid-19 the service have seen an increase in survivors who have spiralled into crisis due to statutory and other support services not being as available or completely closing down during the pandemic. This was particularly the case with mental health and housing services. Survivors from marginalised communities and those with experiences of multiple disadvantages and additional barriers to accessing support, were particularly impacted by the closure of services, and services moving to over the phone/remote support only.

The Advice Service continue to see a change in the complexity of support needs women present with, with an increasing number of women presenting with multiple disadvantage and intersecting experiences of oppression. This often means that women present with a wide range of support needs, many of which may not be directly linked to VAWG but have a detrimental impact on their journey to safety and recovery.

The service has also seen an increase in the volume of women and girls looking to access crisis support, particularly around safe accommodation and mental health needs.

The Advice Service continued to raise the profile of the service across the boroughs it covers, with the service taking part in a wide range of community events and borough-based targeted outreach promotions across the 17 boroughs it covers. The service has continued to establish excellent referral pathways with a wide range of partner agencies, particularly targeting colleges, schools and youth services to increase access into support for young women and girls.

During the reporting period the Advice Service has:

- Provided advice, information and support to 3388 women, girls and professionals over the Freephone Advice Line and via Chat and email
- Supported 102 women and girls with 1-2-1 casework
- All of the women who accessed our services reported increased levels of safety and reduced levels of risk, with 95 per cent of women reporting that we have understood their needs and provided support that enabled change and had a positive impact on their lives.
- The Advice Service has also received highly positive feedback from stakeholders who commented on the high level of professionalism of the staff team and the truly client-led service we offer.

In order to assess the service's impact on survivors, the Advice Service carries out a short beneficiary satisfaction questionnaire with each caller to the Advice Line, to assess whether the caller is satisfied with the information they have received and whether it made a difference to them, whether they are clear on their options/future steps, and their overall level of satisfaction from the service they have received from WGN. 97% of individuals accessing support from the Advice Line reported that they are either very satisfied or satisfied

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with the support they received from the service and 92% of women reported that they are clear on their options and that the advice made a difference to them.

The following outcomes through evaluations were reported by women who accessed Ascent Advice and Counselling services:

- 95% of women and girls reported reduced fear/ greater feelings of safety
- 92% of women and girls reported having improved self-esteem, motivation, confidence and are able to rebuild their lives, moving to independence

The following outcomes through evaluations were reported by women who accessed Advice & counselling services reported the following:

- 99% of women reported an increased level of safety/reduced level of risk
- 82% of women reported an increased level of understanding to make safe choices
- 85% of women had increased levels of self-esteem/confidence
- 79% had an improved level of mental health and well-being
- 83% of women reported increased confidence in their ability to rebuild their lives
- 91% reported feeling heard and understood by the service

Ending Harmful Practices

This service enables us to provide specialist long term counselling to women experiencing harmful practices including female genital mutilation, honour based violence, forced marriage and others. We provide 20 week counselling contracts to women and girls from the age of 14 years old upwards. Longer term therapy helps us provide the necessary therapeutic depth to enable complex themes to be sufficiently worked through to ensure resolution and recovery from the complexity and myriad of issues stemming from harmful practices. We work with women and girls living or connected to the boroughs of Ealing, Hounslow and Camden. As part of our service we also work with the voluntary, statutory and community sectors in raising awareness of the impact of harmful practices through delivering presentations and an annual support group for service users.

- The service provided 210 counselling sessions and long term counselling to 22 clients
- A further 28 participants accessed the Ending Harmful Practices training programme
- 75% of clients report improved feelings of safety.
- 75% of clients receiving casework support report an improvement in health and wellbeing.
- 60% of clients feel empowered and are more aware of their rights and options to enable them to access appropriate services
- 55% of clients report an increased understanding of abuse and options to report.
- 80% of clients report they are happy with the service they received
- Where additional support was required to enable access of the service, 80% of clients report this was offered and appropriate to their needs.
- 90% of clients referred are offered a service or an appropriate onward referral (Including access to support groups)

West London Rape Crisis Service

The West London Rape Crisis Service (WLRCC) is one of the specialist services of Women and Girls Network. The WLRCC provides counselling and advocacy services to women who have experienced recent or historic sexual violence, including child sexual abuse, rape, prostitution, sexual assault, sexual harassment, gang related sexual violence, sexual bullying and sexual exploitation. The overall aim of the service is to promote, preserve and restore the mental health and well-being of women and girls who have experienced, or are at risk of, sexual violence, whilst working towards a society free of gendered violence. All services for individual women and girls are free at the point of contact and targeted to meet the needs of women with least access to them.

The main service is our Counselling Service, which offers variable contracts (15 sessions to one year) to women who have experienced sexual violence. Therapeutic interventions focus on direct management of trauma sequela

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and are individually determined, complex, multimodal and holistic. The therapeutic service is offered through WLRCC's qualified therapists and is spread across the six boroughs ranging from one day a week to three days a week. During 2020-21 we provided 2637 counselling sessions.

The percentage of women who showed an improvement at the end of counselling are:

- 77% improved in coping strategies and techniques
- 82% showing an improvement to their day to day functioning
- 65% improvement to subjective wellbeing.
- 48% were recorded as reporting an increase to their access to practical help and support as a result of accessing our services
- 77% of clients were reported as showing no risk around suicide at end of therapy
- 64% reported no risk around self-harm at end of therapy
- 82% reported no risk of harm from others at end of therapy

Prior to March 2020, the WLRCC counselling service was entirely face to face but following the national lockdown, the entire service was removed to an online and telephone basis temporarily. This has enabled us to develop an online therapy service that can be sustained alongside face to face work once it is safe and possible to resume on-site working in counselling later in 2021.

The West London Rape Crisis Centre successfully completed the National Service Standards assessment for Rape Crisis England & Wales in 2019/20 meeting all criteria for Full Membership of Rape Crisis England & Wales which is valid for three years. We have also been highlighted as a centre for good practice by Rape Crisis England and Wales.

Body Therapy

As part of the WGN model of integrated holistic services, clients are offered body therapy as a means to physical healing, to create healthier and more positive connections to the body, and to promote well-being and self-care.

Body therapies support recovery from physical injuries of assault (e.g. sexual abuse and rape) and improve body relationships, this is especially important for young women and treating trauma symptoms such as eating disorders and body dysmorphia.

Due to the pandemic, massage and in person body therapy sessions were not possible. To address this service gap, our primary body therapist undertook training in wellbeing coaching and as has designed and been delivering wellbeing sessions to women online. These have been focused on areas such as sleep disturbance, fitness goals, diet, stress and menopause. These have been highly welcomed by clients and will likely be maintained as part of our ongoing provision.

We have delivered 114 hours of well-being coaching in 2020-21.

Independent Sexual Violence Advocacy Service

The ISVA Service provides advocacy support to women aged 14 years and over in West London. The ISVA aims to:

- Improve the survivors' awareness of their rights;
- Increase their confidence in criminal justice process and involvement of any statutory agencies; and
- Increase their immediate and longer term safety.

As well as supporting clients outside of the criminal justice system, the ISVA has supported a number of clients within it. This has included complex casework in supporting a client to make a decision to report to the police, facilitating an initial report to the police, attending pre-court visits with clients ahead of a trial, attending trials at crown court, and supporting a client to make an application to the Criminal Injuries Compensation Authority (CICA). There has been an increase in the length of time women are staying in the service due to delays in the criminal justice system which has been exacerbated further with the Covid-19 pandemic. We continue to work

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collaboratively with legal agencies such as the Centre for Women's Justice, and legal representatives, to support women to make robust challenges of unjust negative decisions and poor practice, particularly in relation to the police.

The ISVA service supported 143 women on both a short and long term basis. ISVA clients reported an increase in emotional, physical and mental well-being after receiving ISVA support as well as in understanding their rights and choices.

During the pandemic, the ISVA service have still supported women and girls with face to face appointments where required either in the community, at court or police stations or in our offices.

The Dedicated London Sexual Violence Helpline

Women and Girls Network's dedicated Sexual Violence Helpline provides a safe, confidential and non-judgemental space for anyone in London who self identifies as a women and has experienced either recent or historic sexual violence. Women and girls who access the helpline can share their experiences and explore the impact of their experiences on their lives and journey to healing and recovery. The helpline is staffed by highly trained volunteers who provide trauma-informed and holistic responses to survivors, supporting them to understand, recognise and put strategies in place for dealing with the trauma they have experienced. The helpline provides both emotional and practical support which also includes information and support to access other services such as specialist counselling. The helpline offers additional avenues for accessing support for survivors, sometimes complementing existing systems of support survivors already have in place, but often being the sole source of support women will access, especially as it offers complete anonymity on the point of access for survivors if they wish for it. The helpline works in partnership with Women's Aid, Refuge, and RASASC to ensure the delivery of helpline services for survivors of VAWG, and sexual violence in particular.

In this reporting period the Pan London Sexual Violence Helpline responded to 1809 calls of which:

- 1347 calls were direct calls from survivors
- 462 calls were from professionals

Women and Girls Network Training

Women and Girls Network's training department delivers training courses that are accredited through the Open College Network (OCN). WGN's training is aimed at front line professionals working within the VAWG sector. The objectives of the training services are to validate learners' prior and current knowledge, as well as to provide opportunities to further enhance and develop awareness, knowledge and skills of learners.

In 2020-21 we delivered the following trainings.

Ascent 2nd Tier

Gender Responsive, Trauma Focus Approaches for Engaging Women Who Have Experienced Sexual Violence to 37 participants

Expert Led Seminars - Hidden Scars: Understanding the Traumatic and Psychological Impact of Harmful Practice and Child Sexual Exploitation: A Trauma Informed Approach was delivered to 35 participants

Expert Led Seminars - Dying to Live: Understanding and Working with Suicidality was delivered to 20 participants

Ascent Advice and Counselling

Counselling and Therapeutic Interventions for Working with Women Overcoming Experiences of Violence: an Intersectional and Feminist Approach. We delivered 12 days of accredited training and two days of assessments to 15 participants from a range of organisations from the voluntary and statutory sector, education and health.

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MOPAC CSE

Child Sexual Exploitation: A Trauma Focused Approach training to 159 multi-disciplinary professionals from statutory and voluntary sectors over 11 days.

"Thanks for a fantastic training course Anita. I learnt so much today and the pace was good. I can tell that you are absolutely passionate about what you do and you have my utmost respect for the work you do to help young women/people." (Delegate MOPAC CSE, 24 October 2020)

Angelou Project

Understanding the Impact of Harmful Practice & Child Sexual Exploitation delivered to 19 multi-disciplinary professionals from statutory and voluntary sector.

P&ACT Ending Harmful Practices

Ending Harmful Practices Training delivered to 42 participants.

"The key thing for me as someone who thought I had a good grasp on this subject is that I didn't completely. I have learned about widening my view, looking at the owner of the power as it may not be the obvious choice and also to question my assumptions. Thank you so much, this was so useful." (Delegate, P&ACT EHP, 1 December 2020)

Young Women's Advocacy Service:

The role of the Advocate is to support young women (11-25) who have been affected by/ or are at risk of sexual violence and/or sexual exploitation including young women who are gang associated/involved. The Advocate offers holistic wrap around 1-2-1 support, advice, workshops/support groups and schools/community based prevention work to young women. In addition, the Advocate delivers Professional Exchange Seminars to frontline staff in the West London Boroughs around an intersectional approach to responding to Young Survivors.

The service was heavily impacted by COVID-19, with school closures and inconsistency of government guidance the service began to delivery services remotely. This meant that 1:1 support was offered to Young Women via phone calls, text, email and video calls – this was inaccessible for many so the service provided limited face to face delivery for those with safeguarding or accessibility needs. The advocacy service saw an increase in vulnerabilities and safeguarding concerns – digital exclusion was highlighted. The team required significant equipment to engage with remote delivery.

Group work was delivered online, which increased engagement for those who were not previously able to attend in person – there was a demand to provide wellbeing focused spaces and this was responded to with the creation of a Well-being Club online. Schools work was most impacted as this was not able to go ahead and delivery focused on borough specific targeted support for Young Women.

The Young Women's Advocacy Service received a total of 206 referrals in this reporting year. Of these referrals:

- 138 Young Women received on-going advocacy support
- 25 Young Women received advice/ initial support/ consultation
- 13 accessed counselling support directly through the Empower Project and CouRAGEus

Young Women's Group work (Including assemblies delivered as part of London Councils delivery and Community Engagement Work):

- 120 attended targeted group programmes
- 1,138 attended VAWG and GBV awareness raising workshops
- 448 attended schools based interventions
- 30 attended Experts by Experience Training, engagement and social events

Training and Professional Exchanges

- 602 professionals were trained.

The issues covered included: Child Sexual Exploitation, CSE and the Modern Slavery Act, engaging young women, harmful practices- a trauma focused approach in working with young people, self-care and professional resilience in working with young people, trauma informed approaches in working with young people and working with young people and sexual violence.

We also continued to deliver workshops and school based group work through the Ascent Partnership Project led by Tender for Prevention work with a central focus on healthy relationships. The team deliver a whole schools approach, healthy relationships programmes and teacher training.

Further partnership work has been delivered through the P.E.A.C.E Project (Protecting, Empowering, Against Child Exploitation) which aims to address issues of both Child Sexual Exploitation and Child Criminal Exploitation across the borough of Hounslow by utilising a mixture of assertive outreach work, systemic family therapeutic intervention and a Contextual Safeguarding approach to safeguard young people from exploitation outside of the family home. The Young Women's Advocate delivers bespoke 'whole school' CSE/CCE related interventions.

CouRAGEus Project

CouRAGEus Specialist Counselling

- 32 Young People received specialist counselling with both short and longer term packages
- In total there were 89 specialist therapist support days

Advocacy

- 19 Young People received emotional and practical advocacy with the Young Women's Integrated Multiple Disadvantage Advocate
- 75% of clients report improved feelings of safety.
- 100% of clients report an increased range of self-care strategies and positive coping patterns
- 100% of clients report they feel empowered to self-advocate or access services.
- 75% of clients report an increased understanding of abuse and options to report.
- 100% of clients report improved support (for those experiencing multiple disadvantage and trauma.)
- Where additional support was required to enable access of the service, 100% of clients report this was offered and appropriate to their needs.

Community Engagement

- 1 resilience programme was delivered
- 974 Young people attended VAWG awareness raising workshops in person and online
- 87% of service users report an increased understanding of risk factors related to VAWG and able to identify risks in self and peers.
- 7 training sessions were delivered with 149 people attending
- 100% of professionals receiving awareness training report an increase in awareness of VAWG.

The Advice Service

Women and Girls Network's Ascent Advice service provides Freephone Advice Line, webchat and medium-long term 1-2-1 Casework and advocacy support services for women and girls age 14 or older in London.

Freephone Advice Line:

Women and Girls Network's Ascent Advice Hub provides free and confidential women-led, trauma-informed specialist information, advice and advocacy support to survivors of VAWG aged 14 or older and their supporters. WGN's Freephone Advice Line covers 17 London boroughs and provides women and girls with information about the options available to them.

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Specialist information is provided on a wide range of issues including:

- Personal safety
- Housing and homelessness (including access to refuge accommodation)
- Finances and welfare benefits
- No Recourse to Public Funds
- Legal options and processes (including legal protection remedies)
- Child contact related concerns
- Mental health and Emotional well-being

The Advice Line is also open for professionals to access advice, support and consultations on cases involving gender based violence.

1-2-1 Casework

The Advice service offers specialist face to face casework support for women and girls affected by VAWG. Casework support is offered in a number of south-west London boroughs including: Bromley, Croydon, Ealing, Wandsworth, Lewisham, Lambeth, Kingston and Richmond. Support is offered in a number of satellite venues across those boroughs. Face to face casework support is delivered from an intersectional framework within a wider social-justice agenda. Casework support offers women and girls a safe space where they can be themselves, safely explore their options and have their voices heard. Caseworkers offer intensive advocacy and support around a wide range of practical and emotional support needs related to VAWG.

Pan London Young Women Caseworker (YWC) the Pan London YWC supports young women and girls age 14 to 24 by creating a safe and respectful space where young women are supported to speak their mind without judgements and assumptions being made. The YWC supports young women to think about what they need or want support with and then will work together to make changes in their own lives, enhancing a positive view of self and encouraging the creation of new, positive connections.

During this delivery year the Advice Service has continued to see an increase in the number of women and professionals accessing support via the service.

The Advice Service has seen a change in the complexity of support needs women present with, with an increasing number of women presenting with multiple disadvantage and intersecting experiences of oppression. This often means that women present with a wide range of support needs, many of which may not be directly linked to VAWG but have a detrimental impact on their journey to safety and recovery.

The service has also seen an increase in the volume of women and girls looking to access crisis support, particularly around safe accommodation and mental health needs.

The Advice Service continued to raise the profile of the service across the boroughs it covers, with the service taking part in a wide range of community events and borough-based targeted outreach promotions across the 17 boroughs it covers. The service has continued to establish excellent referral pathways with a wide range of partner agencies, particularly targeting colleges, schools and youth services to increase access into support for young women and girls.

During the reporting period the Advice Service has:

- Provided advice, information and support to 2711 women, girls and professionals over the Freephone Advice Line and via email
- Supported 90 women and girls with 1-2-1 casework
- All of the women who accessed our services reported increased levels of safety and reduced levels of risk, with 95 per cent of women reporting that we have understood their needs and provided support that enabled change and had a positive impact on their lives.
- The Advice Service has also received highly positive feedback from stakeholders who commented on the high level of professionalism of the staff team and the truly client-led service we offer.

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In order to assess the service's impact on survivors, the Advice Service carries out a short beneficiary satisfaction questionnaire with each caller to the Advice Line, to assess whether the caller is satisfied with the information they have received and whether it made a difference to them, whether they are clear on their options/future steps, and their overall level of satisfaction from the service they have received from WGN. 97% of individuals accessing support from the Advice Line reported that they are either very satisfied or satisfied with the support they received from the service and 92% of women reported that they are clear on their options and that the advice made a difference to them.

The following outcomes through evaluations were reported by women who accessed Ascent Advice and Counselling services:

- 95% of women and girls reported reduced fear/ greater feelings of safety
- 92% of women and girls reported having improved self-esteem, motivation, confidence and are able to rebuild their lives, moving to independence

The Advice Service is in the process of developing a webchat support platform to be launched during the next delivery year. The webchat should create another avenue into support, particularly for young women and girls and women and girls who are not able to access a confidential space from which they can engage with support.

The Advice Service is also in the process of developing a housing guide for young women to address some of the increase in housing related support the service has seen over the last year.

The Angelou Project

The Angelou Partnership provides high quality services to survivors of VAWG across three west London boroughs – Hammersmith and Fulham, Westminster and Kensington and Chelsea. Alongside Women and Girls Network, the partnership includes a range of organisations; ADVANCE, Standing Together, Solace Women's Aid, Al Hasaniya, African Women's Care, Galop, Women's Trust and Hestia.

Through the partnership, Women and Girls Network are funded to provide an Independent Sexual Violence Advocacy service in Hammersmith and Fulham, a Young Women's Advocacy Service across the three boroughs and to increase our capacity to offer advice to women and girls through our existing Advice Service.

Through this project, we have increased capacity to support:

- 270 clients through the Advice Service
- 120 referrals to the ISVA service
- 90 clients through the Young Women's Advocacy Service

In this reporting period we received a total of 953 enquiries for support to the service of which:

- 483 were new referrals/one off advice directly to women and girls,
- 457 were for consultation and support sessions to professionals

The London Survivors Gateway

In 2017 the Women and Girls Network was chosen to lead on the implementation of a new sexual violence triage pilot in partnership with the 4 London Rape Crisis Centres, Galop and Survivors UK and supported by London Havens. This year has seen the introduction of Respond, who provide support to survivors with learning disabilities or autism, to the partnership. The primary funder is the Mayor's Office for Policing and Crime (MOPAC), with additional funding from the Ministry of Justice (MoJ) and London Havens. The London Survivors Gateway offers support to all victims and survivors of rape and sexual abuse aged 13+ to access specialist services in London. This includes a dedicated triage service (the 'Gateway') and ISVAs in each voluntary partnership agency who work with survivors who have experienced multiple disadvantage or chronic disempowerment.

Survivors who contact the triage Gateway service receive a unique service that is able to meet their needs, including:

- A comprehensive risk and needs assessment with a Navigator, which takes 40 minutes on average;

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- Multi-agency liaison if there are concerns around safety or well-being;
 - A referral service, with Navigators completing and sending referrals for other agencies on their behalf;
 - Specialist resources, including self-help guides, helpline information and other bespoke guidance and support
 - Transfer for a forensic medical examination if required.

The service received 2727 referrals in 2020-21, made 22,105 contacts with or on behalf of clients and made 1504 onward referrals.

The service was already working via telephone and so was more easily able to move to remote working.

Outcomes for clients who used this service were:

- 93% of clients report an increased awareness of sexual violence services in London.
- 95% of clients report they felt believed and understood.

The ISVA roles across the partnership provide long-term support to survivors of sexual violence who require more intensive casework and multi-agency support as a result of experiencing multiple disadvantage or chronic disempowerment. ISVAs across seven partnership agencies opened 269 new cases in 2020-21.

Outcomes for survivors who worked with these ISVAs across the partnership were:

- 69% of clients report improved feelings of safety.
- 80% of clients report an increased range of self-care strategies and positive coping patterns.
- 86% of clients report that they are better informed and empowered to act.
- 78% of clients report an increase in health and wellbeing
- 75% of clients pursuing criminal justice outcomes report that the ISVA helped improve their experience of this process

A comprehensive evaluation of this partnership project has been undertaken by MOPAC's Evidence and Insight Team and is now publically available.

FINANCIAL REVIEW

During the year WGN received income of £3,803,530 and incurred expenditure of £3,902,927 showing an overall deficit of £99,397. At 31 March 2021 general unrestricted reserves totalled £687,141 and restricted reserves were £78,852.

Reserves Policy

The trustees have examined WGN's reserves requirements, considering the main risks to the organisation and any reserves restrictions asserted by funding bodies. We have established a reserves policy for unrestricted funds that have not been designated, of between 3-6 months of the projected annual expenditure (not including payments made to partners). This budgeted expenditure for 2021/22 is £2,969,755, therefore the reserves target is between £742,439 and £1,484,878. The level of free general reserves not tied up in fixed assets at 31st March 2021 was £683,914.

Pay Policy

The trustees set the remuneration of the key management personnel by comparing job descriptions with similar roles in comparable organisations and other external data of its comparators.

Principal Funding Sources

During this period, WGN received funding from London Councils, The Mayors Office for Policing and Crime (MOPAC), Rape Crisis England & Wales, The London Boroughs of Hounslow, Hammersmith and Fulham, Westminster and Kensington and Chelsea, The Home Office, The Ministry of Justice, The Safer London

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Foundation/MOPAC, London Community Foundation, London Hostels Association, NHS England, Standing Together and London Havens.

The funding enabled WGN to continue delivering all its main services as well as developing new specialist and innovative services aimed at supporting women and girls who have experienced all forms of gendered violence.

During the year, WGN received an income of £3,763,856 and incurred an expenditure of £3,859,385 showing an overall surplus of £202,649 for the year. At 31 March 2020 general unrestricted reserves totalled £684,176 and restricted reserves were £180,718.

PLANS FOR FUTURE PERIODS

The key plans for 2021/22 financial year are:

- Fundraising for future sustainability of all commissions / funding streams coming to an end on 31/3/22
- To continue strengthening service users active participation in developing and shaping new and existing services through our Experts by Experience Groups
- To increase the capacity of the Sexual Violence Survivors Gateway for London alongside our partners.
- To improve our reach and impact with new and innovative training courses that are CPD accredited and linked to the National Occupational Standards (NOS)
- Continued development of web chat / online services
- To continue increasing the external profile of our work

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing Document

Women and Girls Network (WGN) was founded in 1987. On 1 April 2013 all the assets of the unincorporated association were transferred to the charitable company limited by guarantee. The charitable company is governed by its articles of association. The business of the charity is managed by a board of Trustees. The board consists of the named trustees (see page 1) and they will hold office until the first Board meeting of the following calendar year at which they may be re-elected. The Board must consist of no fewer than three and no more than ten elected Trustees. No person under the age of 18 may be appointed as a Trustee.

Recruitment and Appointment of Trustees

At the first calendar meeting of the Board held in every calendar year, one third of the trustees for the time being or if their number is not three or a multiple of three, then the number nearest one third shall retire from office. The Trustees to retire in every year shall be those who have been longest in office since their last election by the Trustees, but if between persons who become Trustees on the same day those to retire shall (unless they otherwise agree among themselves) be determined by lot. A retiring Trustee shall be eligible to be re-elected by the Trustees.

All appointments, retirements or removals of Trustees and Company Secretary (if appointed) must be notified to the Registrar of Companies.

The Board can appoint anyone as a Trustee to fill a vacancy in the membership of the Board. Such appointees may vote at meetings of the Board. They will hold office until the first Board meeting in the following calendar year where they may be elected by the Trustees.

The Board may meet, adjourn and run its meetings as it wishes, subject to the Articles of Association. Questions arising at any meeting must be decided by a majority of votes. Every Trustee has one vote including the Chair. The quorum necessary for business to be done at a Board meeting is a third of the Trustees subject to a minimum of three.

The Trustees seek to ensure that their membership reflects the diversity of London's population, especially encouraging representation of women from Black and Minority Ethnic communities and survivors of gendered

violence including ex-service users. An annual skills audit is undertaken and where skills deficits are identified, the Trustees actively seek to recruit new members with the appropriate business and clinical expertise.

Trustees Induction and Training

New Trustees are provided with an induction programme, to ensure that they have all the necessary information to understand their role and fulfil their legal responsibilities. Trustees are also given access to other internal/external trainings for example, on effective financial management.

Organisational Structure

The Board agrees and monitors the progress of the strategic plan, reviews financial and performance reports on WGN activities, and assesses key risks. Finance and HR sub-committees have been set up to meet to progress specific areas of management business and report back to the full Trustee meetings.

The Trustees devolve responsibility to the Senior Management Team (Clinical Director and Director of Operations and Development), who are supervised by the Chair of the Trustees for the implementation of the strategic vision, management of day to day operations, development of clinical and quality practice, and the support and supervision of all staff.

Remuneration of Key Management Personnel

The trustees set the remuneration of the key management personnel by comparing job descriptions with similar roles in comparable organisations and other external data of its comparators.

Risk Management

The major organisational risks to which the charity is exposed are added to our organisational risk register. These risks can be associated with the operational, reputational, financial and strategic elements of the organisation and for which a risk management strategy needs to be developed.

The risk register is reviewed and refreshed on a quarterly basis as part of an ongoing review process. The management of risk involves identifying risk, assessing risk, evaluating and implementing what action needs to be taken and reviewing and establishing a system of periodic monitoring and assessment. Risks are prioritised so that those with high significance and high probability receive primary attention. For other risks where there maybe high significance and low probability we ensure contingency plans are in place and with risks of low significance but high probability we work to improve internal control procedures.

Where major risks are identified, the trustees ensure that appropriate action is taken to ensure that these are mitigated. For each of the major risks identified, trustees consider any additional action that needs to be taken to mitigate the risk, either by lessening the likelihood of the event occurring, or lessening its impact if it does.

Risk management is an annual monitoring process but is supplemented by quarterly update reports for the Trustees and regular monitoring and management by the Directors.

The following risks were identified as key organisational risks during the reporting period:

Financial:

The vast majority of Women and Girls Network's funding still comes from 2 primary funders - London Councils and the Mayors Office for Policing and Crime. However, a large proportion of this funding is relatively long term enabling us to plan and ensure a level of sustainability. Furthermore, this funding is also supplemented through a number of other funding sources e.g. local authority and NHS funding.

Over the last eight years WGN has significantly expanded its partnership work and is both a part of and lead for numerous partnerships across London. A number of partnerships have been developed via the London Violence against Women and Girls (VAWG) Consortium and London Rape Crisis including the CouRAGEus Project and the London Survivors Gateway. These partnerships have enabled us to work alongside a broad range of organisations to deliver comprehensive, cost effective, high quality services across London as well as strengthen referral pathways, identify trends and emerging needs and to gather an excellent evidence base for our services.

WOMEN AND GIRLS NETWORK

TRUSTEES' ANNUAL REPORT (INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MARCH 2021

The partnerships have also raised the profile of the organisation and enabled us to establish good working relationships across London with local authorities and other key decision makers.

WGN has also been successful in developing a range of smaller, pilot projects and partnerships and offering external clinical supervision and bespoke training packages to a variety of recipients.

External Factors:

Over the last year the greatest impact on our client group, organisation and sector was that of the Covid-19 global pandemic. In March 2020, we went into a national lockdown which led to the organisation having to move our services rapidly to online provision and to equip and mobilise a staff team to work remotely to deliver these services. We also knew at this time that rates of violence and abuse would increase further towards women and children who would now find themselves isolated in their homes often with their perpetrators, putting them at increased risk. We also knew that public services were likely to divert their focus elsewhere which in turn would limit if not remove the safety mechanisms in place for many women at risk.

To minimise the impact of Covid-19 on the organisation and our clients, we immediately began to work collaboratively with partners and funders to ensure we were able to meet increased demand safely and appropriately. We also liaised closely with all our funders to agree alternative delivery plans and contract variations and to ensure that emergency contingency funds were made available for us to support clients as well as make the necessary adaptations to services. All our funders proved to be extremely supportive and adaptable and reassured us in terms of our funding. We also consistently followed Government requirements to minimise risks to clients and workers and reviewed this with each change that came in.

Despite further lockdowns and continued uncertainty, a significant proportion of our services went back to offering face to face support for example, our Independent Sexual Violence Advocates who were required to attend court with clients. As time went on, women also told us that accessing services online was not always safe or appropriate for them and that they needed to come out of the home environment so we have had to remain agile throughout to ensure we are offering women the support they require.

Throughout the pandemic we have regularly engaged with various sector wide meetings, meetings with funders and local authorities ensuring that dialogues and responses to the pandemic were centred around the women and girls we support and one that also acknowledged that black and minoritised communities were disproportionately being affected by the pandemic and existing inequalities were being further exacerbated. These meetings were crucial in ensuring the narrative had an intersectional lens and that where possible we could make the case for the appropriate allocation of funding and resources.

As a sector working in unprecedented times, the response and mobilisation of services was remarkable. However, it would be a huge oversight not to recognise the tremendous impact that working during the pandemic has had on sector workers including the team at WGN. Ensuring the health and wellbeing of our team has been of paramount importance to the organisation and a range of provisions and support were put in place to support the team during this time. This was extremely well received and continues to be offered.

More broadly, it continues to prove challenging to recruit staff with increasing numbers of individuals leaving the sector for higher wages and benefits in other sectors and areas of work. Individuals are also leaving London due to unaffordable living costs and conditions. This has only been further exacerbated by Brexit where sector workers have left the country or have lost their support networks (for example, for childcare) making their ability to work all the more difficult.

At the same time as women's organisations are trying to adapt to the changing funding landscape and reduced budgets, they are also constantly dealing with increased demand for services and referrals from statutory organisations such as NHS mental health services. The APPG report (Hawkins & Taylor, 2015) found that women's VAWG organisations were receiving increasing numbers of referrals from health and statutory agencies despite receiving no funding from them, in effect propping up health services that had been affected by cuts in government spending.

WOMEN AND GIRLS NETWORK

TRUSTEES' ANNUAL REPORT (INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MARCH 2021

There are also significant changes in the type of referrals to the service. We are seeing clients with more progressed clinical presentations and an increase in women considered at high risk. Women are presenting with more enduring clinical symptoms such as Complex Traumatic Disorder, severe depression, suicidal ideation and other forms of self harming behaviours. This is further compounded by clients' complex life stressors creating additional distress such as; problems with benefits, precarious immigration status and no recourse, and homelessness – ultimately factors that will put women at increased risk of violence and abuse.

REFERENCE AND ADMINISTRATIVE DETAILS

Charity registration number: 1150354

Company registration number: 08286856

*Registered office and
Operational address:* CAN Mezzanine
7-14 Great Dover Street
London
SE1 4YR

Directors and Trustees

The Board of trustees constitutes directors of the company for the purpose of company law and trustees for the purpose of charity law. The trustees serving during the year and since the year end were as follows:

Sabrina Qureshi	Chair
Donna Carty	Vice Chair
Rani Selvarajah	Treasurer
Sally Thomas	Secretary
Asma Bhol	
Katherine Taylor	
Aderonke Coote	
Vanessa Freeman	
Dr Sandra Gulyurtlu	
Runa Begum	

The trustees are elected at the Annual General Meeting. No trustee received any remuneration for services during the year, nor did they have any beneficial interest in any contract with the charity.

<i>Senior Management:</i>	Akima Thomas Gurpreet Virdee	Clinical Director Director of Operations and Development
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<i>Statutory Auditors:</i>	Chartered Accountants 8 Blackstock Mews London N4 2BT	Barcant Beardon Limited
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<i>Bankers</i>	HSBC 512 Brixton Road Brixton London SW9 8ER	Nationwide Building Society Kings Park Road Moulton Park Northampton NW3 6NW
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<i>Solicitors:</i>	Russell-Cooke Solicitors 2 Putney Hill Putney London SW15 6AB
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WOMEN AND GIRLS NETWORK

TRUSTEES' ANNUAL REPORT (INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MARCH 2021

Statement of Trustees Responsibilities

The Trustees, who are also the directors of Women and Girls Network for the purpose of company law, are responsible for preparing the Trustees' report and the accounts in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year that give a true and fair view of the state of the affairs of the charity as at the balance sheet date, and to record its incoming resources and the application of resources, including income and expenditure, for that year. In preparing those financial statements, Trustees are required to

- select suitable accounting policies and apply them consistently
- make judgements and estimates that are reasonable and prudent
- state whether applicable accounting standards have been followed subject to any material departures disclosed and explained in the financial statements, and
- prepare the financial statements on a going concern basis unless it is inappropriate to assume that the charity will continue on that basis.

The Trustees are responsible for maintaining adequate accounting records which disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Companies Act 2006. The Trustees are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website in accordance with legislation in the United Kingdom governing the preparation and dissemination of financial statements.

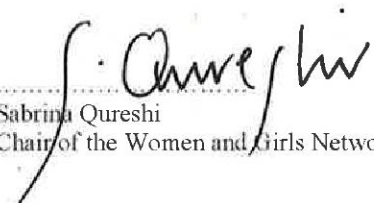
In accordance with company law, as the company's directors, we certify that, in so far as we are aware, there is no relevant audit information of which the company's auditors are unaware; and as the directors of the company we have taken all the steps that we ought to have taken in order to make ourselves aware of any relevant audit information and to establish that the charity's auditors are aware of that information.

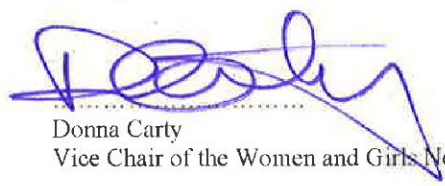
Public Benefit Statement

The trustees confirm that they have complied with the duty in section 4 of the Charities Act 2011 to have due regard to the Charity Commission's general guidance on public benefit, "Charities and public benefit".

These financial statements have been prepared in accordance with the Charities Statement of Recommended Practice (FRS102) and in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small entities.

This Report was approved by the Trustees on 28 January 2022 and signed on its behalf by:


Sabrina Qureshi
Chair of the Women and Girls Network


Donna Carty
Vice Chair of the Women and Girls Network

INDEPENDENT AUDITOR'S REPORT

TO THE MEMBERS OF

WOMEN AND GIRLS NETWORK

Opinion

We have audited the financial statements of Women and Girls Network for the year ended 31 March 2021 which comprise the Statement of Financial Activities, the Balance Sheet and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2021 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been properly prepared in accordance with the requirement 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 charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

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

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

Other information

The other information comprises the information included in the trustees' annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual 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. 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 themselves. 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.

Opinion 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 financial statements are prepared is consistent with the financial statements; and
- the directors' report has been prepared in accordance with applicable legal requirements.

INDEPENDENT AUDITOR'S REPORT

TO THE MEMBERS OF

WOMEN AND GIRLS NETWORK

Matters on which we are required to report by exception

In the light of our knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report.

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

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

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on page 17, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company'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 charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

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

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

- the engagement partner ensured that the audit team had the appropriate competence, capability and skill to identify and recognise any non-compliance with applicable laws and regulations;
- we identified such laws and regulations applicable from our discussions with trustees and other management and from our knowledge and experience of the sector;
- we focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the charitable company, including the Companies Act 2006, the Charities Act 2011 and the Charity SORP (FRS 102);
- we considered the provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which might be fundamental to the charitable company's ability to operate or to avoid a material penalty, including the General Data Protection Regulation (GDPR), Anti-fraud, bribery and corruption legislation, Taxation legislation and Employment legislation;
- we assessed the extent of compliance with laws and regulations identified above through making enquiries of management and inspecting legal correspondence; and
- identified laws and regulations were communicated within the audit team and the team remained alert to instances of non-compliance throughout the audit.

INDEPENDENT AUDITOR'S REPORT

TO THE MEMBERS OF

WOMEN AND GIRLS NETWORK

We assessed the susceptibility of the charitable company's financial statements to material misstatement, including obtaining an understanding of how fraud might occur by:

- making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud; and
- considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations.

To address the risk of fraud through management bias and override of controls, we:

- performed analytical procedures to identify any unusual or unexpected relationships;
- tested journal entries to identify unusual transactions;
- assessed whether judgements and assumptions made in determining the accounting estimates were indicative of potential bias; and
- investigated the rationale behind significant or unusual transactions.

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- agreeing financial statement disclosures to underlying supporting documents
- reading the minutes of meetings of those charged with governance; and
- enquiring of management as to actual and potential litigation and claims.

Owing to the inherent limitations of an audit, there is an unavoidable risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities is available on the Financial Reporting Council's website at: <https://www.frc.org.uk/Our-Work/Audit/Audit-and-assurance/Standards-and-guidance/Standards-and-guidance-for-auditors/Auditors-responsibilities-for-audit/Description-of-auditors-responsibilities-for-audit.aspx>. This description forms part of our auditor's report.

Use of our report

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



Mukesh Khatri
Senior Statutory Auditor

For and on behalf of
BARCANT BEARDON LIMITED
Chartered Accountants
and
Statutory Auditors

8 Blackstock Mews
Islington
London N4 2BT

31st January 2022

WOMEN AND GIRLS NETWORK

STATEMENT OF FINANCIAL ACTIVITIES (INCLUDING INCOME AND EXPENDITURE ACCOUNT)

FOR THE YEAR ENDED 31 MARCH 2021

Income and Expenditure Summary

	Notes	Restricted Funds	Unrestricted Funds	Total Funds 2021 £	Total Funds 2020 £
		£	£		
<i>Income and endowments from:</i>					
Donations and legacies	3	-	7,048	7,048	7,997
Charitable activities	4	3,709,329	86,692	3,796,021	3,067,516
Investments	5	-	461	461	1,431
Total income and endowments		<u>3,709,329</u>	<u>94,201</u>	<u>3,803,530</u>	<u>3,076,944</u>
<i>Expenditure on:</i>					
Costs of raising funds	6	18,983	-	18,983	21,394
Charitable activities	7	<u>3,792,504</u>	<u>91,440</u>	<u>3,883,944</u>	<u>2,852,405</u>
Total expenditure		<u>3,811,487</u>	<u>91,440</u>	<u>3,902,927</u>	<u>2,873,799</u>
Net income/(expenditure)		(102,158)	2,761	(99,397)	203,145
Transfers between funds	19	<u>292</u>	<u>(292)</u>	<u>-</u>	<u>-</u>
<i>Net movement in funds for the year</i>		<u>(101,866)</u>	<u>2,469</u>	<u>(99,397)</u>	<u>203,145</u>
<i>Reconciliation of funds</i>					
Total funds brought forward	19	<u>180,718</u>	<u>684,672</u>	<u>865,390</u>	<u>662,245</u>
Total funds carried forward	19	<u>78,852</u>	<u>687,141</u>	<u>765,993</u>	<u>865,390</u>

The statement of financial activities includes all gains and losses recognised during the year.

All income and expenditure derive from continuing activities.

WOMEN AND GIRLS NETWORK

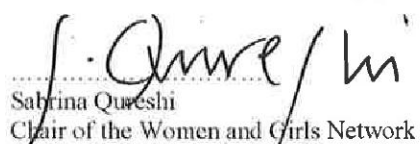
BALANCE SHEET

FOR THE YEAR ENDED 31 MARCH 2021

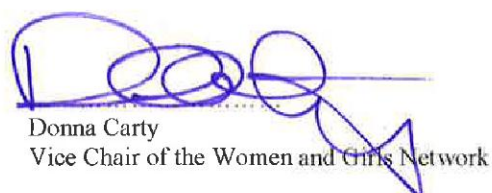
	Notes	2021 £	2020 £
<i>Fixed Assets</i>	14	3,227	5,323
<i>Current Assets</i>			
Debtors	16	593,450	910,499
Cash at bank and in hand		642,043	456,811
		1,235,493	1,367,310
<i>Creditors: Amounts falling due within one year</i>	17	(472,727)	(507,243)
<i>Net Current Assets</i>		762,766	860,067
<i>Net Assets</i>		765,993	865,390
<i>Funds</i>			
Restricted funds	19	78,852	180,718
Unrestricted funds			
- General funds	19	687,141	684,672
<i>Total funds</i>		765,993	865,390

These financial statements are prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

Signed on behalf of the board of trustees


Sabrina Qureshi
Chair of the Women and Girls Network

28 January 2022


Donna Carty
Vice Chair of the Women and Girls Network

The notes on page 25 - 35 form part of these financial statements.
Company Registration No. 08286856

WOMEN AND GIRLS NETWORK

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2021

	Notes	2021 £	2020 £
<i>Cash flow from operating activities</i>			
Net cash provided by operating activities	22	184,771	35,330
<i>Cash flow from investing activities</i>			
Interest income		461	1,431
Purchase of tangible fixed assets		-	(3,575)
Net cash (used in)/provided by investing activities		461	(2,144)
<i>Net increase in cash and cash equivalents in the year</i>		185,232	33,186
<i>Cash and cash equivalents at the beginning of the year</i>		456,811	423,625
<i>Cash and cash equivalents at the end of the year</i>		642,043	456,811
<i>Analysis of cash and cash equivalents</i>			
Cash in bank and in hand		642,043	456,811
<i>Cash and cash equivalents at the end of the year</i>	22.1	642,043	456,811

1 Accounting Policies

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

1.1 General information and basis of preparation

Women and Girls Network is a company limited by guarantee and has no share capital. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity. The registered office is 7 – 14 Great Dover Street, London SE1 4YR.

The charity constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland issued in October 2019, the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), the Charities Act 2011, the Companies Act 2006 and UK Generally Accepted Practice.

The financial statements are prepared on a going concern basis under the historic cost convention. The financial statements are prepared in sterling, which is the functional currency of the company. Monetary amounts in these financial statements are rounded to the nearest £.

1.2 Going Concern

At the time of approving the financial statements, the members of management committee have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the members of management committee continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable Funds

Unrestricted funds are available for use at the discretion of the members of management committee in furtherance of their charitable objectives unless the funds have been designated for other purposes. Designated funds have been set aside for specific purposes by the trustees. Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the accounts.

1.4 Incoming Resources

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Grant income is recognised when it is receivable. Training and counselling fees are brought into income when they are earned. Donations are accounted for when received.

Turnover is measured at the fair value of the consideration received or receivable and represents amounts receivable for goods and services provided in the normal course of business, net of discounts, VAT and other sales related taxes.

1.5 Resources Expended

Expenditure is accounted for on an accruals basis and is inclusive of the VAT attributable to that expense. An appropriate proportion of the salary charge is attributed to fund raising. Governance costs mainly

WOMEN AND GIRLS NETWORK

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2021

comprise audit and accountancy fees. Expenditure is allocated to funds directly or on the basis of staff time or usage.

1.6 *Tangible Fixed Assets*

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses. Tangible fixed assets are stated at cost less depreciation. Assets with an individual cost of less than £1,000 are written off in the year of purchase. Depreciation is provided at rates calculated to write off the cost less estimated residual value of each asset over its expected useful life, as follows:

Fixtures, fittings & equipment	25% per annum on cost
Computers	33% per annum on cost

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in net income/(expenditure) for the year.

1.7 *Impairment of Fixed Assets*

At each reporting end date, the charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1.8 *Cash and Cash Equivalents*

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.9 *Financial Instruments*

The charity has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

1.10 *Employee Benefits*

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received. Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.11 *Retirement Benefits*

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

2 *Critical Accounting Estimates and Judgements*

In the application of the charity's accounting policies, the members of management committee are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

WOMEN AND GIRLS NETWORK

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2021

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

3 Income from Donations and Legacies

	Unrestricted Funds 2021 £	Unrestricted Funds 2020 £
Donations and gifts	7,048	7,997

4 Income from Charitable Activities

Charitable Activities 2021	Grants 2021 £	Fees 2021 £	Total 2021 £	Total 2020 £
Fees	-	94,942	94,942	104,518
Performance related grants	3,701,079	-	3,701,079	2,962,998
	<u>3,701,079</u>	<u>94,942</u>	<u>3,796,021</u>	<u>3,067,516</u>
Charitable Activities 2020	Grants 2020 £	Fees 2020 £	Total 2020 £	Total 2019 £
Fees	-	104,518	104,518	108,151
Performance related grants	2,962,998	-	2,962,998	2,112,762
	<u>2,962,998</u>	<u>104,518</u>	<u>3,067,516</u>	<u>2,220,913</u>

4.1 Income from charitable activities was £3,796,021 (2020 - £3,067,516) of which £3,709,329 (2020 - £2,971,248) was attributable to restricted funds and £86,692 (2020 - £96,268) was attributable to unrestricted funds - general.

4.2 Performance related grants	2021 £	2020 £
London Councils	459,600	459,600
Home Office	35,000	35,000
National Lottery Community Fund (formerly Big Lottery Fund)	-	277,585
MOPAC	2,074,169	1,322,665
MOPAC funding through partners	258,279	111,020
Rape Support Fund	137,673	98,000
Advance	98,719	140,703
NHS England	547,512	494,613
Small grants	90,127	18,763
Other (Digital Transformation Fund)	-	5,049
	<u>3,701,079</u>	<u>2,962,998</u>

WOMEN AND GIRLS NETWORK

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2021

5 Income from Investments

	Unrestricted Funds 2021 £	Unrestricted Funds 2020 £
Interest receivable	461	1,431

6 Expenditure on Raising Funds

	2021 £	2020 £
Staff costs	18,983	21,394

6.1 Of the £18,983 expenditure in 2021 (2020 - £21,394), £18,983 (2020 - £21,394) was attributable to restricted funds and £nil (2020 - £nil) was attributable to unrestricted funds - general.

7 Analysis of Expenditure on Charitable Activities

	Direct Charitable Expenditure 2021 £	Direct Charitable Expenditure 2020 £
Staff costs	1,828,831	1,443,045
Direct charitable expenditure	1,801,410	1,205,785
	3,630,241	2,648,830
Share of support costs (see note 8)	242,018	191,945
Share of governance costs (see note 8)	11,685	11,630
	3,883,944	2,852,405

7.1 Of the £3,883,944 expenditure in 2021 (2020 - £2,852,405), £3,792,504 (2020 - £2,843,710) was attributable to restricted funds and £91,440 (2020 - £8,695) was attributable to unrestricted funds - general.

8 Analysis of Support and Governance Costs

	Basis of allocation	Support costs £	Governance costs £	Total 2021 £	Total 2020 £
Staff costs	Direct	123,491	-	123,491	80,729
Premises costs	Direct	10,806	-	10,806	15,577
Insurance	Direct	5,127	-	5,127	5,178
Office support & expenses	Direct	46,450	-	46,450	38,348
Financial & bookkeeping	Direct	48,173	-	48,173	38,299
Legal costs	Direct	5,110	-	5,110	9,077
Staff expenses & training	Direct	2,861	-	2,861	4,737
Audit fee	Governance	-	9,600	9,600	10,000
Sundry costs	Governance	-	2,085	2,085	1,630
		242,018	11,685	253,703	203,575

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NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2021

9	Net Income/(Expenditure) for the Year	2021	2020
		£	£
	<i>This is stated after charging:</i>		
	Auditor's remuneration	9,600	10,000

10 **Trustee Remuneration and Expenses**

The trustees were not paid any remuneration or received any other benefits during the year (2020 – nil).

No trustee (2020 – one) was reimbursed expenses reimbursed during the year (2020 - £576). Travel expenses amounting to £nil (2020 - £224) was incurred by the charity for no trustee (2020 – one trustee). Trustees meeting expenses amounted to £nil (2020 - £607) for the year.

No trustee or other person related to the charity had any personal interest in any contract or transaction entered into by the charity during the year (2020 – nil).

11	Analysis of Staff Costs	2021	2020
		£	£
	Wages and salaries	1,747,718	1,333,340
	Social security costs	158,026	116,886
	Pension costs	49,465	39,092
		1,955,209	1,489,318
	Agency and freelance staff	149,984	110,887
		2,105,193	1,600,205

11.1 The number of employees who received total employee benefits (excluding employers' pension contributions) of more than £60,000 is as follows:

	2021	2020
	Number	Number
£60,001 - £70,000	2	2

During the year pension contributions on behalf of these staff amounted to £3,339 (2020 - £3,726)

11.2 During the year the company paid £149,984 (2020 - £110,887) to independent third parties for the provision of staff.

11.3 The total amount of employee benefits received by key management personnel is £127,498 (2020 - £142,696). The company considers its key management personnel comprise its Senior Management Team.

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FOR THE YEAR ENDED 31 MARCH 2021

12 Staff Numbers

The average monthly head count was 70 staff (2020 - 55 staff) and the average monthly number of full-time equivalent employees (including casual and part time staff) during the year was as follows:

	2021 Number	2020 Number
Project management and staff	46	36
Administrative staff	7	4
	<u>53</u>	<u>40</u>

13 Taxation

As a charity, Women and Girls Network is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or s256 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects. No tax charges have arisen in the charity.

14 Fixed Assets

	Computers £
<i>Cost</i>	
At 1 April 2020	12,326
Additions	
At 31 March 2021	<u>12,326</u>
<i>Depreciation:</i>	
At 1 April 2020	7,003
Charge for the year	2,096
At 31 March 2021	<u>9,099</u>
<i>Net Book Value:</i>	
At 31 March 2021	<u>3,227</u>
At 1 April 2020	<u>5,323</u>

15 Financial Instruments

	2021 £	2020 £
<i>Carrying amount of financial assets</i>		
Debt instruments at amortised cost	<u>498,619</u>	<u>876,189</u>
<i>Carrying amount of financial liabilities</i>		
Measured at amortised cost	<u>436,075</u>	<u>443,329</u>

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FOR THE YEAR ENDED 31 MARCH 2021

16 Debtors	2021 £	2020 £
Operating debtors	532,965	873,001
Other debtors	3,188	3,188
Prepayments and accrued income	57,297	34,310
	<u>593,450</u>	<u>910,499</u>

17 Creditors: Amounts falling due within one year	2021 £	2020 £
Operating creditors	313,966	342,805
Taxation and social security	47,226	63,914
Other creditors	36,624	32,258
Accruals	74,911	68,266
	<u>472,727</u>	<u>507,243</u>

18 Retirement Benefit Scheme

The charity operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the charity in an independently administered fund.

The charge to the Statement of Financial Activities in respect of defined contribution scheme was £49,465 (2020 - £39,092).

19 Analysis of Charitable Funds

19.1 Unrestricted Funds – Current Year

	Balance 1 Apr 2020 £	Incoming Resources £	Outgoing Resources £	Transfers £	Balance 31 Mar 2021 £
General funds	<u>684,672</u>	<u>94,201</u>	<u>(91,440)</u>	<u>(292)</u>	<u>687,141</u>

Unrestricted Funds – Previous Year

	Balance 1 Apr 2019 £	Incoming Resources £	Outgoing Resources £	Transfers £	Balance 31 Mar 2020 £
General funds	<u>588,218</u>	<u>105,696</u>	<u>(8,695)</u>	<u>(547)</u>	<u>684,672</u>

Name of unrestricted fund

Description, nature and purposes of the fund

General funds

The “free reserves” after allowing for any designated funds.

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NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2021

19.2 Restricted Funds – Current Year

	Balance 1 Apr 2020 £	Incoming Resources £	Outgoing Resources £	Transfers £	Balance 31 Mar 2021 £
Ascent	-	459,600	(459,600)	-	-
Ascent Plus	5,314	178,293	(180,348)	-	3,259
Angelou	-	98,719	(98,719)	-	-
CouRAGEous	-	835,476	(835,768)	292	-
Rape Crisis Project	-	625,375	(625,375)	-	-
Home Office	-	35,000	(35,000)	-	-
National Lottery Community Fund	109,622	-	(109,622)	-	-
Gateway	-	750,991	(750,991)	-	-
Safer London	-	79,986	(79,986)	-	-
NHS England	43,616	547,512	(546,279)	-	44,849
London Hostels Association	14,887	26,000	(29,442)	-	11,445
Other	7,279	72,377	(60,357)	-	19,299
	<u>180,718</u>	<u>3,709,329</u>	<u>(3,811,487)</u>	<u>292</u>	<u>78,852</u>

Restricted Funds – Previous Year

	Balance 1 Apr 2019 £	Incoming Resources £	Outgoing Resources £	Transfers £	Balance 31 Mar 2020 £
Ascent	-	459,599	(459,599)	-	-
Ascent Plus	-	30,234	(24,920)	-	5,314
Angelou	-	117,703	(117,703)	-	-
CouRAGEous	-	181,957	(181,957)	-	-
Rape Crisis Project	-	518,702	(518,702)	-	-
Home Office	-	35,000	(35,000)	-	-
Family Support	-	50,000	(50,000)	-	-
National Lottery Community Fund (formerly Big Lottery Fund)	57,299	277,585	(225,262)	-	109,622
Gateway	-	670,006	(670,553)	547	-
Safer London	-	80,786	(80,786)	-	-
NHS England	-	494,613	(450,997)	-	43,616
Meeting Survivors Where They Are	-	23,000	(23,000)	-	-
London Hostels Association	-	15,000	(113)	-	14,887
Other	16,728	17,063	(26,512)	-	7,279
	<u>74,027</u>	<u>2,971,248</u>	<u>(2,865,104)</u>	<u>547</u>	<u>180,718</u>

19.3 Name of restricted fund

Description, nature and purposes of the fund

Ascent

These projects are funded by London Councils through various partnership agreements with other organisations as part of the London Violence Against Women and Girls Consortium. They comprise a dedicated sexual violence helpline, a prevention project, training, group work, counselling a specialist service on ending harmful practices and an advice service for women and girls who have experienced gendered violence.

Ascent Plus

Ascent Plus is additional funding into the Advice Service from the Mayor's Office for Policing and Crime (MOPAC).

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FOR THE YEAR ENDED 31 MARCH 2021

Angelou	The Angelou Partnership is a partnership of organisations supporting survivors of VAWG across 3 west London boroughs. Through the partnership, Women and Girls Network are funded to provide ISVA support, young women's advocacy and additional capacity on the Freephone Advice Line. We are also funded to support frontline practitioners through training and consultancy support.
CouRAGEous	CouRAGEous is a new pan London partnership project led by Women and Girls Network. The project provides specialist advocacy, counselling, and resilience and prevention programs for minoritised young women and girls experiencing gendered violence, mental health issues and/or multiple disadvantage.
Rape Crisis Project	The West London Rape Crisis Service (WLRCC) is one of the specialist services of Women and Girls Network and is funded by the MOPAC and the Ministry of Justice. The WLRCC provides counselling, group work, body therapies and advocacy services to women who have experienced recent or historic sexual violence, including child sexual abuse, rape, prostitution, sexual assault, sexual harassment, gang related sexual violence, sexual bullying and sexual exploitation.
Home Office	Young Women's Advocacy funded by the Home Office is to support young women (11 - 18 years) survivors or young women at risk of sexual violence and/or sexual exploitation including young women who are gang associated/involved. The Advocate offers 1-2-1 support, advice, workshops/support groups and schools/community based prevention work to young women. In addition the Advocate delivers Professional Exchange Seminars to frontline staff in the West London Boroughs around Girls and Gangs.
National Lottery Community Fund	The Indigo Project, funded by the National Lottery Community Fund is aimed at providing support to women and girls with mental health needs linked with multiple disadvantage and/or complex and high-risk needs primarily associated with experiences of gendered violence. The service delivers an integrated advocacy and counselling service offering holistic, person centred, individualised care pathways that are rooted in best practice, are trauma focused, multimodal interventions, and address multiple areas of disadvantage.
Gateway	London Survivors Gateway offers support to all victims and survivors of rape and sexual abuse aged 13+ to access specialist services in London. Women and Girls Network leads this service and works in partnership with key sexual violence providers in London.
Safer London	Safer London Partnership Project funded by MOPAC is aimed at supporting victims, primarily young women and girls who are involved in or at risk of gang involvement and/or at risk of sexual violence and exploitation, primarily within gangs. The project involves delivering one to one casework and advocacy, awareness raising activities, counselling and training for professionals.
NHS England	NHS England funding brings together the four London Rape Crisis Centres to deliver innovative services for female survivors of sexual violence (SV) London-wide. The project delivers a wraparound therapeutic provision for survivors engaged with the criminal justice system. An awareness raising community and professional development programme is aimed at prevention and upskilling staff on good practice working with SV.

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FOR THE YEAR ENDED 31 MARCH 2021

London Hostels Association Funding from the London Hostels Association supported additional capacity and development for the Advice Service.

19.4 The net transfer out of £292 from general funds represents overspends to the restricted funds, Courageous and Gateway.

20 Analysis of Net Assets between Funds – Current Year

	Restricted Funds 2021 £	Unrestricted Funds 2021 £	Total 2021 £
Tangible fixed assets	-	3,227	3,227
Cash at bank and in hand	78,852	563,191	642,043
Other net current assets/(liabilities)	-	120,723	120,723
	<u>78,852</u>	<u>687,141</u>	<u>765,993</u>

Analysis of Net Assets between Funds – Previous Year

	Restricted Funds 2020 £	Unrestricted Funds 2020 £	Total 2020 £
Tangible fixed assets	-	5,323	5,323
Cash at bank and in hand	180,718	276,093	456,811
Other net current assets/(liabilities)	-	403,256	403,256
	<u>180,718</u>	<u>684,672</u>	<u>865,390</u>

21 Operating Lease Commitments

At the reporting end date the charity had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2021 £	2020 £
Within one year	2,016	8,508
Between two and five years	1,008	2,052
	<u>3,024</u>	<u>10,560</u>

22 Reconciliation of Net Income to Net Cash Flow From Operating Activities

	2021 £	2020 £
Net income for the year	(99,397)	203,145
Adjustments for:		
Interest income	(461)	(1,431)
Depreciation	2,096	1,859
(Increase)/decrease in debtors	317,049	(421,857)
Increase/(decrease) in creditors	(34,516)	253,614
	<u>184,771</u>	<u>35,330</u>

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FOR THE YEAR ENDED 31 MARCH 2021

22.1 Analysis of Changes in Net Debt

	At 1 April 2020 £	Cash-flows £	At 31 March 2021 £
Cash in bank and in hand	<u>456,811</u>	<u>185,232</u>	<u>642,043</u>

23 Related Party Transactions

Aside from trustee remuneration and expenses disclosed in note 10, there are no related party transactions during the year (2020 - none).

