

IKWRO WOMEN'S RIGHTS ORGANISATION

England & Wales · Charity number 1151507

Details

Other names	IKWRO
Status	Registered
Legal form	Charitable company
Company number	08140751
Registered	2013-04-04
Register	View on the Charity Commission register

Contact

Address	Ikwo PO Box 82207 London EC1P 1GU
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Activities

Objects: A) TO ADVANCE THE EDUCATION AND TRAINING OF WOMEN AND GIRLS FROM THE MIDDLE EAST ESPECIALLY FROM IRAN, KURDISTAN, AFGHANISTAN, ARAB COUNTRIES AND TURKEY; AND THOSE WHO SPEAK FARSI, KURDISH, TURKISH AND ARABIC; B) TO PRESERVE AND PROTECT THE PHYSICAL AND MENTAL HEALTH OF WOMEN AND GIRLS FROM THE MIDDLE EAST ESPECIALLY FROM IRAN, KURDISTAN, AFGHANISTAN, ARAB COUNTRIES AND TURKEY; AND THOSE WHO SPEAK FARSI, KURDISH, TURKISH AND ARABIC; C) PROVISION OF FACILITIES FOR RECREATION OR OTHER LEISURE TIME OCCUPATION WITH THE OBJECT OF IMPROVING THE CONDITION OF LIFE OF THOSE WHO HAVE NEED OF SUCH FACILITIES BY REASON OF THEIR YOUTH, AGE, INFIRMITY, DISABLEMENT, FINANCIAL HARDSHIP AND OR SOCIAL OR ECONOMIC CIRCUMSTANCES.

Activities: to preserve Middle Eastern women's rights and equality, combat discrimination and tackle violence against women eg: 'honour' based violence, forced marriage, child marriage, female genital mutilation, domestic violence, and other forms of gender based violence. IKWRO is committed to women's equality, human rights and to empower women to access their rights and entitlements in the UK.

Classification

- **How:** Provides Services, Provides Advocacy/advice/information, Sponsors Or Undertakes Research
- **What:** Education/training, The Advancement Of Health Or Saving Of Lives, Other Charitable Purposes
- **Who:** People Of A Particular Ethnic Or Racial Origin

Geography

- Throughout England

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£1,543,362	£1,352,226	£1,020,728	28
2024-03-31	£1,237,622	£1,086,168	£829,592	23
2023-03-31	£1,167,995	£986,831	£678,137	24
2022-03-31	£941,442	£857,120	£496,972	23
2021-03-31	£1,072,352	£939,499	£412,650	24

Trustees

Name	Role	Appointed
Neda Fatemeh Barzegar-Befroei	Chair	2021-07-28
Aleisha Ebrahimi-Tsamis		2019-10-26
Dr Landan Hashemi		2023-07-19
Kulsoom Yusuf Pridmore		2019-12-09
Nadia Mardan Ali		2019-12-09
Payzee Mahmood		2026-01-26
SUSAN STEVENSON		2013-02-25

IKWRO WOMEN'S RIGHTS ORGANISATION

England & Wales - Charity number 1151507

Accounts

IKWRO - WOMEN'S RIGHTS ORGANISATION

REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025

CHARITY NO. 1151507

COMPANIES NO. 8140751

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Trustees and directors

Sue Stevenson (Vice Chair)
Aleisha Ebrahimi - Tsamis
Kulsoom Yusuf Pridmore
Nadia Mardan Ali
Dia Duygu Tuncer (Treasurer) (appointed 31.3.2025 resigned 18.7.2025)
Neda Fatemeh Barzegar-Befroei (Chair)
Dr Landan Hashemi
Anna Holland (resigned 8.8.2024)

Key management & personnel

Diana Nammi

Registered office:

Unit 3 Gateway Mews
Ringway
London
N11 2UT

Charity registration no.:

1151507

Company registration number

8140751

Auditors:

Christopher Michael Limited
Chartered Certified Accountants & Statutory Auditors
26 Station Road
New Barnet
Herts
EN5 1HT

Bankers:

Lloyds TSB
Co-operative

IKWRO-Women's Rights Organisation

Trustees' Annual Report

The Trustees are pleased to present their annual Directors' Report together with the financial statements of the charity for the year ending 31 March 2025.

The financial statement complies with IKWRO's constitution, the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association and the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) published in October 2019.

This report is divided into the following sections:

- Structure, Governance and Management
- Our five-year strategic goals 2024-2029
- Financial Review

STRUCTURE, GOVERNANCE AND MANAGEMENT

Organisational Structure

The IKWRO – Women's Rights Organisation is a registered charity that was established, initially as the Iranian and Kurdish Women's Rights Organisation, in August 2002. It was registered with the Charity Commission in 2004 (No. 1104550).

Since 9 July 2012, IKWRO Women's Rights Organisation (new name to reflect the fact that the Charity now serves a wider community of women) has become a company limited by guarantee (company number 8140751), and registered with Charity Commission on 04 April 2013 (No. 1151507).

Governance and Management

The governance of IKWRO is entrusted to the Board of Trustees ("the Board"), which currently consists of seven members who meet at least six times a year with the Executive Director of the Charity. At these meetings, the Board reviews the Charity's activities, finances and human resources and retains the following duties. To:

- Ensure that IKWRO fulfils its charitable objectives
- Determine IKWRO's overall strategic direction within resource limits
- Monitor the performance of the Executive Director and her team
- Review and ratify IKWRO's policies and procedures
- Promote and protect IKWRO's values, integrity and reputation
- Ensure high standards of governance that command the confidence of all of IKWRO's staff and stakeholders
- Exercise independent judgment, reasonable care, skill and diligence.

In addition to the Board meetings, there are several sub-committees of the Board of Trustees which hold meetings each month, or as and when required, to consider specific aspects of the Charity's activities or issues affecting the Charity e.g. finances, human resources, fundraising and business planning.

The day-to-day management of the organisation is delegated to the Chief Executive Officer of the Charity, Diana Nammi, who reports to the Trustees and who works within the policy and procedural framework of the Charity.

Recruitment and Appointment of Trustees

The Trustees who served during the year 2024-2025 are shown on page 1 of the accounts. In accordance with the Charity's constitution, Trustees are elected annually at the Annual General Meeting by the members of the Charity.

Trustees are appointed on a three-year term and are eligible for re-election at the Annual General Meeting.

Trustees are recruited through website advertisements. Personal recommendations are also used when specific skillsets are required. Candidates submit a written application in the first instance. A shortlist of candidates is selected for interview with present members of the Board of Trustees.

All new Trustees undergo an induction day with the Chief Executive Officer of the Charity and a training day on their role and responsibilities under Charity Law, typically through third-party organisations such as The National Council for Voluntary Organisations ("NCVO").

Furthermore, in order to ensure that the Trustees receive ongoing support and are best able to support the Charity's objectives, the Board will, where resources allow, enable a small number of Trustees to attend further training courses in relation to their role as Trustees.

Section 4 of the Charities Act 2011

The Trustees actively review guidance issued by the Charity commission as required by section 4 of the 2011 Charities Act, to ensure compliance with such guidance.

Risk management – Internal controls

The Trustees have overall responsibility for ensuring that the Charity has appropriate systems for internal controls.

They are responsible for monitoring the Charity's accounting records which disclose with reasonable accuracy at any time the financial position of the Charity and enables them to ensure that the financial statements follow best practice.

They are responsible for ensuring that the Charity safeguards its assets and therefore takes reasonable steps for the prevention and detection of fraud and other irregularities. The system of internal control is designed to provide reasonable but not absolute assurance against material misstatement or loss.

Related parties

None of the Trustees receive remuneration or other personal benefits in their capacity as Trustees of the Charity. Any connection between a Trustee of the Charity and organisations providing services to the Charity must be disclosed to the full Board of Trustees in the same way as any contractual relationship with a related party. In the current year no such related party transactions were reported.

ACTIVITIES AND ACHIEVEMENTS

IKWRO had a successful year in terms of achieving its aims and in safeguarding and empowering women and girls.

Refuge - A year on from opening IKWRO's second refuge named after Banaz, we have provided safe accommodation to seventeen women, sixteen of which had no recourse to public funds. In addition, we supported twenty-two survivors in our original refuge named after Heshu this year. In line with our aim to ensure inclusivity, we offered safe accommodation to two women with disability. We developed enhanced safety and needs plans with each refuge resident and provided emotional and practical support and referrals to help them secure immigration status and housing. We offered therapeutic activities and organised outings for the residents.

This year, we organised a three-day camping trip for the residents of both refuges. For most of our residents, this was their first-ever camping experience. There was much excitement from the start, in preparation, travelling together, playing music, and singing, collectively setting up the tents, building the campfire and cooking fresh food. The evenings were filled with singing, dancing, and sharing personal stories. During the days we played volleyball, walked in the fields and woods, and went to the beach. By the end of the trip, every woman had a smile on her face.

Counselling - IKWRO's specialist counselling service delivered individual therapy to 180 women in Farsi, Dari, Arabic, Kurdish, Pashto, Turkish and English, both online and in person. Funding came from eight projects: London Council, EHP Harmful Practices, MOPAC HP Pan London, Courageous, City project, H&F Refuge, GLA, and Floating Support Project. Challenges included the client's unresolved housing and immigration issues being a barrier to their feeling settled and able to engage with their therapy, and some were encouraged by social workers to engage in therapy before they felt ready. Clients' reflections on completing therapy included "*I feel hopeful about the future*" and "*I feel like a new woman*".

Advice and Advocacy - This year, IKWRO's Advice and Advocacy team of seven qualified IDVAs provided specialist support to 763 clients aged between 16 and 70 who faced "honour" based abuse, domestic abuse, sexual abuse, child abduction and stalking. The 'no recourse to public funds' policy and lack of access to suitable, safe housing continue to be very problematic. We have seen an increase in cases involving coercive controlling behaviour and in high-risk, complex cases requiring our specialist IDVA expertise. Our team carried out client-centred risk and needs assessments and safety planning and provided expert reports to the High Court. As well as working directly with women and girls, we supported professionals from statutory and voluntary organisations to better understand and help women overcome the barriers they face.

On client shared: "The support, the assurances, and the organised help I received were excellent and extremely helpful; especially at that time when I was at maximum vulnerability and reassured me that I am not alone."

MENA Women Survivors Monthly Focus Groups - IKWRO hosted a year-long series of monthly sessions attended by 150 women that provided a culturally sensitive, safe, and empowering environment with a trauma-informed approach for women to connect, heal, and build knowledge. The voices and lived experiences of participants were at the centre of every session. They addressed the key issues of harmful practices such as female genital mutilation (FGM), forced marriage, and so-called "honour"-based abuse; safety planning strategies for physical safety, emotional resilience, digital security, and emergency preparedness, within a culturally relevant context; gynaecological and reproductive health; and mental wellbeing. A strong, supportive network was developed, participants felt seen, heard, and respected and were connecting with local services, legal aid, and ongoing counselling, further extending the circle of care.

IDVA & Immigration Advisor - Our qualified IDVA & Immigration Advisor successfully submitted 61 MVDAC applications, all of which were granted, resulting in the clients obtaining Indefinite Leave to Remain. She also supported them in moving to safe accommodations and referred them to family solicitors.

Harmful Practices Project - This year, we supported 192 women across London, funded by London Councils and the Mayor's Office for Policing and Crime. We provided one-to-one advice, advocacy, and ran community workshops and focus groups. We partnered with organisations including La Fraternité Guinéenne and local Social Services to strengthen culturally sensitive support. Our multilingual team offered services in Arabic, Farsi, Kurdish, French, Dari, Turkish, and Pashto. To address the ongoing cost-of-living crisis, we built partnerships to secure emergency grants, food, and essentials for women with No Recourse to Public Funds. Our collaboration with the Feed London programme provided crucial support during school holidays.

CouRageUs Project - IKWRO supported 38 young women and girls under the age of 25 (6 of whom were aged 13 to 17) with intensive support. Eleven had 'no recourse to public funds'. They faced complex and dangerous situations involving honour-based abuse and other harmful practices. Abuse took the form of psychological, financial, physical, sexual, and increasingly, cyber abuse. In addition to offering emotional support, we helped find safe accommodation, secure financial aid, access to solicitors for injunction orders, child custody, divorce and accessing mental health services. We developed detailed safety plans, prioritising the client's autonomy. We also provided mobile phones and digital tools to ensure safe communication and ongoing contact. Every client reported feeling safer, more confident in recognising and addressing abuse, and empowered to seek help and advocate for themselves. Clients also noted increased awareness of self-care techniques and developed more positive coping strategies.

CASA Project - IKWRO is one of seven specialist partners delivering the CASA project, funded by the Mayor's Move-On Programme (MMOP). IKWRO has delivered tailored support to 16 women moving on from refuge accommodation after escaping domestic abuse. By providing customised support packages, IKWRO has achieved the goal of enabling survivors and their children to live safe, fulfilling, and sustainable lives. This has involved undertaking risk assessments, safety planning, tenancy sustainment, and additional services such as budgeting, debt management, employment support, training, mental and physical health care, and assistance with accessing education and community resources. Clients with higher needs related to disabilities or mental health conditions were met. Clients have a noticeable increase in independence; several have started training programs and ESOL classes, which are helping them build new skills and confidence, and some have secured employment, marking a significant milestone in their journey towards self-sufficiency.

NRPF GLA Spousal Visa Project - IKWRO is a partner in this successful pan-London project involving nine organisations, led by AWRC and funded by MOPAC. IKWRO helped 32 women with 'no recourse to public funds' (NRPF) and their children this year with securing access to safe accommodation, and we provided them with floating support. We also accessed crisis funding for two women with financial hardship and secured 8 of the women access to counselling.

Volunteer Programme - IKWRO helped deliver the Volunteer Development Programme, funded by Propel funding, to empower 16 women from Middle Eastern, North African and Afghan communities with the skills and confidence needed to thrive in the charity and non-profit sector. IKWRO provided placements with structured training and mentorship in multiple languages. Women were offered roles aligned with their interests in event coordination, administrative support, youth engagement, and social media management providing practical experience and professional connections. The final phase focused on career planning, offering tailored support with CV writing, interview skills, and accessing further education or employment in the charity sector. The program had a significant impact: many participants reported increased confidence, stronger English skills, and a greater sense of purpose. Several women went on to secure paid roles in community organisations or launched their own initiatives. By investing in the talents of MENA women, the program not only enhanced individual lives but also strengthened local charities with new voices, perspectives, and leadership.

Empowering Single Mothers Project - IKWRO collaborated on this pilot project with Turn 2 Us to empower 30 single mothers to transform their lives through education and support. Each mother was given £4,500 of life-changing funding designed to break down barriers to personal and professional development to cover tuition fees, further education, vocational training, and specialised courses such as driving lessons that aligned with each mother's individual goals and aspirations, opening doors to new career paths and increased earning potential. The project also funded mental health workshops, confidence-building sessions, and much-needed holidays for reflection, self-care, and bonding with their children. Each participant was paired with a mentor,

offering guidance and encouragement. Many of the mothers have since secured employment, started businesses, or continued to higher education. They report increased confidence, financial independence, and renewed hope for the future—for themselves and their children. This project is a powerful reminder that when we invest in women, we invest in families and communities.

Women's Health Community Fund Project - This project focused on educating Middle Eastern and North African (MENA) women about gynaecological health to promote overall well-being, reduce health disparities, and empower women to take control of their bodies. In many MENA cultures, topics related to reproductive and sexual health are considered taboo, leading to silence, stigma, and misinformation. As a result, many women may lack basic knowledge about menstrual health, contraception, fertility, sexually transmitted infections (STIs), and early signs of conditions such as cervical cancer or endometriosis. Preventable health issues can go undiagnosed or untreated, sometimes with serious consequences, and a woman's ability to make informed reproductive choices can be restricted. When women are equipped with knowledge, they become advocates for their families and communities. IKWRO created material in various languages, Arabic, Farsi, Hindi, Urdu, and Pashto, which we provided to all clients. Training was provided to over 100 service users in groups to raise awareness and give a safe space to discuss these issues and talk openly about women's health.

Measuring What Matters Programme - IKWRO was selected by Advice UK to participate in this three-year programme funded by City Bridge Trust's The Cornerstone Fund, to learn and apply the Whole Community Whole Person approach. Emphasising client-centred outcomes, encouraging shared value across clients, funders, and organisations, it shifts focus from reporting to learning. We took part in monthly online sessions and in-person forums, received one-to-one leadership coaching, and had opportunities to engage directly with funders. As a result, IKWRO developed a referral partnership with Youth Legal and began cross-training staff. We also applied client mapping to our advice work, documenting every step of our clients' experience, from initial contact through to resolution, revealing the complexity of our work and highlighting delays caused by external agencies.

Training - IKWRO's expert trainers delivered targeted training on harmful practices including honour-based abuse, FGM, child marriage and the dynamics of healthy and unhealthy relationships engaging 777 professionals and 457 school-aged children. These sessions aimed to raise awareness, build capacity, and promote early intervention in preventing abuse and exploitation. We also collaborated on awareness raising projects in partnership with several organisations including Barnados and Ascent.

For professionals—including teachers, healthcare workers, social workers, and law enforcement—training focused on identifying signs of harmful practices such as child marriage, female genital mutilation (FGM), honour-based abuse and gender-based violence. Participants were equipped with tools to respond sensitively and effectively, ensuring safeguarding procedures are followed and referrals made when necessary. The sessions emphasised trauma-informed approaches and encouraged multi-agency collaboration to better protect at-risk individuals. Feedback from participants highlighted increased confidence in addressing sensitive issues and greater understanding of their roles in safeguarding.

Age-appropriate workshops were held in schools to educate children and adolescents about the characteristics of healthy and unhealthy relationships. Topics included consent, respect, peer pressure, boundaries, and how to seek help if they feel unsafe. The sessions were interactive and culturally sensitive, ensuring that children felt safe to engage and ask questions.

The initiative has strengthened community resilience by empowering professionals and young people with knowledge and tools to challenge harmful practices and foster safe, respectful relationships. Continued follow-up and refresher sessions are planned to ensure lasting impact.

Research - IKWRO participated in research by London's Victims' Commissioner on stalking, ensuring that the perspectives of MENA communities' experience are represented.

Sharing IKWRO's expertise - During the 16 days of activism in November 2024 IKWRO presented to the visiting Jordanian Public Security Directorate, sharing our expertise and practices to safeguard women's rights and tackle "honour" based abuse.

Also in November 2024, IKWRO was delighted, at the invitation of Children and Families Across Borders (CFAB), to meet with representatives of Mawaddah a charity based in Saudi Arabia, to share our expertise on delivering services and running refuges. The charity were effusive about the experience and the learning that they took away and will apply to their own work with women at risk of honour based abuse and domestic abuse in Saudi Arabia.

In January 2025, the Rape and Serious Sexual Offences Crown Prosecution Services team invited IKWRO to present on how we support women from MENA communities and on the victim's perspective during the prosecution process up to trial. We highlighted both positive and negative examples of communication and support for victims.

Campaigns - This year brought continued growth, impact, and bold advocacy tackling 'honour'-based abuse (HBA) and harmful practices, uplifting survivor voices, raising awareness, and influencing policy. A key milestone was our Empowering Voices Against Honour-Based Abuse Conference in collaboration with City University in October, which brought together survivors, professionals, and advocates to challenge stigma, discuss the distinction between "honour" based abuse and domestic violence, call for a legal definition of HBA and drive systemic change.

Our advocacy extended nationally at the CPS Multi-Agency Conference on HBA in Birmingham, and panels hosted by Brides Do Good, BBC, Metro and VAWG sector partners, and, as well as internationally with keynote speeches at high-profile events including a United Nations General Assembly side event in New York. IKWRO was also represented at key events including the Home Office reception with the Rt Hon Yvette Cooper MP and at parliamentary launches. Another highlight was the launch of IKWRO's monthly podcast in September; a powerful platform to amplify survivor stories, raise awareness, and break the silence around HBA. Along with IKWRO's compelling social media campaigns and bi-monthly newsletter, we ensured our supporters and stakeholders remain informed and engaged.

We collaborated on research, supported survivor-led initiatives, and campaigned across key dates such as the 16 Days of Activism. We deepened our engagement with the VAWG sector through regular participation in coalition meetings, and events hosted by organisations including Women's Aid, EVAW. We participated in the H.O.P.E. Leadership Programme, alongside 26 other emerging Black and racialised leaders as well as in TEDxLondon's Democracy Bootcamp and worked with Media Trust.

The **True Honour Awards 2025** celebrated courageous individuals and changemakers including Nour Norris and Shana Begum.

OUR FIVE-YEAR STRATEGIC GOALS 2023 – 2028

The political and economic environment in the UK has become a struggle for small charitable organisations due to cost of living, and changes post Covid 19 pandemic. Although Brexit was the end of EU funding opportunity for IKWRO but managed to find other sources of UK to replace this funding gap in line with its Ethical Fundraising policy.

Funding for the year 2025/2026 has been secured for IKWRO's core activities and the primary aim of IKWRO is to further develop the provision of welfare services for our target groups.

Overall, IKWRO's goals are the following:

1. Continuing to deliver high quality and direct services for women and girls who have suffered or are at risk of suffering, inter alia, "honour" based violence, forced marriage, child marriage, female genital mutilation and domestic violence and securing funding to maintain and develop the same.
2. Becoming the leading source of knowledge and training on culture-specific gender -based violence in the UK for academics, legal professionals, and public bodies such as the police, social services and Educational institutions.
3. Continuing to influence public opinion to raise awareness of the issues identified by the Charity in its mission and increasing the level of engagement of the public with these issues.
4. Lobbying the government and its policy makers for better laws and their implementation as well as the dedication of appropriate resources to the tackling the issues identified by the Charity.
5. Raising funding, through public bodies and private bodies and individuals, to support existing activities and growth plans. In particular IKWRO plans to expand its sources of funding to include more funding from the private sector and the public at large alongside that of its existing funders and sources of funding to replace the funding received as a member of the European Union.
6. Investing in its people, systems and operation to ensure that they effectively support the Charity's activities and development.
7. Improve the website, branding and communications strategy to support the Charity in its mission.

FINANCIAL REVIEW

Pay policy for senior staff

The Board of Trustees considers the charity's Senior Management Team to comprise the key management personnel responsible for directing, controlling, and overseeing the day-to-day operation of the charity.

No member of the Board of Trustees received any remuneration during the year. The only director in receipt of remuneration was Diana Nammi, in her capacity as Chief Executive Officer, and this is fully disclosed in the financial statements.

The remuneration of the Chief Executive Officer and other senior staff is reviewed annually by the Board of Trustees. Salary levels are benchmarked against comparable roles within the voluntary and public sectors and are normally adjusted in line with Local Authority pay scales, taking into account the charity's financial position and performance.

The Trustees are committed to ensuring that pay levels are fair, transparent, and proportionate to the responsibilities carried by senior staff, while recognising the need to attract and retain individuals with the skills and experience required to deliver the charity's objectives effectively.

Review of the financial activities

During 2024/25, the charity experienced a significant increase in activity across its core services. The total income for the year amounted to £1,543,362, (2024: £1,237,622), with total expenditure amounting to £1,352,226, (2024: £1,086,168), leaving a surplus in the year of £191,136, (2024: £151,454). This represents a 20% increase in both income and expenditure compared with the previous financial year. This growth reflects the continuing rise in demand for our advice, advocacy, counselling, refuge, and floating support services.

At the end of the financial year, the charity held total funds of £1,020,728, (2024: £829,592). of this which, £144,194, (2024: £75,417) represents the unexpended balance of restricted funds, which are held for specific purposes and will be utilised in the next financial year. The remaining balance of £857,356, (2024: £750,075) comprises unrestricted funds, available for the general purposes of the charity. These unrestricted funds are allocated as follows:

- Fixed assets: £19,178
- Running cost reserves: £600,000
- Refuge running cost reserves: £200,000
- General reserves: £57,356

The increase in both income and expenditure demonstrates the charity's continued success in securing funding to meet rising service demand, alongside prudent financial management to ensure sustainability.

Reserves policy and going concern

The Board of Trustees has reviewed the charity's reserves requirements considering its key financial and operational risks. The Trustees have agreed a reserves policy to ensure sufficient unrestricted funds are held to safeguard the organisation's ability to meet its ongoing commitments and to respond to unforeseen events.

It is the policy of the charity to maintain unrestricted reserves, excluding tangible fixed assets, sufficient to cover between three and six months of operating expenditure. This level is considered appropriate to protect the charity against fluctuations in income and to ensure the continuity of essential services.

In accordance with this policy and Charity Commission guidance, the charity has established a designated "running costs" reserve.

As at 1 April 2025, the charity's reserves stood at £1,020,728. Of these £600,000 are allocated to running cost reserves and £200,000 to the refuge cost reserves. Although this level of reserves does not yet represent the upper target of six months operating cost, the Trustees are satisfied that it adequately covers three to six months of committed expenditure.

The Trustees remain committed to reviewing the reserves position annually and, where possible, transferring additional funds to strengthen reserves to the recommended level. Based on the current financial position, income projections, and confirmed grant funding, the Board is confident that the charity remains a going concern for the foreseeable future.

Statement of Trustees' responsibilities

The Trustees (who are also directors of IKWRO – Women's Rights Organisation for the purposes 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, which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the 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;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

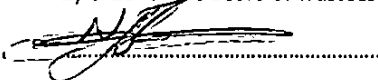
The Trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding 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 auditor is unaware; and
- the Trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is 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.

By order of the Board of Trustees



Neda Barzegar

Date: 5 November 2025

Chair, Board of Trustees

IKWRO - WOMEN'S RIGHTS ORGANISATION

Independent Auditor's Report to the Trustees of IKWRO-WOMEN'S RIGHTS ORGANISATION

Opinion on financial statements

We have audited the financial statements of IKWRO-Women's Rights Organisation for the year ended 31 March 2025 on pages 15 to 26. The financial reporting framework that has been applied in their preparation is applicable law, and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

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.

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 the United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis of 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

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or the charitable company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

Other Information

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

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

We have nothing to report in this regard.

Opinion on other matter prescribed by the Companies Act 2006

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

- the information given in the trustees' report for the financial year for which the financial statements are prepared is consistent with the financial statements; and

IKWRO - WOMEN'S RIGHTS ORGANISATION

Independent Auditor's Report to the Trustees of IKWRO-WOMEN'S RIGHTS ORGANISATION

- 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 trustee's 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 directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement, 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 to irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

To identify risks of material misstatements due to fraud ("fraud risks") we assessed events or conditions that indicate an incentive or pressure to commit fraud or provide the opportunity to commit fraud. Our risk assessment procedures included:

*Enquiring with Trustees and management and inspection of policy documentation as to IKWRO-womens rights organisations policies and procedures to prevent fraud and detect fraud that apply to this company as well as Enquiring whether the Trustees and management have knowledge of any actual suspected or alleged fraud.

Audit procedures performed by the engagement team included:

*Discussions with management and assessment of known or suspected instances of non compliance with laws and regulations and fraud:

*Assessments of identified fraud factors:

*Challenging assumptions and judgements made by management in its significant accounting estimates:

*Using analytical review procedures to identify unusual or unexpected relationships:

*Confirmation of related parties with management, and review of transactions throughout the period to identify previously undisclosed transactions with related parties outside the normal course of business:

*Reading minutes of meetings of those charged with governance:

*Review of significant and unusual transactions and evaluation of the underlying financial rationale supporting the transactions:

*Identifying and testing journal entries, in particular any manual entries made at the year end for financial statement presentation.

*identifying and responding to risks of material misstatement due to non compliance with laws and regulations.

We communicated identified fraud risks throughout the audit team and remained alert to any indications of fraud throughout the audit

As required by auditing standards, taking into account possible pressures to meet profit targets, we perform procedures to address risks of management override of controls and the risk of fraudulent revenue recognition, including: the risk that revenue is recorded in the wrong period and the risk that management may be in a position to make inappropriate accounting entries.

We did not identify any additional fraud risks.

We identified areas of laws and regulations that could reasonably be expected to have a material effect on the financial statements from our general commercial and sector experience and through discussion with Trustees and management (as required by auditing standards) and discussed with Trustees and management the policies and procedures regarding compliance with laws and regulations.

Firstly, the company is subject to laws and regulations that directly affect the financial statements including financial reporting legislation, (including related companies legislation), distributable profits legislation and taxation legislation and we assessed the extent of compliance with these laws and regulations as part of our procedures on related financial statement items.

Secondly, the company is subject to many other laws and regulations where the consequences of non compliance have a material effect on the amounts or disclosures in the financial statements, for instance through the imposition of fines or litigation. We identified the following areas as those most likely to have such effect: health and safety, anti-bribery, general data protection, employment law, and certain aspects of company legislation, recognising the nature of the company's activities. Auditing standards limit the required audit procedures to identify non compliance with these laws and regulations to enquire of the Trustees inspection of regulatory and legal correspondence, if any. Therefore, if a breach of operational regulations is not disclosed to us or evident from relevant correspondence, an audit will not detect that breach.

Context of ability of the audit to detect fraud or breached of law or regulation

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. For example, the further removed non-compliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely inherently limited procedures required by auditing standards would identify it.

In addition, as with any audit, there remained a higher risk of non-detection of fraud, as these may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls. Our audit procedures are designed to detect material misstatement. We are not responsible for preventing non compliance or fraud and cannot be expected to detect non-compliance with all laws and regulation. As part of an audit in accordance with ISAs (UK), we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

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

IKWRO - WOMEN'S RIGHTS ORGANISATION

Independent Auditor's Report to the Trustees of IKWRO-WOMEN'S RIGHTS ORGANISATION

· Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

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

A further description of our responsibilities for audit of the financial statements is located on the Financial reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This descriptions forms part of our Report of the Auditors.

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

M Michael

Michalis Michael, Senior Statutory Auditor

for and on behalf of Christopher Michael Ltd, Chartered Certified Accountants & Statutory Auditors

26 Station Road, New Barnet, Herts EN5 1QW

Date: *6 November 2025*

IKWRO - WOMEN'S RIGHTS ORGANISATION
Statement of financial activities
for the year ended 31 March 2025

	<u>Notes</u>	<u>Restricted Funds</u> £	<u>Unrestricted/ Designated Funds</u> £	<u>Total 2024/25</u> £	<u>Total 2023/24</u> £
Income:					
Donations and restricted grants	3	1,257,540	9,595	1,267,135	1,092,641
<i>Income from other charitable activities</i>					
Fundraising & other income	4	-	9,868	9,868	3,745
Refuge Services			265,525	265,525	140,648
Investment/Interest income		-	834	834	588
Total income		<u>1,257,540</u>	<u>285,822</u>	<u>1,543,362</u>	<u>1,237,622</u>
Expenditure					
<i>Expenditure on charitable activities:</i>					
Direct Charitable expenditure	5	1,158,858	163,463	1,322,322	1,057,181
Refuge Services	5		-	-	67
Management and administration (raising funds)	6	29,904		29,904	28,919
Total expenditure		<u>1,188,763</u>	<u>163,463</u>	<u>1,352,226</u>	<u>1,086,167</u>
Net income/(expenditure) and net movements in funds before gains and losses on investments		68,778	122,358	191,136	151,454
Inter-fund transfer					
Total funds brought forward		75,417	754,174	829,591	678,137
Total funds carried forward		<u>144,195</u>	<u>876,532</u>	<u>1,020,727</u>	<u>829,591</u>

The statement of financial activities includes all gains and losses in the year. All incoming resources and resources expended derive from continuing activities.

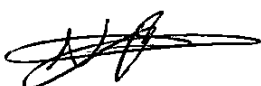
The statement of financial activities also complies with the requirements for an income and expenditure account under the Company.

IKWRO - WOMEN'S RIGHTS ORGANISATION
BALANCE SHEET
AS AT 31 MARCH 2025

	<u>Notes</u>	<u>2024/25</u>		<u>2023/24</u>	
		£	£	£	£
Fixed Assets					
Tangible fixed assets	12		19,177		4,100
Total fixed assets			<u>19,177</u>		<u>4,100</u>
Current Assets					
Debtors	13	296,046		272,916	
Cash at bank and in hand		<u>753,737</u>		<u>579,343</u>	
Total current assets		1,049,782		852,259	
Creditors: amounts falling due within one year	14	<u>(48,231)</u>		<u>(26,767)</u>	
Net current assets			<u>1,001,551</u>		<u>825,492</u>
NET ASSETS			<u>1,020,728</u>		<u>829,592</u>
The funds of the Charity:					
Restricted income funds:	17	144,194		75,417	
Unrestricted/Designated income funds:	17	<u>876,534</u>		<u>754,175</u>	
TOTAL CHARITY FUNDS			<u>1,020,728</u>		<u>829,592</u>

The financial statements were approved and authorised for issue by the Board on 5 November 2025

Signed on behalf of the board of Trustees



Neda Barzegar
Chair, Board of Trustees
Date 5 November 2025

Company Registration No.08140751

IKWRO - WOMEN'S RIGHTS ORGANISATION
Statement of cash flows
AS AT 31 MARCH 2025

	2024/25	2023/24
	Total Funds £	Prior year Funds £
Cash flows from operating activities:		
Net cash provided by (used in) operating activities	197,790	82,573
Cash flows from investing activities		
Dividends, interest and rents from investments	(834)	(588)
Purchase of tangible fixed assets	(22,562)	(2,552)
Net cash provided by / (used in) investing activities	174,393	79,433
Change in cash and cash equivalents in the reporting period	174,394	79,434
Cash and cash equivalents at the beginning of the reporting period	579,343	499,909
Cash and cash equivalents at the end of the reporting period	753,737	579,343
Reconciliation of net movement in funds to net cash flow from operating activities		
Net movement in funds for the reporting period (as per the SOFA)	191,136	151,454
Adjustments for:		
Depreciation charges	7,484	7,793
Dividends, interest and rents from investments	834	588
(Increase)/decrease in debtors	(23,130)	(53,049)
Increase(decrease) in creditors	21,464	(24,213)
Net cash provided by (used in) operating activities	197,790	82,573
Analysis of cash and cash equivalents		
Cash in hand	753,737	579,343
Total cash and cash equivalents	753,737	579,343

Summary of Significant accounting policies

General information and basis of preparation

IKWRO is a company incorporated in England & Wales and is 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 a maximum of £10 per member of the charity. The registered address is given in the charity information on page 1 of these financial statements. The nature of the charity's operations and principle activities are safeguarding and empowering women and girls.

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

The financial statements are prepared on a going concern basis under the historical cost convention, modified to include certain items at fair value. The financial statements are presented in sterling which is the functional currency of the charity and rounded to the nearest £1.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

Reconciliation with previous GAAP

In preparing the accounts the trustees have considered whether in applying the accounting policies required by FRS 102 and the Charities SORP FRS 102, the reinstatement of comparative item was required.

At the date of transition no other restatements were required.

Incoming resources

Income (including income from government and other grants) is recognised when the charity has entitlement to the funds, any performance conditions attached to the items of income have been met, it is probable that the income will be received and the amount can be measured reliably.

Interest and investment income receivable

Interest on funds held on deposit and income from investments held is included when receivable and the amount can be measured reliably by the charity.

Fund accounting

Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for particular purposes. The cost of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Endowment funds represent those assets which must be held permanently by the charity. Income arising on the endowment funds can be used in accordance with the objects of the charity and is included as unrestricted income. Any capital gains or losses arising on the investments form part of the fund. Investment management charges and legal advice relating to the fund are charged against the fund.

Summary of Significant accounting policies

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

Income Recognition

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.

For donations to be recognised the charity will have been notified of the amounts and the settlement date in writing. If there are conditions attached to the donation and this requires a level of performance before entitlement can be obtained then income is deferred until those conditions are fully met or the fulfilment of those conditions is within the control of the charity and it is probable that they will be fulfilled.

Donated facilities and donated professional services are recognised in income at their fair value when their economic benefit is probable, it can be measured reliably and the charity has control over the item. Fair value is determined on the basis of the value of the gift to the charity. For example, the amount the charity would be willing to pay in the open market for such facilities and services. A corresponding amount is recognised in expenditure.

No amount is included in the financial statements for volunteer time in line with the SORP. Further detail is given in the Trustees' Annual Report.

Where practicable, gifts in kind donated for distribution to the beneficiaries of the charity are included in stock and donations in the financial statements upon receipt. If it is impracticable to assess the fair value at receipt or if the costs to undertake such a valuation outweigh any benefits, then the fair value is recognised as a component of donations when it is distributed and an equivalent amount recognised as charitable expenditure.

Gifts in kind donated for resale are included at fair value, being the expected proceeds from sale less the expected costs of sale.

Where estimating the fair value is practicable upon receipt it is recognised in stock and 'Income from other trading activities'.

Upon sale, the value of the stock is charged against 'Income from other trading activities' and the proceeds are recognised as 'Income from other trading activities'. Where it is impracticable to fair value the items due to the volume of low value items they are not recognised in the financial statements until they are sold. This income is recognised within 'Income from other Fixed asset gifts in kind are recognised when receivable and are included at fair value. They are not deferred over the life of the asset.

For legacies, entitlement is the earlier of the charity being notified of an impending distribution or the legacy being received. At this point income is recognised. On occasion legacies will be notified to the charity however it is not possible to measure the amount expected to be distributed. On these occasions, the legacy is treated as a contingent asset and disclosed.

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

Income from government and other 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.

Investment income is earned through holding assets for investment purposes such as shares and property. It includes dividends interest and rent. Where it is not practicable to identify investment management costs incurred within a scheme with reasonable accuracy the investment income is reported net of these costs. It is included when the amount can be measured reliably. Interest income is recognised using the effective interest method and dividend and rent income is recognised as the charity's right to receive payment is established.

IKWRO - WOMEN'S RIGHTS ORGANISATION
NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 March 2025

Other income includes the conversion of endowment funds into income which arises when capital funds are released to an income fund from expendable endowments or when a charity has authority to adopt a total return approach to its permanent endowment fund. It also includes other income such as gains on disposals of tangible fixed assets.

Expenditure recognition

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Expenditure is recognised where there is a legal or constructive obligation to make payments to third parties, it is probable that the settlement will be required and the amount of the obligation can be measured reliably.

Irrecoverable VAT is charged as an expense against the activity for which expenditure arose

Grants payable to third parties are within the charitable objectives. Where unconditional grants are offered, this is accrued as soon as the recipient is notified of the grant, as this gives rise to a reasonable expectation that the recipient will receive the grants. Where grants are conditional relating to performance then the grant is only accrued when any unfulfilled conditions are outside of the control of the charity.

Support cost allocation

Support costs are those that assist the work of the charity but do not directly represent charitable activities and include office costs, governance costs, administrative payroll costs. They are incurred directly in support of expenditure on the objects of the charity and include project management carried out at Headquarters. Where support costs cannot be directly attributed to particular headings they have been allocated to cost of raising funds and expenditure on charitable activities on a basis consistent with use of the resources

Fund-raising costs are those incurred in seeking voluntary contributions and do not include the costs of disseminating information in support of the charitable activities.

Tangible fixed assets

Tangible fixed assets for use by the charity are stated at cost less depreciation.
value, over their expected useful lives on the following bases:

- Fixtures & fittings - 20% straight line basis
- office equipment - 25% straight line basis

Taxation

The charity is an exempt charity within the meaning of schedule 3 of the Charities Act 2011 and is considered to pass the tests set out in Paragraph 1 Schedule 6 Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes.

Operating leases

Rentals payable and receivable under operating leases are charged to the SoFA on a straight line basis over the period of the lease

Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

Cash at bank and in hand

Cash at bank and in hand includes cash and short term highly liquid investments with a short maturity of less than three months from the date of acquisition or opening of the deposit or similar account.

Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably.

IKWRO - WOMEN'S RIGHTS ORGANISATION
NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 March 2025

Financial instruments

The trust has only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. The charity does not acquire put options, derivatives or other complex financial instruments. The main form of financial risk faced by the charity is that of volatility in equity and investment markets due to wider economic conditions, the attitude of investors to risk, and changes in sentiment concerning equities.

Pensions

The Company operates a NEST pension scheme for its employees . Contributions are expensed as they become payable.

Going concern

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

IKWRO - WOMEN'S RIGHTS ORGANISATION
Notes to the financial statements
for the year ended 31 March 2025

1 Legal status of the Trust

The Trust 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 a maximum of £10 per member of the charity.

2 Financial performance of the charity

	Year to 31 March 2025			Year to 31 March 2024
	Restricted £	Unrestricted £	Totals £	£
Income	1,257,540	285,823	1,543,363	1,237,622
Expenditure on charitable activities	1,154,163	160,674	1,314,838	1,056,114
Expenditure on management and administration	29,904		29,904	28,919
Depreciation	4,695	2,789	7,484	1,135
	<u>1,188,763</u>	<u>163,463</u>	<u>1,352,226</u>	<u>1,086,168</u>
Net Income	68,777	122,359	191,137	151,454
Transfers			-	
Total funds brought forward	75,417	754,174	829,591	678,137
Total funds carried forward	<u>144,194</u>	<u>876,533</u>	<u>1,020,728</u>	<u>829,591</u>
Represented by:				
Restricted funds	144,194		144,194	75,417
Unrestricted funds		876,533	876,533	754,174

3 Income from Donations and Grants

Grants receivable				
Esmée Fairbairn Foundation	65,000		65,000	-
London Councils Refuge	64,126		64,126	64,126
London Councils Advice and Counselling	80,089		80,089	78,519
London Councils Harmful Practices	35,372		35,372	35,372
London Councils Prevention	34,436		34,436	25,500
MOPAC/GLA (previous MHCLG)	111,090		111,090	111,090
Mopac - YWG	64,376		64,376	64,376
Mopac Solace	50,226		50,226	47,834
Mopac VAWG	39,935		39,935	39,935
Move on	50,800		50,800	49,480
Angelou Partnership	26,580		26,580	26,580
MHCLG Bexley			0	10,000
Kensington & Chelsea			0	10,000
Wiser	27,591		27,591	28,174
Natwest Circle Fund	4,000		4,000	-
GLA Refuge Led	65,374		65,374	48,754
Floating support AWRC led	105,119		105,119	68,911
Mayor of London LDASA (By & For)	92,956		92,956	136,445
DWP - Access to work	12,621		12,621	14,859
LCF - IDVA	36,481		36,481	36,484
The Caring Foundation			0	5,833
SBS	3,530		3,530	5,052
Dr Martens Foundation	1,000		1,000	19,950
Hammersmith & Fulham	28,391		28,391	8,400
Standing Together (Home Office fund)			0	58,709
Turn2Us	8,100		8,100	8,460
Advice UK	8,380		8,380	13,630
City of London	1,620		1,620	2,500
Women's Aid	6,000		6,000	7,200
Solace			0	1,600
	2,000		2,000	
ILTA - Access to Justice	200,000		200,000	
Tides	7,658		7,658	
The National Lottery Fund	20,000		20,000	
Women's Health Community Fund	4,689		4,689	
Donations - Restricted			0	
-Unrestricted		9,595	9,595	
	<u>1,257,540</u>	<u>9,595</u>	<u>1,267,135</u>	<u>1,092,641</u>

4 Fundraising & other Income

Other operating Income		9,868	9,868	3,745
	-	9,868	9,868	3,745

	2025/25 £	2023/24 £
5 Analysis of expenditure on charitable activities		
Staff & agency costs	926,074	781,912
Depreciation	7,484	7,792
Other running costs	388,763	267,544
	<u>1,322,321</u>	<u>1,057,248</u>
6 Analysis of governance and support cost		
Staff costs	23,475	22,982
Audit and accountancy	4,800	4,800
Bank charges	176	139
Other management committee expenses	1,453	998
	<u>29,904</u>	<u>28,919</u>
7 Net income /(expenditure) for the year		
This is stated after charging:		
Depreciation -owned assets	7,484	7,792
Auditors remuneration for audit services	4,800	4,800
Auditors remuneration for other services	-	-
8 Analyses of staff costs, trustee remuneration and expenses, and the cost of key		
Wages and salaries	843,221	713,924
Employers national insurance	77,730	64,555
Employers pension	11,852	9,025
	<u>932,803</u>	<u>787,504</u>
The average number of staff employed during the year were as follows:		
Direct charitable	28	23
	<u>28</u>	<u>23</u>
The number of employees whose emoluments as defined for taxation purposes amounted to over £60,000 in the year were as follows:	-	-

9 Trustees' remuneration

Trustees received remuneration during the year under review or preceding year. The Charity paid for Trustees travelling expenses during the year, amounting to £1,453, (2024: £998) which were incurred whole for the

10 Related party transactions

There were no related party transactions made during this year NIL (2024: £Nil)

11 Corporation Tax

The Charity is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

IKWRO - WOMEN'S RIGHTS ORGANISATION
Notes to the financial statements
for the year ended 31 March 2025

	Fixtures & Fittings	Office Equipment	Total
	£	£	£
12 Tangible fixed assets			
Cost:			
At 1 April 2024	20,515	52,040	72,555
Additions	13,000	9,562	22,562
At 31 March 2025	<u>33,515</u>	<u>61,602</u>	<u>95,117</u>
Depreciation			
At 1 April 2024	20,390	48,065	68,455
Charge in year	3,310	4,174	7,484
At 31 March 2025	<u>23,700</u>	<u>52,239</u>	<u>75,939</u>
Net book value			
At 31 March 2025	<u>9,815</u>	<u>9,362</u>	<u>19,177</u>
At 31 March 2024	<u>125</u>	<u>3,975</u>	<u>4,100</u>
13 Debtors		2025/25	2023/24
Amounts due within one year:			
Trade debtors			
Prepayments & sundry debtors		16,120	16,005
Accrued income and grants receivable		279,925	256,911
		<u>296,046</u>	<u>272,916</u>
14 Creditors		2024/25	2023/24
Amounts falling due within one year:			
Taxation and other security costs		24,512	18,562
Accruals & other creditors		20,977	8,205
Deferred Grants		-	-
Third Party		<u>2,742</u>	<u>-</u>
		<u>48,231</u>	<u>26,767</u>
15 Deferred income			
Deferred income comprise of grants received in advance for 2023/24 Projects.		2024/25	2023/24
Balance as at 1 April 2024			5,833
Amount released to income			
The Leathersellers		0	0
Esme Fairbairn		0	0
Amount deferred in the year:			
The Caring Foundation		0	-5,833
Balance as at 31 March 2025		<u>0</u>	<u>0</u>

	2025/25	2023/24
17 Analysis of charitable funds	£	£
Analysis of movement in restricted and unrestricted funds		
<u>Restricted reserves</u>		
Balance at 1 April 2024	75,417	17,838
Incoming resources	1,257,540	1,027,773
Resources expended	(1,188,763)	(970,194)
Interfund transfers	-	-
Balance at 31 March 2025	144,194	75,417

The grants from the London Councils strands, Esmee Fairbairn, MOPAC strands, MHCLG, GLA strands, Lloyds Bank, Kensington & Chelsea & Westminster, LCF - IDVA, The Caring Foundation are for salary and associated project running costs.

Unrestricted - Functional fixed assets reserve

Balance at 1 April 2024	4,100	9,341
Movement in year	15,078	(5,241)
Transfers in year	-	-
Balance at 31 March 2025	19,178	4,100

Unrestricted - Running costs reserve

Balance at 1 April 2024	400,000	300,000
Transfers in year	200,000	100,000
Balance at 31 March 2025	600,000	400,000

Unrestricted - Running costs reserve:

Balance at 1 April 2024	110,000	100,000
Movement in year	-	-
Transfers	90,000	10,000
Balance at 31 March 2025	200,000	110,000

Unrestricted - General reserve:

Balance at 1 April 2024	240,075	250,959
Movement in year	107,281	99,116
Transfers	(290,000)	(110,000)
Balance at 31 March 2025	57,356	240,075

Total Unrestricted reserves	876,534	754,174
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	Restricted	Unrestricted		Total
		General	Designated	
		£	£	£
Tangible fixed assets	-	-	19,178	19,178
Cash at bank and in hand	144,194	857,356	-	1,001,550
Other net current assets/ (liabilities)	-	-	-	-
	144,194	857,356	19,178	1,020,728

IKWRO - WOMEN'S RIGHTS ORGANISATION
Notes to the financial statements
for the year ended 31 March 2025

17 a) Analysis of Restricted :Funds	Balance 01/04/2024	Incoming Resources	Resources Expended	Transfers	Balance at 31/03/2025
Funders name					
Esme Fairbairn Foundation		65,000	65,000		(0)
London Councils Refuge		64,126	64,126		-
London Councils Advice and Counselling		80,089	80,089		(0)
London Councils Harmful Practices		35,372	35,372		(0)
London Councils Prevention		34,436	34,436		0
MOPAC/GLA (previous MHCLG)		111,090	111,090		0
Mopac - YWG		64,376	64,376		-
Mopac Solace		50,226	50,226		(0)
Mopac VAWG		39,935	39,935		-
Move on		50,800	50,800		-
Angelou Partnership		26,580	26,580		0
Wiser		27,591	27,591		(0)
Natwest Circle fund		4,000	2,320		1,680
GLA Refuge Led		65,374	65,374		(0)
Floating support AWRC led	-2,116	105,119	103,003		(0)
Mayor of London LDASA (By & For)	23,239	92,956	116,195		0
DWP - Access to work		12,621	12,621		(0)
LCF - IDVA	1	36,481	36,481		0
SBS		3,530	3,530		-
Dr Martens Foundation	19,950	1,000	20,950.17		(0)
Hammersmith & Fulham	8,400	28,391	27,790.80		9,000
Standing Together (Home Office fund)	14,553		14,552.87		0
Turn2Us	5,888	8,100	13,988.25		(0)
Advice UK	5,500	8,380	11,367.08		2,513
City of London		1,620	1,619.54		0
Women's Aid		6,000	6,000.00		-
Solace		0			-
Barnardos		2,000	2,000.00		-
ILTA - Access to Justice		200,000	91,853.56		108,146
Tides		7,658	4,528.55		3,130
The National Lottery Fund		20,000	3,525.57		16,474
Women's Health Community Fund		4,689	1,441		3,248
Total Restricted	75,415	1,257,540	1,188,763	0	144,192

b) Analysis of Unrestricted Funds

Unrestricted	240,075	285,823	163,463	(305,079)	57,356
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18 Commitments under operating lease

Minimum lease payments under non-cancellable operating leases fall due as follows:	2024/25	2023/24
Within one year	204,978	50,042
Between one and five years	126,865	63,276

19 Section 37 Statement

As the Income & Expenditure Account shows, the grant of £34,436 For healthy London, Healthy Relationship project, from the London Councils Grants Committee was expended for the purpose it was awarded:

£64,126 for Ascent Specialist Refuge Strand, from the London Councils Grants Committee was expended for the purpose for which it was awarded;

£80,089 for the Advice & Counselling project, from the London Councils Grants Committee was expended for the purpose for which it was awarded;

£35,372 for the Ascent EHP, from the London Councils Grants Committee was expended for the purpose for which it was awarded.

IKWRO - WOMEN'S RIGHTS ORGANISATION
Detailed income and expenditure account
for the year ended 31 March 2025

	2025/25	2023/24
	£	£
Grants receivable	1,257,540	1,027,773
Interest	834	588
Donations & gifts	9,595	64,868
Other income	9,868	3,745
Refuge Rent & Service charges	265,525	140,648
	1,543,362	1,237,622
Direct charitable expenditure:		
Staff costs	909,328	767,122
Staff training and welfare	22,492	11,605
Recruitment	4,033	3,831
Insurance	2,989	3,816
Refreshments	2,526	1,783
Rent, rates & services	206,987	164,403
Light & heat	25,361	13,242
Repairs, maintenance & garden upkeep	26,806	3,397
Printing, postage & stationery	4,925	2,307
Telephone	6,697	3,253
Volunteer expenses & peer mentoring & training	1,164	1,812
Client travel & other expenses	66,159	44,961
Client training courses & other related expenses	917	2,882
Events, meetings & conferences	19,688	10,241
Membership & subscriptions	4,373	2,858
Publications, reproduction & publicity materials	7,422	4,907
Professional fees	2,970	7,038
Depreciation	7,484	7,791
	1,322,322	1,057,249
Management & administration:		
Staff cost	23,475	22,982
Audit and accountancy	4,800	4,800
Bank charges & interest	176	139
Other management committee expense	1,453	998
	29,904	28,919
NET INCOMINGS/(OUTGOINGS) IN YEAR	191,136	151,454

IKWRO WOMEN'S RIGHTS ORGANISATION

England & Wales - Charity number 1151507

Accounts

IKWRO - WOMEN'S RIGHTS ORGANISATION

ANNUAL REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2024

CHARITY NO: 1151507

COMPANY NO: 08140751

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IKWRO – Women’s Rights Organisation
Legal and Administrative Information

Trustees and Directors: Neda Barzegar (Chair)
Sue Stevenson (vice Chair)
Dia Tuncer (Treasurer),(resigned 27.6.2024)
Aleisha Ebrahimi
Nadia Mardan Ali
Kulsoom Yusuf Pridmore
Kristen Negrotti, (resigned 1.3.2024)
DR Landan Hashemi
Anna Holland, (appointed 11.1.2024, resigned 8.8.2024)

Key Management and Personnel: Diana Nammi

Registered Office: Unit 3 Gateway Mews
Ringway
London N11 2UT

Service Address: PO Box 81054,
London N7 1HQ

Auditor: Christopher Michael Limited
Chartered Certified Accountants & Statutory Auditors
26 Station Road
New Barnet
Herts EN5 1QW

Charity registration no: 1151507

Bankers: Lloyds
Co-operative

IKWRO-Women's Rights Organisation Trustees' Annual Report

The Trustees are pleased to present their annual Directors' Report together with the financial statements of the charity for the year ending 31 March 2024.

The financial statement complies with IKWRO's constitution, the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association and the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015).

This report is divided into the following sections:

- Structure, Governance and Management
- Our five-year strategic goals 2024-2029
- Financial Review

STRUCTURE, GOVERNANCE AND MANAGEMENT

Organisational Structure

The IKWRO – Women's Rights Organisation is a registered charity that was established, initially as the Iranian and Kurdish Women's Rights Organisation, in August 2002. It was registered with the Charity Commission in 2004 (No. 1104550).

Since 9 July 2012, IKWRO Women's Rights Organisation (new name to reflect the fact that the Charity now serves a wider community of women) has become a company limited by guarantee (company number 8140751), and registered with Charity Commission on 04 April 2013 (No. 1151507).

Governance and Management

The governance of IKWRO is entrusted to the Board of Trustees ("the Board"), which currently consists of six members who meet at least six times a year with the Executive Director of the Charity. At these meetings, the Board reviews the Charity's activities, finances and human resources and retains the following duties. To:

- Ensure that IKWRO fulfils its charitable objectives
- Determine IKWRO's overall strategic direction within resource limits
- Monitor the performance of the Executive Director and her team
- Review and ratify IKWRO's policies and procedures
- Promote and protect IKWRO's values, integrity and reputation
- Ensure high standards of governance that command the confidence of all of IKWRO's staff and stakeholders
- Exercise independent judgment, reasonable care, skill and diligence.

In addition to the Board meetings, there are several sub-committees of the Board of Trustees which hold meetings each month, or as and when required, to consider specific aspects of the Charity's activities or issues affecting the Charity e.g. finances, human resources, fundraising and business planning.

The day-to-day management of the organisation is delegated to the Chief Executive Officer of the Charity, Diana Nammi, who reports to the Trustees and who works within the policy and procedural framework of the Charity.

Recruitment and Appointment of Trustees

The Trustees who served during the year 2023-2024 are shown on page 1 of the accounts. In accordance with the Charity's constitution, Trustees are elected annually at the Annual General Meeting by the members of the Charity.

Trustees are appointed on a three-year term and are eligible for re-election at the Annual General Meeting.

Trustees are recruited through website advertisements. Personal recommendations are also used when specific skillsets are required. Candidates submit a written application in the first instance. A shortlist of candidates is selected for interview with present members of the Board of Trustees.

All new Trustees undergo an induction day with the Chief Executive Officer of the Charity and a training day on their role and responsibilities under Charity Law, typically through third-party organisations such as The National Council for Voluntary Organisations ("NCVO").

Furthermore, in order to ensure that the Trustees receive ongoing support and are best able to support the Charity's objectives, the Board will, where resources allow, enable a small number of Trustees to attend further training courses in relation to their role as Trustees.

Section 4 of the Charities Act 2011

The Trustees actively review guidance issued by the Charity commission as required by section 4 of the 2011 Charities Act, to ensure compliance with such guidance.

Risk management – Internal controls

The Trustees have overall responsibility for ensuring that the Charity has appropriate systems for internal controls.

They are responsible for monitoring the Charity's accounting records which disclose with reasonable accuracy at any time the financial position of the Charity and enables them to ensure that the financial statements follow best practice.

They are responsible for ensuring that the Charity safeguards its assets and therefore takes reasonable steps for the prevention and detection of fraud and other irregularities. The system of internal control is designed to provide reasonable but not absolute assurance against material misstatement or loss.

Related parties

None of the Trustees receive remuneration or other personal benefits in their capacity as Trustees of the Charity. Any connection between a Trustee of the Charity and organisations providing services to the Charity must be disclosed to the full Board of Trustees in the same way as any contractual relationship with a related party. In the current year no such related party transactions were reported.

ACTIVITIES AND ACHIEVEMENTS

IKWRO had a successful year in term of achieving its aims and in safeguarding and empowering women and girls. Thanks to our dedicated staff, volunteers, the Board of Trustees, funders and donors, and our partner organisation.

We cannot discuss challenges without mentioning the post COVID-19 crisis and also cost of living crises which has had a disturbing effect on every organisation and our clients. IKWRO is no exception. We have observed the situation carefully and acted immediately according to Government policy, ensuring the health and well-being of our staff and volunteers as well as our clients and service users. We have altered our service delivery to remote and online services, and we have helped our clients to better understand and adapt to the new situation by supporting them by allocating resources to ease their difficulties and problems. Post Pandemic, we continue to adapt to work on hybrid system.

The impact of the pandemic and cost of living crises has been that we have seen a great increase in demand for our services from vulnerable women and girls.

We at IKWRO are immensely grateful for the funders for providing emergency COVID-19 fund and cost of living crises support which has enabled us to respond to this crisis situation as well as we do already.

This year, IKWRO's impact has been particularly profound both in individual cases and in securing historic changes to law and policy.

Advice and Advocacy: IKWRO's team of professional advisor and advocates have supported 680 women and girls from Middle Eastern, North African and Afghan (MENA) communities, who are living in the UK and have experienced or are at risk of "honour" based abuse, forced marriage, child marriage, female genital mutilation, kidnapping and child abduction, mainly in Kurdish, Arabic, Farsi, Dari, Pashto, Turkish and English languages. Our services have been face-to face, virtually and via telephone. We saw an increase in high risk and complex cases and a rise in demand for refuge spaces, especially from single women and women who have 'No Recourse to Public Funds' as well as for safe and adequate housing for families.

Feedback from a client: "I would like to thank you for the support you have given me during a very difficult time. You provided validation of the way I was feeling and what I had experienced. This gave me strength to continue on my journey towards ending the cycle of abuse. Your advice was invaluable and empowering for me. It came at a time when I was at my weakest point, for that I will be eternally grateful. I hope that other women who are suffering get the opportunity to receive support from your invaluable service."

Specialist Counselling Service: This year we supported 178 clients in individual therapy in Farsi, Dari, Pushto, Kurdish, Arabic, Turkish and English. We also ran group therapy sessions including a drama and movement group at the refuge. IKWRO continues to receive lots of complex presentations from the NHS. Housing and immigration issues are ongoing barriers for clients, preventing them from feeling settled and limiting their capacity to engage with therapy as their sense of safety remains precarious.

IKWRO's specialist refuge: This year IKWRO women's refuge has supported 17 single women. Several of the women had 'no recourse to public funds'. We supported the women by providing accommodation and financially help them as they submitted applications under the Destitution Domestic Violence Concession or claimed asylum. Some faced delays in securing their immigration status. Due to the needs of women at risk of violence, we managed to expand our refuges this year. We face challenges with Councils offering unsuitable and substandard accommodation, where the women do not feel safe and secure. We challenge the Council in these cases.

Training: IKWRO delivers training on identifying and best practices in prevention and responses to harmful practices, including "honour" based abuse, forced marriage, child Marriage, female genital mutilation, virginity testing and domestic abuse, to professionals, young people and communities.

This year, IKWRO reached over 150 professionals from statutory and voluntary organisations including social work, healthcare, policing, law, education, housing and the charity sector.

IKWRO has continued to develop connections with educational settings. This year we engaged 525 students from secondary schools and sixth forms. Participants were equipped with knowledge of harmful practices and unhealthy relationships, including how to recognise the warning signs and where to go for support.

Crossing Pathway Project: IKWRO recognises that there is a significant gap in knowledge within the healthcare system about harmful practices and how to safeguard those at risk of harm from them. Through this project IKWRO helped to bridge that gap. Through this project, IKWRO has succeeded in providing training to a total of 628 healthcare professionals and participants have expressed increased confidence in addressing harmful practices.

NRPF GLA Spousal Visa Project: IKWRO are partners in this pan-London project, which brings together nine organisations and aims to support survivors of spousal domestic abuse and “honour” based abuse who have ‘no recourse to public funds’, and their children. The project offers a helpline, support in accessing safe accommodation and the provision of floating support.

IKWRO has succeeded in supporting 24 women and their children with bed spaces and support in our specialist refuge, as well as through floating support for women in other safe accommodation, as they begin new chapters in their lives free from abuse.

Harmful Practices Project: Through this project with MOPAC and London Council, IKWRO tackles harmful practices through community engagement and by working directly with women across London who are experiencing or are at risk of harmful practices. Across the London boroughs of Kingston-upon-Thames, Merton, and Southwark, we collaborated with communities and local organisations like “LA Fraternite Guineenne”, to provide advice and advocacy to 104 women. IKWRO raised awareness within communities, offering specialist training to increase knowledge on rights so women can make safe, informed decisions. We delivered 12 community workshops to 98 women. We referred many individuals to specialist sexual and health clinics, FGM clinics, and counselling services. Significantly, with our culturally specific competent services, we were able to support many of the women in their first languages of Kurdish, Farsi, French, Arabic, Dari and Pashto.

The WISER Project: This Project is a partnership of specialist charities working to end male violence and abuse. We work with women who are frequently excluded from mainstream services and/or find it hard to engage with support. Our outreach activity, trauma-informed approach and flexible 1-1 and group support helps women and girls to get the support they need. IKWRO provided intensive support to 6 high-risk women this year through weekly meetings and outreach.

Campaigning: Building on our successful Safeguard Futures Ban Child Marriage campaign, which saw child marriage become a criminal offence in February 2023, IKWRO has been increasing knowledge and implementation of the law and advocating for an end to child marriage globally, and all forms of “honour” based abuse. IKWRO has contributed to vital conversations in Parliament, at number 10 Downing Street, in universities, and across media platforms.

With a focus on physical and mental health, IKWRO participated in the Women's Health Collective roundtable focusing on the well-being of women from diverse backgrounds. We were speakers at an NHS event in FGM where we advocated for stronger mental health support for FGM survivors.

To mark the International Day for Zero Tolerance of FGM, IKWRO held a conference, inviting both statutory and non-statutory organisations to discuss and highlight gaps in service provision for FGM survivors and strategies to combat this issue.

IKWRO continued our leadership on improving the response of the criminal justice system to "honour" based abuse. Payzee Mahmood, IKWRO's Campaign Manager, spoke at New Scotland Yard on changes we want to see to policing, and presented on challenges arising in the courts in cases involving "honour" based abuse at an event with Manchester University.

We continued to collaborate with young people, engaging students at a number of universities and colleges including King's College, Queen Mary University, Red Bridge New City College and London New City College and partner organisation.

IKWRO continues to use our platforms to advocate for the rights of women and girls globally. We spoke at Parliament on the future of women in Kurdistan and to BBC One's "Points of View," for a documentary based on the experiences of young Afghan women post-Taliban takeover. We also presented to the Council of Foreign Relations, drawing on our successful campaigning within the UK to advocate for an end to child marriage in the USA.

True Honour Awards: This year IKWRO's True Honour Award was held in such an incredible and proud wave in commemoration of all victims of "honour" based abuse; and recognitions of those amazing individuals or organisations who took extra miles to save lives and bring justice.

IKWRO is delighted to announce the 18 nominees and winners of the True Honour Awards 2024. On behalf of IKWRO and all of the judges, we congratulate every nominee for their crucial work to end "honour" based abuse and support survivors and save lives. Every single one deserves recognition and praise. Winners of this year are:

FORWARD - Winner of Special Recognition for Outstanding Organisation Tackling FGM and "Honour" Based Abuse. FORWARD stands at the forefront of the fight against FGM, forced and child marriage, domestic and sexual violence, and associated honour-based harms and trauma.

Lucky Roy Singh - Winner of Special Recognition as Inspiring Activist Tackling "Honour" Based Violence. Lucky Roy Singh is an exemplary LGBTQ+ activist, Honour-Based Domestic Violence Campaigner, and the nurturing Mother of the House of Spice, residing in Manchester, UK.

Police Constable Joanna Harrison- Winner of Special Recognition for Professionals Working to End "Honour" Based Abuse.

Police Sergeant Kate Warner – Winner of Special Recognition for Professionals Working to End "Honour" Based Abuse.

Sonita Alizadeh- Winner of Special Recognition for International Commitment to Ending "Honour" Based Abuse.

Jaswant Kaur Narwal - Winner of Special Recognition for Longstanding Commitment to Ending "Honour" Based Abuse.

Nina Aouilk - The Winner of the True Honour Awards 2024.

Nina Aouilk is a remarkable individual whose unwavering dedication and tireless efforts have become a beacon of hope in the face of FGM and "honour" based abuse. As a survivor of "honour" based abuse herself Nina has dedicated her life to helping those who have also been affected by this trauma.

Halimot Ogunnaike - The Winner of the True Honour Awards 2024. She is a survivor of FGM/C, having been subjected at the age of 9 and later modern-day slavery, and trafficking. Halimot has become a beacon of resilience and hope, fighting against "honour"-based abuse.

<http://ikwro.org.uk>

OUR FIVE-YEAR STRATEGIC GOALS 2023 – 2028

The political and economic environment in the UK has become a struggle for small charitable organisations due to cost of living, and changes post Covid 19 pandemic. Although Brexit was the end of EU funding opportunity for IKWRO, but managed to find other sources within the UK to replace this funding gap in line with its Ethical Fundraising policy.

Funding for the year 2024/2025 has been secured for IKWRO's core activities and the primary aim of IKWRO is to further develop the provision of welfare services for our target groups.

Overall, IKWRO's goals are the following:

1. Continuing to deliver high quality and direct services for women and girls who have suffered or are at risk of suffering, inter alia, "honour" based violence, forced marriage, child marriage, female genital mutilation and domestic violence and securing funding to maintain and develop the same.
2. Becoming the leading source of knowledge and training on culture-specific gender -based violence in the UK for academics, legal professionals, and public bodies such as the police, social services and Educational institutions.
3. Continuing to influence public opinion to raise awareness of the issues identified by the Charity in its mission and increasing the level of engagement of the public with these issues.
4. Lobbying the government and its policy makers for better laws and their implementation as well as the dedication of appropriate resources to the tackling the issues identified by the Charity.
5. Raising funding, through public bodies and private bodies and individuals, to support existing activities and growth plans. In particular IKWRO plans to expand its sources of funding to include more funding from the private sector and the public at large alongside that of its existing funders and sources of funding to replace the funding received as a member of the European Union.

6. Investing in its people, systems and operation to ensure that they effectively support the Charity's activities and development.
7. Improve the website, branding and communications strategy to support the Charity in its mission.

FINANCIAL REVIEW

Pay policy for senior staff

The Board of Trustees considers that the Charity's senior management team comprise the key management personnel of the Charity in charge of directing, controlling, running and operating the Charity on a day to day basis. No director, other than Diana Nammi, received remuneration in the year. Diana Nammi received remuneration in her capacity as Chief Executive Officer and this is reflected in the financial statements. The pay of senior staff, including Diana Nammi, is reviewed annually and normally increased in line with Local Authority pay scales.

Review of the financial activities

The total income for the year amounted to £1,237,622, (2023: £1,167,995), with expenditure amounting to £1,086,168, (2023: £986,831), leaving a surplus in the year of £151,454, (2023: £181,165). Accumulated reserves at the balance sheet date amounted to £829,592, (2023: £678,137), of which £829,592, (2023: £678,137), represent income reserves.

Reserves policy and going concern

The board of Trustees has undertaken a review of the Charity's requirements for reserves in light of the main risks to the organisation. It has established a policy whereby the unrestricted funds not committed or invested in tangible fixed assets held by the Charity should be 3 to 6 months of the annual expenditure. The Charity has set up a designated fund, namely a "running costs" reserve, in line with Charity Commission recommendation. The reserves are needed to meet the running costs of the charity for three months.

On the 1st April 2024, the reserves budget stands at £829,592. Of these reserves £400,000 are allocated to running cost reserves and £110,000 to the refuge cost reserves. Whilst these do not represent six months running costs, the Trustees are confident that at this level the reserves budget meets the expenditure for three months of committed costs. The Trustees will continue to review the reserves budget on a yearly basis and to transfer additional funds to increase the amount held to the recommended level.

Statement of Trustees' responsibilities

The Trustees (who are also directors of IKWRO – Women's Rights Organisation for the purposes 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, which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the 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;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

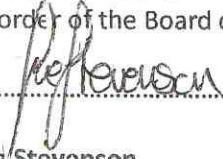
The Trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding 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 auditor is unaware; and
- the Trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is 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.

By order of the Board of Trustees


Sue Stevenson

Date:

28/8/24

Trustee

Opinion on financial statements

We have audited the financial statements of IKWRO-Women's Rights Organisation for the year ended 31 March 2024 on pages 14 to 26. The financial reporting framework that has been applied in their preparation is applicable law, and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

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.

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 the United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis of 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

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or the charitable company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

Other Information

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

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

We have nothing to report in this regard.

Opinion on other matter prescribed by the Companies Act 2006

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

- the information given in the trustees' report for the financial year for which the financial statements are prepared is consistent with the financial statements; and

the Trustees report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of 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 trustee's 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 directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement, 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 to irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

To identify risks of material misstatements due to fraud ("fraud risks") we assessed events or conditions that indicate an incentive or pressure to commit fraud or provide the opportunity to commit fraud. Our risk assessment procedures included:

*Enquiring with Trustees and management and inspection of policy documentation as to IKWRO-womens rights organisations policies and procedures to prevent fraud and detect fraud that apply to this company as well as Enquiring whether the Trustees and management have knowledge of any actual suspected or alleged fraud.

Audit procedures performed by the engagement team included:

*Discussions with management and assessment of known or suspected instances of non compliance with laws and regulations and fraud:

*Assessments of identified fraud factors:

*Challenging assumptions and judgements made by management in its significant accounting estimates:

*Using analytical review procedures to identify unusual or unexpected relationships:

*Confirmation of related parties with management, and review of transactions throughout the period to identify previously undisclosed transactions with related parties outside the normal course of business:

*Reading minutes of meetings of those charged with governance:

*Review of significant and unusual transactions and evaluation of the underlying financial rationale supporting the transactions:

*Identifying and testing journal entries, in particular any manual entries made at the year end for financial statement presentation.

*Identifying and responding to risks of material misstatement due to non compliance with laws and regulations.

We communicated identified fraud risks throughout the audit team and remained alert to any indications of fraud throughout the audit

As required by auditing standards, taking into account possible pressures to meet profit targets, we perform procedures to address risks of management override of controls and the risk of fraudulent revenue recognition, including: the risk that revenue is recorded in the wrong period and the risk that management may be in a position to make inappropriate accounting entries.

We did not identify any additional fraud risks.

We identified areas of laws and regulations that could reasonably be expected to have a material effect on the financial statements from our general commercial and sector experience and through discussion with Trustees and management (as required by auditing standards) and discussed with Trustees and management the policies and procedures regarding compliance with laws and regulations.

Firstly, the company is subject to laws and regulations that directly affect the financial statements including financial reporting legislation, (including related companies legislation), distributable profits legislation and taxation legislation and we assessed the extent of compliance with these laws and regulations as part of our procedures on related financial statement items.

Secondly, the company is subject to many other laws and regulations where the consequences of non compliance have a material effect or the amounts or disclosures in the financial statements, for instance through the imposition of fines or litigation. We identified the following areas as those most likely to have such effect: health and safety, anti-bribery, general data protection, employment law, and certain aspects of company legislation, recognising the nature of the company's activities. Auditing standards limit the required audit procedures to identify non compliance with these laws and regulations to enquire of the Trustees inspection of regulatory and legal correspondence, if any. Therefore, if a breach of operational regulations is not disclosed to us or evident from relevant correspondence, an audit will not detect that breach.

Context of ability of the audit to detect fraud or breached of law or regulation

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. For example, the further removed non-compliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely inherently limited procedures required by auditing standards would identify it.

In addition, as with any audit, there remained a higher risk of non-detection of fraud, as these may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls. Our audit procedures are designed to detect material misstatement. We are not responsible for preventing non compliance or fraud and cannot be expected to detect non-compliance with all laws and regulation. As part of an audit in accordance with ISAs (UK), we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

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

· Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation. We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

A further description of our responsibilities for audit of the financial statements is located on the Financial reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This descriptions forms part of our Report of the Auditors.

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

M Michael

Michalis Michael, Senior Statutory Auditor

for and on behalf of Christopher Michael Ltd, Chartered Certified Accountants & Statutory Auditors

26 Station Road, New Barnet, Herts EN5 1QW

Date: *30th October 2024*

IKWRO - WOMEN'S RIGHTS ORGANISATION
Statement of financial activities
for the year ended 31 March 2024

	<u>Notes</u>	<u>Restricted Funds</u> £	<u>Unrestricted/ Designated Funds</u> £	<u>Total 2023/24</u> £	<u>Total 2022/23</u> £
Income:					
Donations and restricted grants	3	1,027,773	64,868	1,092,641	1,053,605
<i>Income from other charitable activities</i>					
Fundraising & other income	4	-	3,745	3,745	17,747
Refuge Services			140,648	140,648	96,577
Investment/Interest income		-	588	588	66
Total income		<u>1,027,773</u>	<u>209,849</u>	<u>1,237,622</u>	<u>1,167,995</u>
Expenditure					
<i>Expenditure on charitable activities:</i>					
Direct Charitable expenditure	5	941,275	115,907	1,057,181	937,216
Refuge Services	5		67	67	26,413
Management and administration (raising funds)	6	28,919		28,919	23,202
Total expenditure		<u>970,194</u>	<u>115,974</u>	<u>1,086,168</u>	<u>986,831</u>
Net income/(expenditure) and net movements in funds before gains and losses on investments		57,579	93,875	151,454	181,165
Inter-fund transfer					
Total funds brought forward		17,838	660,299	678,137	496,972
Total funds carried forward		<u>75,417</u>	<u>754,174</u>	<u>829,591</u>	<u>678,137</u>

The statement of financial activities includes all gains and losses in the year. All incoming resources and resources expended derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Company.

IKWRO - WOMEN'S RIGHTS ORGANISATION
BALANCE SHEET
AS AT 31 MARCH 2024

	<u>Notes</u>	<u>2023/24</u>	<u>2022/23</u>
		£	£
Fixed Assets			
Tangible fixed assets	12	4,100	9,341
Total fixed assets		<u>4,100</u>	<u>9,341</u>
Current Assets			
Debtors	13	272,916	219,867
Cash at bank and in hand		<u>579,343</u>	<u>499,909</u>
Total current assets		852,259	719,776
Creditors: amounts falling due within one year	14	<u>(26,767)</u>	<u>(50,980)</u>
Net current assets		<u>825,492</u>	<u>668,796</u>
NET ASSETS		<u>829,592</u>	<u>678,137</u>
The funds of the Charity:			
Restricted income funds:	17	75,417	17,838
Unrestricted/Designated income funds:	17	754,175	660,299
TOTAL CHARITY FUNDS		<u>829,592</u>	<u>678,137</u>

The financial statements were approved and authorised for issue by the Board on

Signed on behalf of the board of Trustees

Sue Stevenson
Trustee
Date

Sue Stevenson
28/8/24

Company Registration No.08140751

IKWRO - WOMEN'S RIGHTS ORGANISATION
Statement of cash flows
AS AT 31 MARCH 2024

	2023/24	2022/23
	Total Funds £	Prior year Funds £
Cash flows from operating activities:		
Net cash provided by (used in) operating activities	82,573	96,544
Cash flows from investing activities		
Dividends, interest and rents from investments	(588)	(66)
Purchase of tangible fixed assets	(2,552)	(3,926)
Net cash provided by / (used in) investing activities	79,433	92,552
Change in cash and cash equivalents in the reporting period	79,434	92,553
Cash and cash equivalents at the beginning of the reporting period	499,909	407,356
Cash and cash equivalents at the end of the reporting period	579,343	499,909
Reconciliation of net movement in funds to net cash flow from operating activities		
Net movement in funds for the reporting period (as per the SOFA)	151,454	181,165
Adjustments for:		
Depreciation charges	7,793	6,668
Dividends, interest and rents from investments	588	66
(Increase)/decrease in debtors	(53,049)	(24,824)
Increase(decrease) in creditors	(24,213)	(66,531)
Net cash provided by (used in) operating activities	82,573	96,544
Analysis of cash and cash equivalents		
Cash in hand	579,343	499,909
Total cash and cash equivalents	579,343	499,909

Summary of Significant accounting policies

General information and basis of preparation

IKWRO is a company incorporated in England & Wales and is 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 a maximum of £10 per member of the charity. The registered address is given in the charity information on page 1 of these financial statements. The nature of the charity's operations and principle activities are safeguarding and empowering women and girls.

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

The financial statements are prepared on a going concern basis under the historical cost convention, modified to include certain items at fair value. The financial statements are presented in sterling which is the functional currency of the charity and rounded to the nearest £1.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

Reconciliation with previous GAAP

In preparing the accounts the trustees have considered whether in applying the accounting policies required by FRS 102 and the Charities SORP FRS 102, the reinstatement of comparative item was required.

At the date of transition no other restatements were required.

Incoming resources

Income (including income from government and other grants) is recognised when the charity has entitlement to the funds, any performance conditions attached to the items of income have been met, it is probable that the income will be received and the amount can be measured reliably.

Interest and investment income receivable

Interest on funds held on deposit and income from investments held is included when receivable and the amount can be measured reliably by the charity.

Fund accounting

Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for particular purposes. The cost of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Endowment funds represent those assets which must be held permanently by the charity. Income arising on the endowment funds can be used in accordance with the objects of the charity and is included as unrestricted income. Any capital gains or losses arising on the investments form part of the fund. Investment management charges and legal advice relating to the fund are charged against the fund.

Summary of Significant accounting policies

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

Income Recognition

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.

For donations to be recognised the charity will have been notified of the amounts and the settlement date in writing. If there are conditions attached to the donation and this requires a level of performance before entitlement can be obtained then income is deferred until those conditions are fully met or the fulfilment of those conditions is within the control of the charity and it is probable that they will be fulfilled.

Donated facilities and donated professional services are recognised in income at their fair value when their economic benefit is probable, it can be measured reliably and the charity has control over the item. Fair value is determined on the basis of the value of the gift to the charity. For example, the amount the charity would be willing to pay in the open market for such facilities and services. A corresponding amount is recognised in expenditure.

No amount is included in the financial statements for volunteer time in line with the SORP. Further detail is given in the Trustees' Annual Report.

Where practicable, gifts in kind donated for distribution to the beneficiaries of the charity are included in stock and donations in the financial statements upon receipt. If it is impracticable to assess the fair value at receipt or if the costs to undertake such a valuation outweigh any benefits, then the fair value is recognised as a component of donations when it is distributed and an equivalent amount recognised as charitable expenditure.

Gifts in kind donated for resale are included at fair value, being the expected proceeds from sale less the expected costs of sale.

Where estimating the fair value is practicable upon receipt it is recognised in stock and 'Income from other trading activities'.

Upon sale, the value of the stock is charged against 'Income from other trading activities' and the proceeds are recognised as 'Income from other trading activities'. Where it is impracticable to fair value the items due to the volume of low value items they are not recognised in the financial statements until they are sold. This income is recognised within 'Income from other Fixed asset gifts in kind are recognised when receivable and are included at fair value. They are not deferred over the life of the asset.

For legacies, entitlement is the earlier of the charity being notified of an impending distribution or the legacy being received. At this point income is recognised. On occasion legacies will be notified to the charity however it is not possible to measure the amount expected to be distributed. On these occasions, the legacy is treated as a contingent asset and disclosed.

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

Income from government and other 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.

Investment income is earned through holding assets for investment purposes such as shares and property. It includes dividends, interest and rent. Where it is not practicable to identify investment management costs incurred within a scheme with reasonable accuracy the investment income is reported net of these costs. It is included when the amount can be measured reliably. Interest income is recognised using the effective interest method and dividend and rent income is recognised as the charity's right to receive payment is established.

IKWRO - WOMEN'S RIGHTS ORGANISATION
NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 March 2024

Other income includes the conversion of endowment funds into income which arises when capital funds are released to an income fund from expendable endowments or when a charity has authority to adopt a total return approach to its permanent endowment fund. It also includes other income such as gains on disposals of tangible fixed assets.

Expenditure recognition

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Expenditure is recognised where there is a legal or constructive obligation to make payments to third parties, it is probable that the settlement will be required and the amount of the obligation can be measured reliably. Irrecoverable VAT is charged as an expense against the activity for which expenditure arose.

Grants payable to third parties are within the charitable objectives. Where unconditional grants are offered, this is accrued as soon as the recipient is notified of the grant, as this gives rise to a reasonable expectation that the recipient will receive the grants. Where grants are conditional relating to performance then the grant is only accrued when any unfulfilled conditions are outside of the control of the charity.

Support cost allocation

Support costs are those that assist the work of the charity but do not directly represent charitable activities and include office costs, governance costs, administrative payroll costs. They are incurred directly in support of expenditure on the objects of the charity and include project management carried out at Headquarters. Where support costs cannot be directly attributed to particular headings they have been allocated to cost of raising funds and expenditure on charitable activities on a basis consistent with use of the resources.

Fund-raising costs are those incurred in seeking voluntary contributions and do not include the costs of disseminating information in support of the charitable activities.

Tangible fixed assets

Tangible fixed assets for use by the charity are stated at cost less depreciation. value, over their expected useful lives on the following bases:

- property improvements - 20% straight line basis
- office equipment - 25% straight line basis

Taxation

The charity is an exempt charity within the meaning of schedule 3 of the Charities Act 2011 and is considered to pass the tests set out in Paragraph 1 Schedule 6 Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes.

Operating leases

Rentals payable and receivable under operating leases are charged to the SoFA on a straight line basis over the period of the lease.

Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

Cash at bank and in hand

Cash at bank and in hand includes cash and short term highly liquid investments with a short maturity of less than three months from the date of acquisition or opening of the deposit or similar account.

Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably.

Financial instruments

The trust has only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. The charity does not acquire put options, derivatives or other complex financial instruments. The main form of financial risk faced by the charity is that of volatility in equity and investment markets due to wider economic conditions, the attitude of investors to risk, and changes in sentiment concerning equities.

Pensions

The Company operates a NEST pension scheme for its employees . Contributions are expensed as they become payable.

Going concern

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

1 Legal status of the Trust

The Trust 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 a maximum of £10 per member of the charity.

2 Financial performance of the charity

	Year to 31 March 2024			Year to 31 March 2023
	Restricted £	Unrestricted £	Totals £	£
Income	1,027,773	209,849	1,237,622	1,167,995
Expenditure on charitable activities	941,275	114,839	1,056,114	956,960
Expenditure on management and administration	28,919		28,919	23,202
Depreciation	0	1,135	1,135	6,668
	970,194	115,974	1,086,168	986,830
Net income	57,579	93,875	151,454	181,165
Transfers			-	
Total funds brought forward	17,838	660,299	678,137	496,972
Total funds carried forward	75,417	754,174	829,591	678,137
Represented by:				
Restricted funds	75,417		75,417	17,838
Unrestricted funds		754,174	754,174	660,299

3 Income from Donations and Grants

Grants receivable				
Esmée Fairbairn Foundation			0	54,616
London Councils Refuge	64,126		64,126	62,000
London Councils Advice and Counselling	78,519		78,519	80,530
London Councils Harmful Practices	35,372		35,372	35,372
London Councils Prevention	25,500		25,500	25,000
Lloyds Bank Foundation			0	12,500
MOPAC/GLA (previous MHCLG)	111,090		111,090	112,000
Mopac - YWG	64,376		64,376	63,226
Mopac Solace	47,834		47,834	47,834
Mopac VAWG	39,935		39,935	39,935
Move on	49,480		49,480	45,200
Angelou Partnership	26,580		26,580	26,580
MHCLG Bexley	10,000		10,000	27,500
Kensington & Chelsea	10,000		10,000	10,000
Wiser	28,174		28,174	27,508
Natwest Circle Fund			0	5,000
GLA Refuge Led	48,754		48,754	48,754
Floating support AWRC led	68,911		68,911	66,664
Mayor of London LDASA (By & For)	136,445		136,445	120,864
DWP - Access to work	14,859		14,859	13,086
LCF - IDVA	36,484		36,484	32,363
EF crisis			0	5,462
The Caring Foundation	5,833		5,833	4,167
SBS	5,052		5,052	1,915
Dr Martens Foundation	19,950		19,950	
Hammersmith & Fulham	8,400		8,400	
Standing Together (Home Office fund)	58,709		58,709	
Turn2Us	8,460		8,460	
Advice UK	13,630		13,630	
City of London	2,500		2,500	
Women's Aid	7,200		7,200	
Solace	1,600		1,600	
Donations - Restricted				
- Unrestricted		64,868	64,868	85,529
	1,027,773	64,868	1,092,641	1,053,605

4 Fundraising & other income

Other operating income	0	3,745	3,745	17,747
	-	3,745	3,745	17,747

	2023/24 £	2022/23 £
5 Analysis of expenditure on charitable activities		
Staff & agency costs	781,912	743,900
Depreciation	7,792	6,668
Other running costs	267,544	213,060
	<u>1,057,248</u>	<u>963,628</u>
6 Analysis of governance and support cost		
Staff costs	22,982	18,091
Audit and accountancy	4,800	4,800
Bank charges	139	155
Other management committee expenses	998	156
	<u>28,919</u>	<u>23,202</u>
7 Net income /(expenditure) for the year		
This is stated after charging:		
Depreciation -owned assets	7,792	6,668
Auditors remuneration for audit services	4,800	4,800
Auditors remuneration for other services	-	-
	<u>-</u>	<u>-</u>
8 Analyses of staff costs, trustee remuneration and expenses, and the cost of key		
Wages and salaries	713,924	681,517
Employers national insurance	64,555	51,724
Employers pension	9,025	8,420
	<u>787,504</u>	<u>741,661</u>
The average number of staff employed during the year were as follows:		
Direct charitable	23	24
	<u>23</u>	<u>24</u>
The number of employees whose emoluments as defined for taxation purposes amounted to over £60,000 in the year were as follows:		
	<u>-</u>	<u>-</u>

9 Trustees' remuneration

Trustees received remuneration during the year under review or preceding year. The Charity paid for Trustees travelling expenses during the year, amounting to £998, (2023: £156) which were incurred whole for the performance

10 Related party transactions

There were no related party transactions made during this year NIL (2023: £Nil)

11 Corporation Tax

The Charity is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

	Property Improvements	Office Equipment	Total
	£	£	£
12 Tangible fixed assets			
Cost:			
At 1 April 2023	20,383	49,620	70,003
Additions	132	2,420	2,552
At 31 March 2024	<u>20,515</u>	<u>52,040</u>	<u>72,555</u>
Depreciation			
At 1 April 2023	19,431	41,231	60,662
Charge in year	959	6,834	7,793
At 31 March 2024	<u>20,390</u>	<u>48,065</u>	<u>68,455</u>
Net book value			
At 31 March 2024	<u>125</u>	<u>3,975</u>	<u>4,100</u>
At 31 March 2023	<u>952</u>	<u>8,389</u>	<u>9,341</u>
13 Debtors		2023/24	2022/23
Amounts due within one year:			
Trade debtors			
Prepayments & sundry debtors		16,005	5,293
Accrued income and grants receivable		256,911	214,574
		<u>272,916</u>	<u>219,867</u>
14 Creditors		2023/24	2022/23
Amounts falling due within one year:			
Taxation and other security costs		18,562	23,448
Accruals & other creditors		8,205	20,702
Deferred Grants		-	5,833
Third Party		-	997
		<u>26,767</u>	<u>50,980</u>
15 Deferred income			
Deferred income comprise of grants received in advance for 2023/24 Projects.		2023/24	2022/23
Balance as at 1 April 2023		5,833	67,116
Amount released to income			
The Leathersellers		0	-12,500
Esme Fairbairn		0	-54,616
Amount deferred in the year:			
The Caring Foundation		-5,833	5,833
Balance as at 31 March 2024		<u>0</u>	<u>5,833</u>

	2023/24	2022/23
	£	£
17 Analysis of charitable funds		
Analysis of movement in restricted and unrestricted funds		
<u>Restricted reserves</u>		
Balance at 1 April 2023	17,838	2,500
Incoming resources	1,027,773	975,757
Resources expended	(970,194)	(960,419)
Interfund transfers	-	-
Balance at 31 March 2024	75,417	17,838

The grants from the London Councils strands, Esme Fairbairn, MOPAC strands, MHCLG, GLA strands, Lloyds Bank, Kensington & Chelsea & Westminster, LCF - IDVA, The Caring Foundation are for salary and associated project running costs.

<u>Unrestricted - Functional fixed assets reserve</u>		
Balance at 1 April 2023	9,341	12,084
Movement in year	(5,241)	(2,743)
Transfers in year		
Balance at 31 March 2024	4,100	9,341
<u>Unrestricted - Running costs reserve</u>		
Balance at 1 April 2023	300,000	250,000
Transfers in year	100,000	50,000
Balance at 31 March 2024	400,000	300,000
<u>Unrestricted - Running costs reserve:</u>		
Balance at 1 April 2023	100,000	70,000
Movement in year		-
Transfers	10,000	30,000
Balance at 31 March 2024	110,000	100,000
<u>Unrestricted - General reserve:</u>		
Balance at 1 April 2023	250,959	162,389
Movement in year	99,116	168,570
Transfers	(110,000)	(80,000)
Balance at 31 March 2024	240,075	250,959
Total Unrestricted reserves	754,175	660,299

	Restricted	Unrestricted		Total
		General	Designated	
	£	£	£	£
Tangible fixed assets	-	-	4,100	4,100
Cash at bank and in hand	75,417	750,075	-	825,491
Other net current assets/ (liabilities)			-	-
	75,417	750,075	4,100	829,591

IKWRO - WOMEN'S RIGHTS ORGANISATION
Notes to the financial statements
for the year ended 31 March 2024

17 a) Analysis of Restricted :Funds	Balance 01/04/2023	Incoming Resources	Resources Expended	Transfers	Balance at 31/03/2024
Funders name					
Esme Fairbairn Foundation	4,864		4,864		-
London Councils Refuge		64,126	64,126		(0)
London Councils Advice and Counselling		78,519	78,519		(0)
London Councils Harmful Practices		35,372	35,372		-
London Councils Prevention		25,500	25,500		-
MOPAC/GLA (previous MHCLG)	4,000	111,090	115,090		0
Mopac - YWG		64,376	64,376		0
Mopac Solace		47,834	47,834		-
Mopac VAWG		39,935	39,935		-
Move on		49,480	49,480		-
Angelou Partnership		26,580	26,580		0
MHCLG Bexley	2,500	10,000	12,500		-
Kensington & Chelsea		10,000	10,000		-
Wiser		28,174	28,174		0
Natwest Circle fund	505		505		(0)
GLA Refuge Led		48,754	48,754		-
Floating support AWRC led	2,730	68,911	73,757		(2,116)
Mayor of London LDASA (By & For)	3,238	136,445	116,444		23,239
DWP - Access to work		14,859	14,859		-
LCF - IDVA		36,484	36,483		1
The Caring Foundation		5,833	5,833		(0)
SBS		5,052	5,052		-
Dr Martens Foundation		19,950	0		19,950
Hammersmith & Fulham		8,400	0		8,400
Standing Together (Home Office fund)		58,709	44155.89		14,553
Turn2Us		8,460	2571.75		5,888
Advice UK		13,630	8130		5,500
City of London		2,500	2500		-
Women's Aid		7,200	7200		-
Solace		1,600	1600		-
Total Restricted	17,837	1,027,773	970,194	0	75,415

b) Analysis of Unrestricted Funds

Unrestricted	250,959	209,849	110,733	(110,000)	240,075
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18 Commitments under operating lease

Minimum lease payments under non-cancellable operating leases fall due as follows:	2023/24	2022/23
Within one year	50,042	22,788
Between one and five years	63,276	5,697

19 Section 37 Statement

As the Income & Expenditure Account shows, the grant of £25,000 For healthy London, Healthy Relationship project, from the London Councils Grants Committee was expended for the purpose it was awarded:

£64,126 for Ascent Specialist Refuge Strand, from the London Councils Grants Committee was expended for the purpose for which it was awarded;

£78,519 for the Advice & Counselling project, from the London Councils Grants Committee was expended for the purpose for which it was awarded;

£35,372 for the Ascent EHP, from the London Councils Grants Committee was expended for the purpose for which it was awarded.

IKWRO - WOMEN'S RIGHTS ORGANISATION
Detailed income and expenditure account
for the year ended 31 March 2024

	2023/24	2022/23
	£	£
Grants receivable	1,027,773	968,076
Interest	588	66
Donations & gifts	64,868	90,529
Other income	3,745	12,747
Refuge Rent & Service charges	140,648	96,577
	<u>1,237,622</u>	<u>1,167,995</u>
Direct charitable expenditure:		
Staff costs	767,122	725,809
Staff training and welfare	11,605	15,982
Recruitment	3,831	1,617
Insurance	3,816	3,286
Refreshments	1,783	682
Rent, rates & services	164,403	126,632
Light & heat	13,242	11,615
Repairs, maintenance & garden upkeep	3,397	6,036
Printing, postage & stationery	2,307	2,395
Telephone	3,253	1,816
Volunteer expenses & peer mentoring & training	1,812	863
Client travel & other expenses	44,961	25,999
Client training courses & other related expenses	2,882	4,311
Events, meetings & conferences	10,241	9,367
Membership & subscriptions	2,858	2,438
Publications, reproduction & publicity materials	4,907	12,861
Professional fees	7,038	5,238
Depreciation	7,793	6,668
Sundry expenses		
	<u>1,057,249</u>	<u>963,615</u>
Management & administration:		
Staff cost	22,982	18,091
Audit and accountancy	4,800	4,800
Bank charges & interest	139	155
Other management committee expense	998	169
	<u>28,919</u>	<u>23,215</u>
NET INCOMINGS/(OUTGOINGS) IN YEAR	<u>151,454</u>	<u>181,165</u>

IKWRO WOMEN'S RIGHTS ORGANISATION

England & Wales - Charity number 1151507

Accounts



IKWRO - WOMEN'S RIGHTS ORGANISATION

ANNUAL REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2023

CHARITY NO: 1151507

COMPANY NO: 08140751

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IKWRO – Women’s Rights Organisation

Legal and Administrative Information

Trustees and Directors:

Sue Stevenson (Chair)
Neda Barzegar (vice Chair)
Dia Tuncer (Treasurer), (appointed 22 November 2022)
Aleisha Ebrahimi
Nadia Mardan Ali
Kulsoom Yusuf Pridmore
Kristen Negrotti, (appointed 22 November 2022)
Dr Landan Hashemi, (appointed 19th July 2023)

Key Management and Personnel: Diana Nammi

Registered Address: PO Box 75229
London E15 9FX

Charity registration no: 1151507

Bankers: Lloyds
Co-operative

IKWRO-Women's Rights Organisation

Trustees' Annual Report

The Trustees are pleased to present their annual Directors' Report together with the financial statements of the charity for the year ending 31 March 2023.

The financial statement complies with IKWRO's constitution, the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association and the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015).

This report is divided into the following sections:

- Structure, Governance and Management
- Our five year strategic goals 2017-2022
- Financial Review

STRUCTURE, GOVERNANCE AND MANAGEMENT

Organisational Structure

The IKWRO – Women's Rights Organisation is a registered charity that was established, initially as the Iranian and Kurdish Women's Rights Organisation, in August 2002. It was registered with the Charity Commission in 2004 (No. 1104550).

Since 9 July 2012, IKWRO Women's Rights Organisation (new name to reflect the fact that the Charity now serves a wider community of women) has become a company limited by guarantee (company number 8140751), and registered with Charity Commission on 04 April 2013 (No. 1151507).

Governance and Management

The governance of IKWRO is entrusted to the Board of Trustees ("the Board"), which currently consists of eight members who meet at least six times a year with the Executive Director of the Charity. At these meetings, the Board reviews the Charity's activities, finances and human resources and retains the following duties. To:

- Ensure that IKWRO fulfils its charitable objectives
- Determine IKWRO's overall strategic direction within resource limits
- Monitor the performance of the Executive Director and her team
- Review and ratify IKWRO's policies and procedures
- Promote and protect IKWRO's values, integrity and reputation
- Ensure high standards of governance that command the confidence of all of IKWRO's staff and stakeholders
- Exercise independent judgment, reasonable care, skill and diligence.

In addition to the Board meetings, there are several sub-committees of the Board of Trustees which hold meetings each month, or as and when required, to consider specific aspects of the Charity's activities or issues affecting the Charity e.g. finances, human resources, fundraising and business planning.

The day-to-day management of the organisation is delegated to the Chief Executive of the Charity, Diana Nammi, who reports to the Trustees and who works within the policy and procedural framework of the Charity.

Recruitment and Appointment of Trustees

The Trustees who served during the year 2022-2023 are shown on page 1 of the accounts. In accordance with the Charity's constitution, Trustees are elected annually at the Annual General Meeting by the members of the Charity.

Trustees are appointed on a three-year term and are eligible for re-election at the Annual General Meeting.

Trustees are recruited through website advertisements. Personal recommendations are also used when specific skillsets are required. Candidates submit a written application in the first instance. A shortlist of candidates is selected for interview with present members of the Board of Trustees.

All new Trustees undergo an induction day with the Chief Executive of the Charity and a training day on their role and responsibilities under Charity Law, typically through third-party organisations such as The National Council for Voluntary Organisations ("NCVO").

Furthermore, in order to ensure that the Trustees receive ongoing support and are best able to support the Charity's objectives, the Board will, where resources allow, enable a small number of Trustees to attend further training courses in relation to their role as Trustees.

Section 4 of the Charities Act 2011

The Trustees actively review guidance issued by the Charity commission as required by section 4 of the 2011 Charities Act, to ensure compliance with such guidance.

Risk management – Internal controls

The Trustees have overall responsibility for ensuring that the Charity has appropriate systems for internal controls.

They are responsible for monitoring the Charity's accounting records which disclose with reasonable accuracy at any time the financial position of the Charity and enables them to ensure that the financial statements follow best practice.

They are responsible for ensuring that the Charity safeguards its assets and therefore takes reasonable steps for the prevention and detection of fraud and other irregularities. The system of internal control is designed to provide reasonable but not absolute assurance against material misstatement or loss.

COVID-19 Pandemic

The recent pandemic and lock downs had a dramatic impact at every level on our organisation as well as on service users. IKWRO has been able to operate effectively during the COVID-19 Pandemic with employees working remotely from their homes equipped with the necessary work equipment and safety plans. We have helped our clients to better understand and adapt to the new situation. The charity is also taking appropriate steps to protect employees working in the office in line with government guidelines. As a result of such measures, the activities of the charity during the current financial period have not been significantly adversely affected. Post Pandemic, we continue to adopt to work on hybrid system.

Related parties

None of the Trustees receive remuneration or other personal benefits in their capacity as Trustees of the Charity. Any connection between a Trustee of the Charity and organisations providing services to the Charity must be disclosed to the full Board of Trustees in the same way as any contractual relationship with a related party. In the current year no such related party transactions were reported.

ACTIVITIES AND ACHIEVEMENTS

IKWRO had a successful year in term of achieving its aims and in safeguarding and empowering women and girls. Thanks to out dedicated staff, volunteers, the Board of Trustees, funders and donors, and our partner organisation.

We cannot discuss challenges without mentioning the post COVID-19 crisis and also cost of living crises which has had a disturbing effect on every organisation and our clients. IKWRO is no exception. We have observed the situation carefully and acted immediately according to Government policy, ensuring the health and well-being of our staff and volunteers as well as our clients and service users. We have altered our service delivery to remote and online services, and we have helped our clients to better understand and adapt to the new situation by supporting them by allocating resources to ease their difficulties and problems.

The impact of the pandemic and cost of living crises has been that we have seen a great increase in demand for our services from vulnerable women and girls.

We at IKWRO are immensely grateful for the funders for providing emergency COVID-19 fund and cost of living crises support which has enabled us to respond to this crisis situation as well as we do already.

This year marks IKWRO's 20th anniversary, a major milestone for the organisation and the chance to reflect on the impact that our specialist advice, advocacy, counselling, refuge, training, projects, policy and campaigning work has achieved, safeguarding thousands of women and girls affected by "honour" based abuse and domestic abuse and ensuring that the government and other decision makers must recognise and address these forms of violence against women and girls.

This year, IKWRO's impact has been particularly profound both in individual cases and in securing historic changes to law and policy.

Our **advice and advocacy team** have supported 560 cases face-to face and via telephone involving "honour" based abuse, forced marriage, child marriage, female genital mutilation, kidnapping and child abduction in Kurdish, Arabic, Farsi, Dari, Pashto and English. We saw an increase in high risk and complex cases and a rise in demand for refuge spaces, especially from single women and women who have 'No Recourse to Public Funds' as well as for safe and adequate housing for families.

Our specialist **counselling service** provided individual therapy to 222 women in Farsi and Dari, Kurdish, Arabic, Turkish and English. We also ran group therapy sessions including a drama and movement group at the refuge.

IKWRO's specialist **refuge** supported 16 women this year. Most faced language barriers and lacked understanding of their rights and entitlements, many were suffering with severe depression and low self-esteem, two had suicidal thoughts. We provided intensive one-to-one emotional and practical support and made effective referrals.

We expanded our work this year to a new vital **Refuge Resettlement Project**, through which we supported 114 Black Minority Ethnic women with moving on from refuges into new accommodation and settling into their new neighbourhoods.

IKWRO are proud partners of the **No Recourse to Public Funds Support Project**, through which we supported 55 women facing domestic abuse and "honour" based abuse who are on spouse visas and have no recourse to public funds. We undertook risk and needs assessments, made referrals to meet their and their children's needs, including to solicitors and we helped to secure safe accommodation, appropriate support such as counselling, and access to education.

Through our successful **Harmful Practices Project**, IKWRO supported 106 survivors of FGM on their path to recovery, healing, and safety and we raised understanding of the impacts of all forms of harmful practices within communities and professionals, who we trained in best practice responses.

As partners in the **CouRAGEus Project**, IKWRO continues to support girls and young women aged 14-24 from Middle Eastern and North African communities who have faced multiple issues including child marriage, forced marriage, "honour" based abuse and other harmful practices, as well as emotional, financial, psychological, physical, sexual and cyber abuse. We build trust and provide safety-planning, advice, advocacy, resilience support, counselling in their first language and we make referrals. We call the young person weekly, so they feel less isolated and emotionally supported.

IKWRO provides **training** on the harmful practices of “honour” based abuse, forced marriage, female genital mutilation and domestic abuse to professionals, young people, and communities.

This year IKWRO’s expert training team reached 97 professionals from statutory and voluntary organisations including social work, healthcare, police, law, education, and housing and delivered sessions on harmful practices and healthy relationships to over 880 students from secondary schools and sixth forms across the London boroughs.

This year IKWRO’s **campaigning** has had profound national and international impact. IKWRO achieved landmark changes to the law on three harmful practices. Our Safeguard Futures Ban Child Marriage campaign succeeded in banning all forms of child marriage (registered and unregistered) in England and Wales including where the marriage takes place outside of the country. Additionally, IKWRO’s award-winning Virginity Does Not Define Me campaign not only enabled much needed open conversations challenging myths around virginity, but it also achieved a ban of the harmful practices of virginity testing and hymenoplasty.

IKWRO has also been a strong voice demanding rights and equality for the MENA community internationally, demonstrating as part of the Women Life Freedom movement for Iran and marching for action for women in Afghanistan.

IKWRO continued our annual tradition of strengthening the wider movement to end “honour” based abuse through celebration in our **True Honour Awards**. This year we recognised a wide range of individuals and organisations, and the True Honour Award winner was Mama Sylla, an inspirational FGM survivor, campaigner and community support worker.

IKWRO continues to be widely respected as spearheading the movement to end “honour” based abuse and as leading representatives of MENA women and girls impacted by abuse. As such this year we regularly appeared across the leading media platforms and were consulted by decision makers including Diana Nammi addressing the Women and Equalities Committee for their parliamentary enquiry on “honour” based abuse.

<http://ikwro.org.uk>

OUR FIVE-YEAR STRATEGIC GOALS 2023 – 2028

The political and economic environment in the UK has become a struggle for small charitable organisations due to Brexit, the Covid 19 pandemic and the recession. IKWRO has been supported by the EU since 2011. EU funds account for about 40% of our core funding. Brexit means the end of this opportunity for IKWRO and therefore IKWRO will need to look to other sources of UK and international funding to replace this funding gap in line with its Ethical Fundraising policy.

Funding for the year 2023/2024 has been secured for IKWRO's core activities and the primary aim of IKWRO is to further develop the provision of welfare services for our target groups.

Overall, IKWRO's goals are the following:

1. Continuing to deliver high quality and direct services for women and girls who have suffered or are at risk of suffering, inter alia, "honour" based violence, forced marriage, child marriage, female genital mutilation and domestic violence and securing funding to maintain and develop the same.
2. Becoming the leading source of knowledge and training on culture-specific gender - based violence in the UK for academics, legal professionals, and public bodies such as the police, social services and Educational institutions.
3. Continuing to influence public opinion to raise awareness of the issues identified by the Charity in its mission and increasing the level of engagement of the public with these issues.
4. Lobbying the government and its policy makers for better laws and their implementation as well as the dedication of appropriate resources to the tackling the issues identified by the Charity.
5. Raising funding, through public bodies and private bodies and individuals, to support existing activities and growth plans. In particular IKWRO plans to expand its sources of funding to include more funding from the private sector and the public at large alongside that of its existing funders and sources of funding to replace the funding received as a member of the European Union.
6. Investing in its people, systems and operation to ensure that they effectively support the Charity's activities and development.
7. Improve the website, branding and communications strategy to support the Charity in its mission.

FINANCIAL REVIEW

Pay policy for senior staff

The Board of Trustees considers that the Charity's senior management team comprise the key management personnel of the Charity in charge of directing, controlling, running and operating the Charity on a day to day basis. No director, other than Diana Nammi, received remuneration in the year. Diana Nammi received remuneration in her capacity as Chief Executive Director and this is reflected in the financial statements. The pay of senior staff, including Diana Nammi, is reviewed annually and normally increased in line with Local Authority pay scales.

Review of the financial activities

The total income for the year amounted to £1,167,995 with expenditure amounting to £986,831 leaving a profit in the year of £181,165. Accumulated reserves at the balance sheet date amounted to £678,137 of which £678,137 represent income reserves.

Reserves policy and going concern

The board of Trustees has undertaken a review of the Charity's requirements for reserves in light of the main risks to the organisation. It has established a policy whereby the unrestricted funds not committed or invested in tangible fixed assets held by the Charity should be 3 to 6 months of the annual expenditure. The Charity has set up a designated fund, namely a "running costs" reserve, in line with Charity Commission recommendation. The reserves are needed to meet the running costs of the charity for three months.

On the 1st April 2023, the reserves budget stands at £678,137. Of these reserves £300,000 are allocated to running cost reserves and £100,000 to the refuge cost reserves. Whilst the running costs reserves represent three months of expenditure, the Trustees are looking to increase this budget to 6 months of expenditure. The Trustees will continue to review the reserves budget on a yearly basis and to transfer additional funds to increase the amount held to the recommended level.

Statement of Trustees' responsibilities

The Trustees (who are also directors of IKWRO – Women's Rights Organisation for the purposes 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, which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the 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;

- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

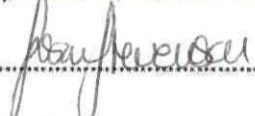
The Trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding 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 auditor is unaware; and
- the Trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is 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.

By order of the Board of Trustees


.....

Sue Stevenson

Date: 9/10/2023

Trustee

Opinion on financial statements

We have audited the financial statements of IKWRO-Women's Rights Organisation for the year ended 31 March 2023 on pages 14 to 25. The financial reporting framework that has been applied in their preparation is applicable law, and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

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.

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 the United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis of 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

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or the charitable company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

Other Information

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

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

We have nothing to report in this regard.

Opinion on other matter prescribed by the Companies Act 2006

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

- the information given in the trustees' report for the financial year for which the financial statements are prepared is consistent with the financial statements; and

• the Trustees report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of 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 trustee's 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 directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement, 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 to irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

To identify risks of material misstatements due to fraud ("fraud risks") we assessed events or conditions that indicate an incentive or pressure to commit fraud or provide the opportunity to commit fraud. Our risk assessment procedures included:

*Enquiring with Trustees and management and inspection of policy documentation as to IKWRO-womens rights organisations policies and procedures to prevent fraud and detect fraud that apply to this company as well as Enquiring whether the Trustees and management have knowledge of any actual suspected or alleged fraud.

Audit procedures performed by the engagement team included:

*Discussions with management and assessment of known or suspected instances of non compliance with laws and regulations and fraud:

*Assessments of identified fraud factors:

*Challenging assumptions and judgements made by management in its significant accounting estimates:

*Using analytical review procedures to identify unusual or unexpected relationships:

*Confirmation of related parties with management, and review of transactions throughout the period to identify previously undisclosed transactions with related parties outside the normal course of business:

*Reading minutes of meetings of those charged with governance:

*Review of significant and unusual transactions and evaluation of the underlying financial rationale supporting the transactions:

*Identifying and testing journal entries, in particular any manual entries made at the year end for financial statement presentation.

*identifying and responding to risks of material misstatement due to non compliance with laws and regulations.

We communicated identified fraud risks throughout the audit team and remained alert to any indications of fraud throughout the audit

As required by auditing standards, taking into account possible pressures to meet profit targets, we perform procedures to address risks of management override of controls and the risk of fraudulent revenue recognition, including: the risk that revenue is recorded in the wrong period and the risk that management may be in a position to make inappropriate accounting entries.
We did not identify any additional fraud risks.

We identified areas of laws and regulations that could reasonably be expected to have a material effect on the financial statements from our general commercial and sector experience and through discussion with Trustees and management (as required by auditing standards) and discussed with Trustees and management the policies and procedures regarding compliance with laws and regulations.

Firstly, the company is subject to laws and regulations that directly affect the financial statements including financial reporting legislation, (including related companies legislation), distributable profits legislation and taxation legislation and we assessed the extent of compliance with these laws and regulations as part of our procedures on related financial statement items.

Secondly, the company is subject to many other laws and regulations where the consequences of non compliance have a material effect or the amounts or disclosures in the financial statements, for instance through the imposition of fines or litigation. We identified the following areas as those most likely to have such effect: health and safety, anti-bribery, general data protection, employment law, and certain aspects of company legislation, recognising the nature of the company's activities. Auditing standards limit the required audit procedures to identify non compliance with these laws and regulations to enquire of the Trustees inspection of regulatory and legal correspondence, if any. Therefore, if a breach of operational regulations is not disclosed to us or evident from relevant correspondence, an audit will not detect that breach.

Context of ability of the audit to detect fraud or breached of law or regulation

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. For example, the further removed non-compliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely inherently limited procedures required by auditing standards would identify it.

In addition, as with any audit, there remained a higher risk of non-detection of fraud, as these may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls. Our audit procedures are designed to detect material misstatement. We are not responsible for preventing non compliance or fraud and cannot be expected to detect non-compliance with all laws and regulation. As part of an audit in accordance with ISAs (UK), we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

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

IKWRO - WOMEN'S RIGHTS ORGANISATION

Independent Auditor's Report to the Trustees of IKWRO-WOMEN'S RIGHTS ORGANISATION

· Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation. We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

A further description of our responsibilities for audit of the financial statements is located on the Financial reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This descriptions forms part of our Report of the Auditors.

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



Michalis Michael, Senior Statutory Auditor

for and on behalf of Christopher Michael Ltd, Chartered Certified Accountants & Statutory Auditors

26 Station Road, New Barnet, Herts EN5 1QW

Date: 11th October 2023

IKWRO - WOMEN'S RIGHTS ORGANISATION
Statement of financial activities
for the year ended 31 March 2023

	Notes	Restricted Funds £	Unrestricted/ Designated Funds £	Total 2022/23 £	Total 2021/22 £
Income:					
Donations and restricted grants	3	968,076	85,529	1,053,605	831,101
<i>Income from other charitable activities</i>					
Fundraising & other income	4	7,680	10,067	17,747	27,118
Refuge Services			96,577	96,577	83,223
Investment/Interest income		-	66	66	
Total income		<u>975,756</u>	<u>192,239</u>	<u>1,167,995</u>	<u>941,442</u>
Expenditure					
<i>Expenditure on charitable activities:</i>					
Direct Charitable expenditure	5	937,216	-	937,216	773,971
Refuge Services			26,413	26,413	61,271
Management and administration (raising funds)	6	23,202		23,202	21,878
Total expenditure		<u>960,418</u>	<u>26,413</u>	<u>986,831</u>	<u>857,120</u>
Net income/(expenditure) and net movements in funds before gains and losses on investments		15,338	165,827	181,165	84,322
Inter-fund transfer					
Total funds brought forward		2,500	494,472	496,972	412,650
Total funds carried forward		<u>17,838</u>	<u>660,299</u>	<u>678,137</u>	<u>496,972</u>

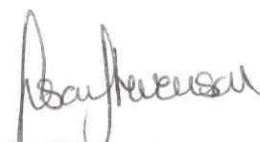
The statement of financial activities includes all gains and losses in the year. All incoming resources and resources expended derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Company.

IKWRO - WOMEN'S RIGHTS ORGANISATION
BALANCE SHEET
AS AT 31 MARCH 2023

	<u>Notes</u>	<u>2022/23</u>		<u>2021/22</u>	
		£	£	£	£
Fixed Assets					
Tangible fixed assets	12		9,341		12,084
Total fixed assets			<u>9,341</u>		<u>12,084</u>
Current Assets					
Debtors	13	219,867		195,043	
Cash at bank and in hand		<u>499,909</u>		<u>407,356</u>	
Total current assets		<u>719,776</u>		<u>602,399</u>	
Creditors: amounts falling due within one year	14	<u>(50,980)</u>		<u>(117,511)</u>	
Net current assets			<u>668,796</u>		<u>484,888</u>
NET ASSETS			<u><u>678,137</u></u>		<u><u>496,972</u></u>
The funds of the Charity:					
Restricted income funds:	17		17,838		2,500
Unrestricted/Designated income funds:	17		<u>660,299</u>		<u>494,472</u>
TOTAL CHARITY FUNDS			<u><u>678,137</u></u>		<u><u>496,972</u></u>

The financial statements were approved and authorised for issue by the Board on
Signed on behalf of the board of trustees



Sue Stevenson

Trustee

Date

9/10/2023.

The notes form part of these financial statements

Company Registration No.08140751

IKWRO - WOMEN'S RIGHTS ORGANISATION
Statement of cash flows
for the year ended 31 March 2023

	2022/23	2021/22
	Total Funds £	Prior year Funds £
Cash flows from operating activities:		
Net cash provided by (used in) operating activities	96,250	10,384
Cash flows from investing activities		
Dividends, interest and rents from investments	155	16
Purchase of tangible fixed assets		
Net cash provided by / (used in) investing activities	96,405	10,400
Change in cash and cash equivalents in the reporting period	92,553	9,489
Cash and cash equivalents at the beginning of the reporting period	407,356	397,867
Cash and cash equivalents at the end of the reporting period	499,909	407,356
Reconciliation of net movement in funds to net cash flow from operating activities		
Net movement in funds for the reporting period (as per the SOFA)	180,782	84,322
Adjustments for:		
Depreciation charges	6,668	4,908
Dividends, interest and rents from investments	155	16
(Increase)/decrease in debtors	(24,824)	(62,478)
Increase(decrease) in creditors	(66,531)	(16,383)
Net cash provided by (used in) operating activities	96,250	10,385
Analysis of cash and cash equivalents		
Cash in hand	499,909	407,356
Total cash and cash equivalents	499,909	407,356

Summary of Significant accounting policies

General information and basis of preparation

IKWRO is a company incorporated in England & Wales and is 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 a maximum of £10 per member of the charity. The registered address is given in the charity information on page 1 of these financial statements. The nature of the charity's operations and principle activities are safeguarding and empowering women and girls.

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

The financial statements are prepared on a going concern basis under the historical cost convention, modified to include certain items at fair value. The financial statements are presented in sterling which is the functional currency of the charity and rounded to the nearest £1.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

Reconciliation with previous GAAP

In preparing the accounts the trustees have considered whether in applying the accounting policies required by FRS 102 and the Charities SORP FRS 102, the reinstatement of comparative item was required.

At the date of transition no other restatements were required.

Incoming resources

Income (including income from government and other grants) is recognised when the charity has entitlement to the funds, any performance conditions attached to the items of income have been met, it is probable that the income will be received and the amount can be measured reliably.

Interest and investment income receivable

Interest on funds held on deposit and income from investments held is included when receivable and the amount can be measured reliably by the charity.

Fund accounting

Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for particular purposes. The cost of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Endowment funds represent those assets which must be held permanently by the charity. Income arising on the endowment funds can be used in accordance with the objects of the charity and is included as unrestricted income. Any capital gains or losses arising on the investments form part of the fund. Investment management charges and legal advice relating to the fund are charged against the fund.

Summary of Significant accounting policies

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

Income Recognition

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.

For donations to be recognised the charity will have been notified of the amounts and the settlement date in writing. If there are conditions attached to the donation and this requires a level of performance before entitlement can be obtained then income is deferred until those conditions are fully met or the fulfilment of those conditions is within the control of the charity and it is probable that they will be fulfilled.

Donated facilities and donated professional services are recognised in income at their fair value when their economic benefit is probable, it can be measured reliably and the charity has control over the item. Fair value is determined on the basis of the value of the gift to the charity. For example, the amount the charity would be willing to pay in the open market for such facilities and services. A corresponding amount is recognised in expenditure.

No amount is included in the financial statements for volunteer time in line with the SORP. Further detail is given in the Trustees' Annual Report.

Where practicable, gifts in kind donated for distribution to the beneficiaries of the charity are included in stock and donations in the financial statements upon receipt. If it is impracticable to assess the fair value at receipt or if the costs to undertake such a valuation outweigh any benefits, then the fair value is recognised as a component of donations when it is distributed and an equivalent amount recognised as charitable expenditure.

Gifts in kind donated for resale are included at fair value, being the expected proceeds from sale less the expected costs of sale. Where estimating the fair value is practicable upon receipt it is recognised in stock and 'Income from other trading activities'. Upon sale, the value of the stock is charged against 'Income from other trading activities' and the proceeds are recognised as 'Income from other trading activities'. Where it is impracticable to fair value the items due to the volume of low value items they are not recognised in the financial statements until they are sold. This income is recognised within Fixed asset gifts in kind are recognised when receivable and are included at fair value. They are not deferred over the life of the asset.

For legacies, entitlement is the earlier of the charity being notified of an impending distribution or the legacy being received. At this point income is recognised. On occasion legacies will be notified to the charity however it is not possible to measure the amount expected to be distributed. On these occasions, the legacy is treated as a contingent asset and disclosed.

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

Income from government and other 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.

Investment income is earned through holding assets for investment purposes such as shares and property. It includes dividends, interest and rent. Where it is not practicable to identify investment management costs incurred within a scheme with reasonable accuracy the investment income is reported net of these costs. It is included when the amount can be measured reliably. Interest income is recognised using the effective interest method and dividend and rent income is recognised as the charity's right to receive payment is established.

Other income includes the conversion of endowment funds into income which arises when capital funds are released to an income fund from expendable endowments or when a charity has authority to adopt a total return approach to its permanent endowment fund. It also includes other income such as gains on disposals of tangible fixed assets.

Expenditure recognition

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Expenditure is recognised where there is a legal or constructive obligation to make payments to third parties, it is probable that the settlement will be required and the amount of the obligation can be measured reliably.

Irrecoverable VAT is charged as an expense against the activity for which expenditure arose

Grants payable to third parties are within the charitable objectives. Where unconditional grants are offered, this is accrued as soon as the recipient is notified of the grant, as this gives rise to a reasonable expectation that the recipient will receive the grants. Where grants are conditional relating to performance then the grant is only accrued when any unfulfilled conditions are outside of the control of the charity.

Support cost allocation

Support costs are those that assist the work of the charity but do not directly represent charitable activities and include office costs, governance costs, administrative payroll costs. They are incurred directly in support of expenditure on the objects of the charity and include project management carried out at Headquarters. Where support costs cannot be directly attributed to particular headings they have been allocated to cost of raising funds and expenditure on charitable activities on a basis consistent with use of the resources

Fund-raising costs are those incurred in seeking voluntary contributions and do not include the costs of disseminating information in support of the charitable activities.

Tangible fixed assets

Tangible fixed assets for use by the charity are stated at cost less depreciation.
value, over their expected useful lives on the following bases:

- property improvements - 20% straight line basis
- office equipment - 25% straight line basis

Taxation

The charity is an exempt charity within the meaning of schedule 3 of the Charities Act 2011 and is considered to pass the tests set out in Paragraph 1 Schedule 6 Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes.

Operating leases

Rentals payable and receivable under operating leases are charged to the SoFA on a straight line basis over the period of the lease

Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

Cash at bank and in hand

Cash at bank and in hand includes cash and short term highly liquid investments with a short maturity of less than three months from the date of acquisition or opening of the deposit or similar account.

Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably.

Financial Instruments

The trust has only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. The charity does not acquire put options, derivatives or other complex financial instruments. The main form of financial risk faced by the charity is that of volatility in equity and investment markets due to wider economic conditions, the attitude of investors to risk, and changes in sentiment concerning equities.

Pensions

The Company operates a NEST pension scheme for its employees . Contributions are expensed as they become payable.

Going concern

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

1 Legal status of the Trust

The Trust 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 £10 per member of the charity

2 Financial performance of the charity

	Restricted £	Unrestricted £	2022/23 Totals £	2021/22 Totals £
Income	975,757	192,238	1,167,995	941,442
Expenditure on charitable activities	936,719	20,241	956,960	830,334
Expenditure on management and administration	23,202		23,202	21,878
Depreciation	498	6,170	6,668	4,908
	<u>960,419</u>	<u>26,411</u>	<u>986,830</u>	<u>857,120</u>
Net income	15,338	165,827	181,165	84,322
Transfers			-	
Total funds brought forward	2,500	494,472	496,972	412,650
	<u>17,838</u>	<u>660,299</u>	<u>678,137</u>	<u>496,972</u>
Total funds carried forward				
Represented by:				
Restricted funds	<u>17,838</u>		<u>17,838</u>	<u>2,500</u>
Unrestricted funds		<u>660,299</u>	<u>660,299</u>	<u>494,472</u>

3 Income from Donations and Grants

Grants receivable				
Esmee Fairbairn Foundation	54,616		54,616	53,025
London Councils Refuge	62,000		62,000	62,000
London Councils Advice and Counselling	80,530		80,530	76,267
London Councils Harmful Practices	35,372		35,372	36,860
London Councils Prevention	25,000		25,000	33,580
Lloyds Bank Foundation	12,500		12,500	28,042
MOPAC/GLA (previous MHCLG)	112,000		112,000	101,142
The Leathersellers				20,000
Mopac - YWGG	63,226		63,226	62,573
Mopac Solace	47,834		47,834	47,834
Mopac VAWG	39,935		39,935	52,027
Move on	45,200		45,200	35,872
Advance Hardship				2,000
Angelou Partnership	26,580		26,580	24,990
MHCLG Bexley	27,500		27,500	30,000
Esme Fairbairn Covid 19				54,000
Kensington & Chelsea	10,000		10,000	8,000
Wiser	27,508		27,508	26,535
Natwest Circle Fund	5,000		5,000	2,500
GLA Refuge Led	48,754		48,754	300
Floating support AWRC led	66,664		66,664	2,657
By & For	120,864		120,864	1,776
DWP - Access to work	13,086		13,086	10,909
Home Office				14,594
LCF - IDVA	32,363		32,363	
EF crisis	5,462		5,462	
The Caring Foundation	4,167		4,167	
SBS	1,915		1,915	
Donations - Restricted				
- Unrestricted		85,529	85,529	43,618
	<u>968,076</u>	<u>85,529</u>	<u>1,053,605</u>	<u>831,101</u>

4 Fundraising & other income

Other operating income	7,680	10,067	17,747	27,118
	<u>7,680</u>	<u>10,067</u>	<u>17,747</u>	<u>27,118</u>

	2022/23 £	2021/22 £
5 Analysis of expenditure on charitable activities		
Staff & agency costs	743,900	622,411
Depreciation	6,668	4,908
Other running costs	213,060	207,923
	<u>963,628</u>	<u>835,242</u>
6 Analysis of governance and support cost		
Staff costs	18,091	17,528
Audit and accountancy	4,800	4,200
Bank charges	155	98
Other management committee expenses	156	52
	<u>23,202</u>	<u>21,878</u>
7 Net income /(expenditure) for the year		
This is stated after charging:		
Depreciation -owned assets	6,668	4,908
Auditors remuneration for audit services	4,800	4,200
Auditors remuneration for other services	-	-
8 Analyses of staff costs, trustee remuneration and expenses, and the		
Wages and salaries	681,517	551,523
Employers national insurance	51,724	46,178
Employers pension	8,420	6,943
	<u>741,661</u>	<u>604,644</u>
The average number of staff employed during the year were as follows:		
Direct charitable	24	23
	<u>24</u>	<u>23</u>
The number of employees whose emoluments as defined for taxation purposes amounted to over £60,000 in the year were as follows:	-	-

9 Trustees' remuneration

Trustees received remuneration during the year under review or preceding year. The Charity paid for Trustees travelling expenses during the year, amounting to £156 (2022: £39) which were incurred whole for

10 Related party transactions

There were no related party transactions made during this year, (2022: £0)

11 Corporation Tax

The Charity is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

IKWRO - WOMEN'S RIGHTS ORGANISATION
Notes to the financial statements
for the year ended 31 March 2023

	Property Improvements	Office Equipment	Total
	£	£	£
12 Tangible fixed assets			
Cost:			
At 1 April 2022	20,383	45,694	66,077
Additions		3,926	3,926
At 31 March 2023	<u>20,383</u>	<u>49,620</u>	<u>70,003</u>
Depreciation			
At 1 April 2022	18,730	35,264	53,994
Charge in year	701	5,967	6,668
At 31 March 2023	<u>19,431</u>	<u>41,231</u>	<u>60,662</u>
Net book value			
At 31 March 2023	<u>952</u>	<u>8,389</u>	<u>9,341</u>
At 31 March 2022	<u>1,653</u>	<u>10,430</u>	<u>12,083</u>
13 Debtors		2022/23	2021/22
Amounts due within one year:			
Trade debtors			
Prepayments & sundry debtors		5,293	3,334
Accrued income and grants receivable		214,574	191,709
		<u>219,867</u>	<u>195,043</u>
14 Creditors			
Amounts falling due within one year:			
Taxation and other security costs		23,448	13,409
Accruals & other creditors		20,702	32,849
Deferred Grants		5,833	67,116
Third Party		997	4,137
		<u>50,980</u>	<u>117,511</u>
15 Deferred income			
Deferred income comprise of grants received in advance for 2023/24 Projects.			
Balance as at 1 April 2022		67,116	54,000
Amount released to income			
The Leathersellers		(12,500)	
Esme Fairbairn		(54,613)	(54,000)
Amount deferred in the year:			
Esme Fairbairn grant			54,616
The Leathersellers			12,500
The Caring Foundation		5,833	
Balance as at 31 March 2023		<u>5,833</u>	<u>67,116</u>

	2022/23	2021/22
	£	£

17 Analysis of charitable funds

Analysis of movement in restricted and unrestricted funds

Restricted reserves

Balance at 1 April 2022	2,500	10,865
Incoming resources	975,757	767,484
Resources expended	(960,419)	(775,849)
Interfund transfers	-	-
Balance at 31 March 2023	17,838	2,500

The grants from the London Councils strands, Esmee Fairbairn, MOPAC strands, MHCLG, GLA strands, Lloyds Bank, Kensington & Chelsea & Westminster, LCF - IDVA, The Caring Foundation are for salary and associated project running costs. Restricted grants received in 2022/23 which relate to the financial year 2023/24 have been deferred to 2023/24 financial year (Note 15).

Unrestricted - Functional fixed assets reserve

Balance at 1 April 2022	12,084	16,113
Movement in year	(2,743)	(4,030)
Transfers in year	-	-
Balance at 31 March 2023	9,341	12,084

Unrestricted - Running costs reserve

Balance at 1 April 2022	250,000	190,000
Transfers in year	50,000	60,000
Balance at 31 March 2023	300,000	250,000

Unrestricted - Running costs reserve:

Balance at 1 April 2022	70,000	51,000
Movement in year	-	-
Transfers	30,000	19,000
Balance at 31 March 2023	100,000	70,000

Unrestricted - General reserve:

Balance at 1 April 2022	162,389	144,672
Movement in year	168,570	96,717
Transfers	(80,000)	(79,000)
Balance at 31 March 2023	250,959	162,389

Total Unrestricted reserves	660,299	494,472
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	Restricted	Unrestricted General	Unrestricted Designated	Total
		£	£	£
Tangible fixed assets	-	-	9,341	9,341
Cash at bank and in hand	17,838	650,959	-	668,797
Other net current assets/ (liabilities)	-	-	-	-
	17,838	650,959	9,341	678,137

17 a) Analysis of Restricted :Funds	Balance 01/04/2022	Incoming Resources	Resources Expended	Transfers	Balance at 31/03/2023
Funders name					
Esmee Fairbairn Foundation	54,616	-	54,616	-	-
London Councils Refuge		62,000	62,000	-	-
London Councils Advice and Counselling		80,530	80,530	-	-
London Councils Harmful Practices		35,372	35,372	-	-
London Councils Prevention		25,000	25,000	-	-
Lloyds Bank Foundation	12,500	-	12,500	-	-
MOPAC/GLA (previous MHCLG)		112,000	112,000	-	-
Mopac - YWG		63,226	63,226	-	-
Mopac Solace		47,834	47,834	-	-
Mopac VAWG		39,935	39,935	-	-
Move on		45,200	45,200	-	-
Advance Hardship				-	-
Angelou Partnership		26,580	26,580	-	-
MHCLG Bexley		27,500	27,500	-	-
Esme Fairbairn Covid 19				-	-
Kensington & Chelsea		10,000	10,000	-	-
Wiser		27,508	27,508	-	-
Natwest Circle Fund		5,000	5,000	-	-
GLA Refuge Led		48,754	48,754	-	-
Floating support AWRC led		66,664	66,664	-	-
By & For		120,864	120,864	-	-
DWP - Access to work		13,086	13,086	-	-
Home Office				-	-
LCF - IDVA		32,363	32,363	-	-
EF crisis		5,462	5,462	-	-
The Caring Foundation		10,000	4,167	-	5,833
SBS		1,915	1,915	-	-
b) Analysis of Unrestricted Funds					
Unrestricted	162,389	168,570	80,000		250,959

18 Commitments under operating lease

Minimum lease payments under non-cancellable operating leases fall due as follows:	2022/23	2021/22
Within one year	22,788	22,788
Between one and five years	5,697	28,485
	28,485	51,273

IKWRO - WOMEN'S RIGHTS ORGANISATION
Detailed income and expenditure account
for the year ended 31 March 2023

	2022/23	2021/22
	£	£
Grants receivable	968,076	787,483
Interest	66	16
Donations & gifts	90,529	45,778
Other income	12,747	24,942
Refuge Rent & Service charges	96,577	83,223
	<u>1,167,995</u>	<u>941,442</u>
Direct charitable expenditure:		
Staff costs	725,809	622,411
Staff training and welfare	15,982	19,579
Recruitment	1,617	-
Insurance	3,286	2,898
Refreshments	682	1,872
Rent, rates & services	126,632	123,422
Light & heat	11,615	8,089
Repairs, maintenance & garden upkeep	6,036	6,723
Printing, postage & stationery	2,395	2,006
Telephone	1,816	2,250
Volunteer expenses & peer mentoring & training	863	225
Client travel & other expenses	25,999	18,234
Client training courses & other related expenses	4,311	3,946
Events, meetings & conferences	9,367	3,540
Membership & subscriptions	2,438	2,266
Publications, reproduction & publicity materials	12,861	5,071
Professional fees	5,238	7,802
Depreciation	6,668	4,908
	<u>963,615</u>	<u>835,242</u>
Management & administration:		
Staff cost	18,091	17,528
Audit and accountancy	4,800	4,200
Bank charges & interest	155	98
Other management committee expense	169	52
	<u>23,215</u>	<u>21,878</u>
NET INCOMINGS/(OUTGOINGS) IN YEAR	<u>181,165</u>	<u>84,322</u>

Accounts



IKWRO - WOMEN'S RIGHTS ORGANISATION

ANNUAL REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2022

CHARITY NO: 1151507

COMPANY NO: 08140751

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IKWRO – Women’s Rights Organisation

Legal and Administrative Information

Trustees and Directors:	Sue Stevenson – Chair Neda Fatemeh Barzegar-Befroei – Secretary (appointed 28 July 2021) Dia Tuncer – Treasurer (appointed 22 November 2021) Nadia Mardan Ali Aleisha Ebrahimi Kulsoom Yusuf Pridmore Kristen Negrotti (appointed 22 November 2021)
Key Management and Personnel:	Diana Nammi
Registered Address:	PO Box 75229, London E15 9FX
Charity Registration No:	1151507
Bankers:	Lloyds Co-operative

IKWRO – Women's Rights Organisation

Trustees' Annual Report

The Trustees are pleased to present their annual Directors' Report together with the financial statements of the charity for the year ending 31 March 2022.

The financial statement complies with IKWRO's constitution, the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association and the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015).

- This report is divided into the following sections:
- Structure, Governance and Management
- Our five-year strategic goals 2017-2022
- Financial Review

STRUCTURE, GOVERNANCE AND MANAGEMENT

Organisational Structure

The IKWRO - Women's Rights Organisation is a registered charity that was established, initially as the Iranian and Kurdish Women's Rights Organisation, in August 2002. It was registered with the Charity Commission in 2004 (No. 1104550).

Since 9 July 2012, IKWRO Women's Rights Organisation (new name to reflect the fact that the Charity now serves a wider community of women) has become a company limited by guarantee (company number 8140751), and registered with Charity Commission on 04 April 2013 (No. 1151507).

Governance and Management

The governance of IKWRO is entrusted to the Board of Trustees ("the Board", which currently consists of six members who meet at least six times a year with the Executive Director of the Charity. At these meetings, the Board reviews the Charity's activities, finances and human resources and retains the following duties. To:

Ensure that IKWRO fulfils its charitable objectives

- Determine IKWRO's overall strategic direction within resource limits
- Monitor the performance of the Executive Director and her team
- Review and ratify IKWRO's policies and procedures
- Promote and protect IKWRO's values, integrity and reputation
- Ensure high standards of governance that command the confidence of all of IKWRO's staff and stakeholders
- Exercise independent judgment, reasonable care, skill and diligence.

In addition to the Board meetings, there are several sub-committees of the Board of Trustees which hold meetings each month, or as and when required, to consider specific aspects of the Charity's activities or issues affecting the Charity e.g., finances, human resources, fundraising and business planning.

The day-to-day management of the organisation is delegated to the Chief Executive of the Charity, Diana Nammi, who reports to the Trustees and who works within the policy and procedural framework of the Charity.

Recruitment and Appointment of Trustees

The Trustees who served the year ending 31 March 2022 are shown on page 1 of the account. In accordance with the charity's constitution, Trustees are elected annually at the Annual General Meeting by the members of the charity.

Trustees are appointed on a three-year term and are eligible for re-election at the Annual General Meeting. Trustees are recruited through website advertisements. Personal recommendations are also used when specific skillsets are required. Candidates submit a written application in the first instance. A shortlist of candidates are selected for interview with present members of the Board of Trustees.

All new Trustees undergo an induction day with the Chief Executive of the Charity and a training day on their role and responsibilities under Charity Law, typically through third-party organisation such as The National Council for Voluntary Organisations (NCVO).

Furthermore, in order to ensure that the trustees receive ongoing support and are best able to support the Charity's objectives, the Board will, where resources allow, enable a small number of Trustees to attend further training courses in relation to their role as Trustees.

Section 4 of the Charities Act 2011

The Trustees actively review guidance issued by the Charity Commission as required by section 4 of the 2011 Charities Act, to ensure compliance with such guidance.

Risk management – Internal controls

The Trustees overall responsibility for ensuring that the Charity has appropriate systems for internal controls.

They are responsible for monitoring the Charity's accounting records which disclose with reasonable accuracy at any time the financial position of the Charity and enable them to ensure that the financial statement follow best practice.

They are responsible for ensuring that the Charity safeguards its assets and therefore takes reasonable steps for the prevention and detection of fraud and other irregularities. The system of internal control is designed to provide reasonable but not absolute assurance against material misstatement or loss.

COVID – 19 Pandemic

This period is highlighted by the outbreak of the COVID-19 pandemic. The pandemic and lock downs had a dramatic impact at every level on our organisation as well as on service users. IKWRO has been able to operate effectively during the COVID-19 pandemic with employees working remotely from their homes equipped with the necessary work equipment and safety plans. We have helped our clients better understand and adapt to the new situation. The charity is also taking appropriate steps to protect employees working in the office in line with Government guidelines. As a result of such measures, the activities of the charity during the current financial period have not been significantly adversely affected.

Related parties

None of the Trustees receive remuneration or other personal benefits in their capacity as Trustees of the Charity. Any connection between a Trustee of the Charity and organisation providing services to the charity must be disclosed to the full Board of Trustees in the same way as any contractual relationship with a related party. In the current year no such related party transactions were reported.

ACTIVITIES AND ACHIEVEMENTS

IKWRO had a successful year in terms of achieving its aims and in safeguarding and empowering women and girls. Thank you to our dedicated staff, volunteers, The board of Trustees, funders and donors, and our partner organisations.

We cannot discuss challenges without mentioning the COVID-19 crises which has had a disturbing effect on every organisation. IKWRO is no exception. We have observed the situation carefully and acted immediately according to Government policy, ensuring the health and well-being of our staff and volunteers as well as our clients and service users. We have altered our service delivery to remote and online services and we have helped our clients to better understand and adapt to the new situation by supporting them by allocating resources to ease their difficulties and problems.

We did the risk assessment and in line with Government policy, we developed hybrid working policy to allow working in person in the office and online.

We at IKWRO are immensely grateful for the funders for providing emergency COVID-19 fund which has enabled us to continue our excellent services in response to this crisis situation and in supporting our clients as well as we do already.

Advice and advocacy

Over the past year, IKWRO's advice team supported 750 women and girls, made vulnerable by their circumstances. There have been increases in; self-referrals made online or via friends, as well as in demand from MENA communities outside of Greater London. There has been a rise in enquiries from women experiencing stalking, harassment, and cyber abuse, which carry a potential risk of "honour" based abuse. Many women who accessed our services (both single and those with children) were destitute and had to wait for weeks to receive Universal Credit. A number asked for financial support and our response including enabling access to food vouchers and sourcing funding to provide their children with basic equipment.

Counselling

This year IKWRO's counselling team provided individual therapy to 177 clients and group therapy to 20 clients. There was a rise in the number of high-risk and vulnerable presentations. Due to Covid, many high-risk did not receive the support they needed from their GP's and local hospitals and IKWRO Counsellors therefore had to find other secondary services to support their clients. In some cases clients did not have access to a private and safe space (e.g. those living with a perpetrator) which prevented the ability to deliver counselling to them. However, with the ease of restrictions, we started offering our office spaces to these clients, to enable them to safely access their sessions remotely.

Refuge

IKWRO's refuge assisted 20 women aged between 19 – 42, who each had high support needs. Social services were involved in 2 cases, 14 involved the Destitution Domestic Violence Concession, 3 were

refugees and 2 were asylum seekers. Most of the women had suffered “honour” based abuse and domestic abuse; 7 had experienced forced marriage and 3 had experienced Female Genital Mutilation. We took all residents on a 2-night camping trip where they enjoyed nature walks, cooking on a fire and they danced and shared stories. All gained in confidence and self-esteem and gave very positive feedback. We also celebrated our refuge residents on International Women’s Day with a local Spa Day for self-love and care and they unanimously rated the experience as 10 out of 10.

Training

This year we continued to provide impactful training on “honour” based abuse, forced marriage, female genital mutilation and domestic abuse to professionals, young people and communities. We trained 145 professionals from statutory and voluntary organisations from a range of backgrounds including social work, healthcare, police, law, education, and housing. We delivered a healthy relationships project to primary and secondary schools and pupil referral units across 3 London boroughs, engaging 2860 students and 110 school staff members. We received extremely positive feedback.

Projects

Through the CouRageous project, IKWRO worked with 45 women and girls under the age of 25, living in London. We helped victims/survivors of domestic abuse, “honour” based abuse, forced marriage, female genital mutilation, and other harmful practices. We offered advice, support and counselling and signposted clients to appropriate services such as the Citizen Advice Bureau and other partner organisations. We secured clients grants and technology devices and we delivered a resilience program to empower clients and help them tackle daily issues. We worked closely with children’s social services and helped them to better understand the barriers faced by girls and women from the MENA communities.

Under the Harmful Practices project, IKWRO held 16 training sessions and 9 engagement groups with statutory and voluntary sector professionals to identify risk of harmful practices and understand best practice responses. We also supported 103 women, who suffered or at risk of FGM, HBA, FM and any other form of Harmful Practices, and found that a dominant issue they were facing was having ‘No Recourse to Public funds’ and the severe challenges that it generates.

We delivered 20 workshops for Afghan new arrivals in two hotels in the city.

Campaigning

IKWRO’s campaigning is at the forefront ending so-called “honour” based abuse within the UK and is influencing global change. In addition to being consulted by national government, we were consulted by the Ministry of Justice of Finland. Our *Safeguard Futures Ban Child Marriage* campaign has been extensively covered by the media (including BBC, ITV and LBC radio, The Guardian, Grazia). On 19th November 2021, MP’s, unanimously voted cross-party in favour of our call to ban all forms of child marriage in England and Wales. We launched our new *Virginity Does Not Define Me* campaign, to challenge the false and harmful notion that ‘virginity’ is in any way a measure of a girl’s or woman’s worth, tackle dangerous myths around ‘virginity’ and ban the harmful practices of virginity testing and hymenoplasty. We were lead contributors to the ITV documentary; ‘Britain’s ‘Virginity’ Clinics Uncovered’. In September 2021, in collaboration with partners including the Royal College of Gynaecologists and the Royal College of Midwives, we hosted a successful parliamentary event and on 14th September 2021, IKWRO held a well-attended online event with leading experts. On 23rd November 2021, MP’s voted to ban virginity testing across the UK. On 1st December 2021, we held

our successful online conference 'A Turning Point in Ending "Honour" Based Abuse'. Diana Nammi, IKWRO's Executive Director sat on the independent expert panel on hymenoplasty, convened by the government and on 23rd December 2021, government confirmed their commitment to ban hymenoplasty. We collaborated with Garden Court Chambers to screen Dying to Divorce, with a panel discussion highlighting the parallel pandemic of violence against women. Payzee Mahmood, IKWRO Campaigner spoke at the WOW Shameless festival and was celebrated with the Young Leader with Impact Award from the London Community Foundation.

True Honour Awards

On 10th March 2022, IKWRO hosted the 10th True Honour Awards ceremony to celebrate incredible individuals and organisations that have taken a stand against "honour" based abuse and to commemorate those whose lives have been stolen by perpetrators of "honour" crime. We celebrated a wide range of inspiring nominees including politicians, frontline professionals and organisations. The judges selected six winners of special recognition: Mindy Mahil, Winner of Special Recognition of Professional Working to End "Honour" Based Abuse; Professor Aisha K. Gill CBE, Winner of Special Recognition for Academic Contribution to End Honour Based Abuse; Renu Tina Kenworthy and Farhana Raval, Joint Winners of Special Recognition as Survivor Activist Tackling "Honour" Based Abuse; Sikh Women's Aid, Winner of Special Recognition for Outstanding Organisation Tackling "Honour" Based Abuse and Pauline Latham MP OBE, Winner of Special Recognition of Parliamentarian Tackling "Honour" Based Abuse. The Winner of the True Honour Award 2022 is Naila Amin. Naila is a survivor of child marriage and an inspiring activist who first influenced raising the age of marriage to 18 in New Jersey and then achieved Naila's Law, banning child marriage in New York State, which came into effect in Summer 2021.

OUR FIVE YEAR STRATEGIC GOALS 2017 – 2022

The political and economic environment in the UK has become a struggle for small charitable organisations due to Brexit, the Covid 19 pandemic and the recession. IKWRO has been supported by the EU since 2011. EU funds account for about 40% of our core funding. Brexit means the end of this opportunity for IKWRO and therefore IKWRO will need to look to other sources of UK and international funding to replace this funding gap in line with its Ethical Fundraising policy.

Funding for the year 2022/2023 has been secured for IKWRO's core activities and the primary aim of IKWRO is to further develop the provision of welfare services for our target groups.

Overall, IKWRO's goals are the following:

1. Continuing to deliver high quality and direct services for women and girls who have suffered or are at risk of suffering, inter alia, "honour" based violence, forced marriage, child marriage, female genital mutilation and domestic violence and securing funding to maintain and develop the same.
2. Becoming the leading source of knowledge and training on culture-specific gender - based violence in the UK for academics, legal professionals, and public bodies such as the police, social services and educational institutions.
3. Continuing to influence public opinion to raise awareness of the issues identified by the Charity in its mission and increasing the level of engagement of the public with these issues.

4. Lobbying the government and its policy makers for better laws and their implementation as well as the dedication of appropriate resources to the tackling the issues identified by the Charity.
5. Raising funding, through public bodies and private bodies and individuals, to support existing activities and growth plans. In particular IKWRO plans to expand its sources of funding to include more funding from the private sector and the public at large alongside that of its existing funders and sources of funding to replace the funding received as a member of the European Union.
6. Investing in its people, systems and operation to ensure that they effectively support the Charity's activities and development.
7. Improve the website, branding and communications strategy to support the Charity in its mission.

FINANCIAL REVIEW

Pay policy for senior staff

The Board of Trustees considers that the Charity's senior management team comprise the key management personnel of the Charity in charge of directing, controlling, running and operating the Charity on a day-to-day basis. No director, other than Diana Nammi, received remuneration in the year. Diana Nammi received remuneration in her capacity as Chief Executive Director and this is reflected in the financial statements. The pay of senior staff, including Diana Nammi, is reviewed annually and normally increased in line with Local Authority pay scales.

Review of the financial activities

The total income for the year amounted to £941,442 with expenditure amounting to £857,120 leaving a net surplus in the year of 84,322. Accumulated reserves at the balance sheet date amounted to £496,972 of which £496,972 represents income reserves.

Reserves policy and going concern

The board of Trustees has undertaken a review of the Charity's requirements for reserves in light of the main risks to the organisation. It has established a policy whereby the unrestricted funds not committed or invested in tangible fixed assets held by the Charity should be 3 months of the annual expenditure. The Charity has set up a designated fund, namely a "running costs" reserve, in line with Charity Commission recommendation. The reserves are needed to meet the running costs of the charity for three months.

On the 1st April 2022, the reserves budget stands at £496,972. Of these reserves £250,000 are allocated to running costs reserves and £70,000 to the refuge cost reserves. The running cost reserves represent three months running costs, which is in line with our policy. The Trustees will continue to review the reserves budget on a yearly basis and to move funds to the amount held in line with level needed each year.

Statement of Trustees' responsibilities

The Trustees (who are also directors of IKWRO – Women's Rights Organisation for the purposes 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, which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP 2015 (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;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

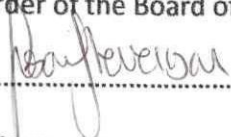
The Trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding 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 auditor is unaware; and
- the Trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is 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.

By order of the Board of Trustees


.....

Sue Stevenson

Date: 9/12/22

Trustee

Opinion on financial statements

We have audited the financial statements of IKWRO-Women's Rights Organisation for the year ended 31 March 2022 on pages 13 to 21. The financial reporting framework that has been applied in their preparation is applicable law, and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

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.

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 the United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis of 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

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or the charitable company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

Other Information

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

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

We have nothing to report in this regard.

Opinion on other matter prescribed by the Companies Act 2006

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

- the information given in the trustees' report for the financial year for which the financial statements are prepared is consistent with the financial statements; and

the Trustees report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of 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 directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement, 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 to irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

To identify risks of material misstatements due to fraud ("fraud risks") we assessed events or conditions that indicate an incentive or pressure to commit fraud or provide the opportunity to commit fraud. Our risk assessment procedures included:

*Enquiring with Trustees and management and inspection of policy documentation as to IKWRO-womens rights organisations policies and procedures to prevent fraud and detect fraud that apply to this company as well as Enquiring whether the Trustees and management have knowledge of any actual suspected or alleged fraud.

Audit procedures performed by the engagement team included:

*Discussions with management and assessment of known or suspected instances of non compliance with laws and regulations and fraud:

*Assessments of identified fraud factors:

*Challenging assumptions and judgements made by management in its significant accounting estimates:

*Using analytical review procedures to identify unusual or unexpected relationships:

*Confirmation of related parties with management, and review of transactions throughout the period to identify previously undisclosed transactions with related parties outside the normal course of business:

*Reading minutes of meetings of those charged with governance:

*Review of significant and unusual transactions and evaluation of the underlying financial rationale supporting the transactions:

*Identifying and testing journal entries, in particular any manual entries made at the year end for financial statement presentation.

*identifying and responding to risks of material misstatement due to non compliance with laws and regulations.

We communicated identified fraud risks throughout the audit team and remained alert to any indications of fraud throughout the audit

As required by auditing standards, taking into account possible pressures to meet profit targets, we perform procedures to address risks of management override of controls and the risk of fraudulent revenue recognition, including: the risk that revenue is recorded in the wrong period and the risk that management may be in a position to make inappropriate accounting entries.

We did not identify any additional fraud risks.

We identified areas of laws and regulations that could reasonably be expected to have a material effect on the financial statements from our general commercial and sector experience and through discussion with Trustees and management (as required by auditing standards) and discussed with Trustees and management the policies and procedures regarding compliance with laws and regulations.

Firstly, the company is subject to laws and regulations that directly affect the financial statements including financial reporting legislation, (including related companies legislation), distributable profits legislation and taxation legislation and we assessed the extent of compliance with these laws and regulations as part of our procedures on related financial statement items.

Secondly, the company is subject to many other laws and regulations where the consequences of non compliance have a material effect on the amounts or disclosures in the financial statements, for instance through the imposition of fines or litigation. We identified the following areas as those most likely to have such effect: health and safety, anti-bribery, general data protection, employment law, and certain aspects of company legislation, recognising the nature of the company's activities. Auditing standards limit the required audit procedures to identify non compliance with these laws and regulations to enquire of the Trustees inspection of regulatory and legal correspondence, if any. Therefore, if a breach of operational regulations is not disclosed to us or evident from relevant correspondence, an audit will not detect that breach.

Context of ability of the audit to detect fraud or breached of law or regulation

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. For example, the further removed non-compliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely inherently limited procedures required by auditing standards would identify it.

In addition, as with any audit, there remained a higher risk of non-detection of fraud, as these may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls. Our audit procedures are designed to detect material misstatement. We are not responsible for preventing non compliance or fraud and cannot be expected to detect non-compliance with all laws and regulation. As part of an audit in accordance with ISAs (UK), we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

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

· Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation. We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

A further description of our responsibilities for audit of the financial statements is located on the Financial reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This descriptions forms part of our Report of the Auditors.

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



Michaelis Michael, Senior Statutory Auditor

for and on behalf of Christopher Michael Ltd, Chartered Certified Accountants & Statutory Auditors

26 Station Road, New Barnet, Herts EN5 1QW

Date: 12th December 2022

IKWRO - WOMEN'S RIGHTS ORGANISATION
Statement of financial activities
for the year ended 31 March 2022

	<u>Notes</u>	<u>Restricted Funds</u> £	<u>Unrestricted/ Designated Funds</u> £	<u>Total 2021/22</u> £	<u>Total 2020/21</u> £
Income:					
Donations and restricted grants	3	767,483	63,618	831,101	966,005
<i>Income from other charitable activities</i>					
Fundraising & other income	4	-	27,118	27,118	8,989
Refuge Services			83,223	83,223	97,358
Investment/Interest income		-			-
Total income		<u>767,483</u>	<u>173,959</u>	<u>941,442</u>	<u>1,072,352</u>
Expenditure					
<i>Expenditure on charitable activities:</i>					
Direct Charitable expenditure	5	753,971	20,000	773,971	872,088
Refuge Services	5		61,271	61,271	47,659
Management and administration (raising funds)	6	21,878	-	21,878	19,752
Total expenditure		<u>775,849</u>	<u>81,271</u>	<u>857,120</u>	<u>939,499</u>
Net income/(expenditure) and net movements in funds before gains and losses on investments		(8,365)	92,688	84,322	132,853
Inter-fund transfer					
Total funds brought forward		10,865	401,784	412,650	279,797
Total funds carried forward	16	<u>2,500</u>	<u>494,472</u>	<u>496,972</u>	<u>412,650</u>

The statement of financial activities includes all gains and losses in the year. All incoming resources and resources expended derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Company

IKWRO - WOMEN'S RIGHTS ORGANISATION
BALANCE SHEET
AS AT 31 MARCH 2022

	<u>Notes</u>	<u>2021/22</u>	<u>2020/21</u>
		£	£
Fixed Assets			
Tangible fixed assets	12	12,084	16,113
Total fixed assets		<u>12,084</u>	<u>16,113</u>
Current Assets			
Debtors	13	195,043	132,564
Cash at bank and in hand		<u>407,356</u>	<u>397,867</u>
Total current assets		602,399	530,431
Creditors: amounts falling due within one year	14	<u>(117,511)</u>	<u>(133,894)</u>
Net current assets		<u>484,888</u>	<u>396,537</u>
NET ASSETS		<u>496,972</u>	<u>412,650</u>
The funds of the Charity:			
Restricted income funds:	16	2,500	10,865
Unrestricted/Designated income funds:	16	<u>494,472</u>	<u>401,785</u>
TOTAL CHARITY FUNDS		<u>496,972</u>	<u>412,650</u>

Approved by the trustees on


Sue Stevenson
Trustee

9/12/22

Company Registration No.08140751

IKWRO - WOMEN'S RIGHTS ORGANISATION
Statement of cash flows
for the year ended 31 March 2022

	2021/22	2020/21
	Total Funds £	Prior year Funds £
Cash flows from operating activities:		
Net cash provided by (used in) operating activities	10,384	113,341
Cash flows from investing activities		
Dividends, interest and rents from investments	16	215
Purchase of tangible fixed assets		
Net cash provided by / (used in) investing activities	10,400	113,556
 Change in cash and cash equivalents in the reporting period	 9,489	 99,844
Cash and cash equivalents at the beginning of the reporting period	397,867	298,023
Cash and cash equivalents at the end of the reporting period	407,356	397,867
 Reconciliation of net movement in funds to net cash flow from operating activities		
Net movement in funds for the reporting period (as per the SOFA)	84,322	132,853
Adjustments for:		
Depreciation charges	4,908	4,733
Dividends, interest and rents from investments	16	215
(Increase)/decrease in debtors	(62,478)	(7)
Increase(decrease) in creditors	(16,383)	(24,452)
 Net cash provided by (used in) operating activities	10,384	113,342
 Analysis of cash and cash equivalents		
Cash in hand	407,356	397,867
Total cash and cash equivalents	407,356	397,867

Accounting policies

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

Basis of Preparation

The Financial statements have been prepared in accordance with Accounting and Reporting of charities : SORP applicable to charities preparing their accounts in accordance with Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective date 1 January 2015) - Charities SORP (FRS 102), the financial reporting standard applicable in the UK and Republic of Ireland (FRS 102).

IKWRO meet the definition of Charity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy (notes).

Reconciliation with previous GAAP

In preparing the accounts the trustees have considered whether in applying the accounting policies required by FRS 102 and the Charities SORP FRS 102, the reinstatement of comparative item was required.

At the date of transition no other restatements were required.

Incoming resources

Income (including income from government and other grants) is recognised when the charity has entitlement to the funds, any performance conditions attached to the items of income have been met, it is probable that the income will be received and the amount can be measured reliably.

Interest and investment income receivable

Interest on funds held on deposit and income from investments held is included when receivable and the amount can be measured reliable by the charity.

Fund accounting

Unrestricted funds are available to spend on activities that further any of the purposes of charity. Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside for a specific purpose. Restricted funds are donations or grants which the donor has specified are to be solely used for a particular purpose or area of the Trust's work or projects being undertaken by the Trust.

Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following headings:

- cost of raising funds comprise the cost of commercial trading
- expenditure on charitable activities includes the cost of operating the nursery and outreach services
- management and administration includes support costs for those functions that assist the work of the charity

Irrecoverable VAT is charged as a cost against the activity for which the expenditure has been incurred.

Taxation

As a grant aided charity with charitable status the charity's activities do not create a charge to corporation tax.

Operating leases

Rentals paid under operating leases are charged to income on a straight line basis over the lease term.

Tangible fixed assets

Tangible fixed assets for use by the charity are stated at cost less depreciation.

Depreciation is provided at rates calculated to write off the cost or valuation of fixed assets, less their estimated residual value, over their expected useful lives on the following bases:

- property improvements - 25% straight line basis
- office equipment - 25% straight line basis

Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

Cash at bank and in hand

Cash at bank and in hand includes cash and short term highly liquid investments with a short maturity of less than three months from the date of acquisition or opening of the deposit or similar account.

Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably.

Financial instruments

The trust has only financial assets and financial liabilities of a kind that qualify as basic financial instruments. The charity does not acquire put options, derivatives or other complex financial instruments. The main form of financial risk faced by the charity is that of volatility in equity and investment markets due to wider economic conditions, the attitude of investors to risk, and changes in sentiment concerning equities.

Pensions

The Company operates a NEST pension scheme for its employees.

1 Legal status of the Trust

The Trust 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 a maximum of £10 per member of the charity

2 Financial performance of the charity

	Restricted £	Unrestricted £	2021/22 Totals £	2020/21 Totals £
Income	767,484	173,958	941,442	1,072,351
Expenditure on charitable activities	753,971	76,363	830,334	867,355
Expenditure on management and administration	21,878	0	21,878	67,410
Depreciation		4,908	4,908	4,733
	<u>775,849</u>	<u>81,271</u>	<u>857,120</u>	<u>939,498</u>
Net income	(8,365)	92,687	84,322	132,853
Transfers			-	
Total funds brought forward	10,865	401,785	412,650	279,797
Total funds carried forward	<u>2,500</u>	<u>494,472</u>	<u>496,972</u>	<u>412,650</u>
Represented by:				
Restricted funds	<u>2,500</u>		<u>2,500</u>	<u>10,865</u>
Unrestricted funds		<u>494,472</u>	<u>494,472</u>	<u>401,785</u>

3 Income from Donations and Grants

Grants receivable				
Trust for London	0		0	-
Esmee Fairbairn Foundation	53,025		53,025	57,481
London Councils Refuge	62,000		62,000	62,000
London Councils Advice and Counselling	76,267		76,267	76,267
London Councils Harmful Practices	36,860		36,860	36,860
London Councils Prevention	33,580		33,580	33,580
Lloyds Bank Foundation	28,042		28,042	24,041
Ministry of Housing for Communities & LG	101,142		101,142	101,142
The Tudor Trust	0		0	26,250
The Leathersellers		20,000	20,000	10,000
Mopac - YWG	62,573		62,573	63,169
Mopac Solace	47,834		47,834	64,184
Mopac VAWG	52,027		52,027	49,510
Move on	35,872		35,872	12,705
Advance Hardship	2,000		2,000	1,900
Angelou Partnership	24,990		24,990	17,550
MHCLG Bexley	30,000		30,000	22,500
Esme Fairbairn Covid 19	54,000		54,000	24,991
Kensington & Chelsea	8,000		8,000	2,000
London Community Respond Fund Wave 2	0		0	28,228
London Community Respond Fund Wave 3	0		0	45,410
MHCLG crisis	0		0	11,228
Mopac Crisis	0		0	17,702
NRPF	0		0	41,945
Open Society Foundation	0		0	50,794
The Indigo Trust	0		0	25,000
Wiser	26,535		26,535	26,535
Natwest circle	2,500		2,500	
GLA Refuge LED	300		300	
Floating support AWRC led	2,657		2,657	
By & for	1,776		1,776	
DWP- access to work	10,909		10,909	
Home office	14,594		14,594	
Donations - Restricted			0	-
- Unrestricted		43,618	43,618	33,033
	<u>767,483</u>	<u>63,618</u>	<u>831,101</u>	<u>966,005</u>

4 Fundraising & other income

Other operating income		27,118	27,118	8,989
	<u>-</u>	<u>27,118</u>	<u>27,118</u>	<u>8,989</u>

IKWRO - WOMEN'S RIGHTS ORGANISATION
Notes to the financial statements
for the year ended 31 March 2022

	2021/22 £	2020/21 £
5 Analysis of expenditure on charitable activities		
Staff & agency costs	622,411	658,887
Depreciation	4,908	4,733
Other running costs	207,923	256,126
	<u>835,242</u>	<u>919,746</u>
6 Analysis of governance and support cost		
Staff costs	17,528	15,921
Audit and accountancy	4,200	3,600
Bank charges	98	215
Other management committee expenses	52	16
	<u>21,878</u>	<u>19,752</u>
7 Net income /(expenditure) for the year		
This is stated after charging:		
Depreciation -owned assets	4,908	4,733
Auditors remuneration for audit services	4,200	3,600
Auditors remuneration for other services	-	-
8 Analyses of staff costs, trustee remuneration and expenses, and the cost of key		
Wages and salaries	551,523	612,106
Employers national insurance	46,178	54,880
Employers pension	6,943	7,822
	<u>604,644</u>	<u>674,808</u>
The average number of staff employed during the year were as follows:		
Direct charitable	23	24
	<u>23</u>	<u>24</u>
The number of employees whose emoluments as defined for taxation purposes amounted to over £60,000 in the year were as follows:	-	-

9 Trustees' remuneration

Trustees received remuneration during the year under review or preceding year. The Charity paid for Trustees travelling expenses during the year, amounting to £39 (2021: £16) which were incurred whole for the performance

10 Related party transactions

There were no related party transactions made during this year (2021: £0)

11 Corporation Tax

The Charity is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

IKWRO - WOMEN'S RIGHTS ORGANISATION
Notes to the financial statements
for the year ended 31 March 2022

	Property Improvements	Office Equipment	Total
	£	£	£
12 Tangible fixed assets			
Cost:			
At 1 April 2021	20,294	44,904	65,198
Additions	89	790	879
At 31 March 2022	<u>20,383</u>	<u>45,694</u>	<u>66,077</u>
Depreciation			
At 1 April 2021	18,327	30,758	49,085
Charge in year	403	4,505	4,908
At 31 March 2022	<u>18,730</u>	<u>35,263</u>	<u>53,993</u>
Net book value			
At 31 March 2022	<u>1,653</u>	<u>10,431</u>	<u>12,084</u>
At 31 March 2021	<u>1,967</u>	<u>14,146</u>	<u>16,113</u>
13 Debtors		2021/22	2020/21
Amounts due within one year:			
Prepayments & sundry debtors		3,334	859
Accrued income and grants receivable		191,709	131,705
		<u>195,043</u>	<u>132,564</u>
14 Creditors			
Amounts falling due within one year:			
Taxation and other security costs		13,409	16,284
Accruals & other creditors		32,849	58,473
Deferred Grants		67,116	54,000
Third Party		4,137	5,137
		<u>117,511</u>	<u>133,894</u>
15 Deferred income			
Deferred income comprise of grants received in advance for 2021/22 Projects.			
Balance as at 1 April 2021		54,000	50,830
Amount released to income			
MHCLG			
Tudor Trust		-	(26,250)
Lloyds Bank Foundation		-	(14,586)
The Leathersellers		-	(10,000)
Amount deferred in the year:			
Esme Fairbairn top up fund		(54,000)	54,000
Tudor Trust			
Esme Fairbairn grant		54616	
The Leathersellers		12500	
Lloyds Bank Foundation			
Balance as at 31 March 2021		<u>67,116</u>	<u>53,994</u>

	2021/22	2020/21
	£	£
16 Analysis of charitable funds		
Analysis of movement in restricted and unrestricted funds		
<u>Restricted reserves</u>		
Balance at 1 April 2021	10,865	-
Incoming resources	767,484	897,972
Resources expended	(775,849)	(887,107)
Interfund transfers	-	-
Balance at 31 March 2022	2,500	10,865
The grants from the London Councils strands, Trust for London, Esmee Fairbairn, MOPAC, MHCLG, Lloyds Bank, The Tudor Trust, Tampon Tax and The Leathersellers are for salary and associated project running costs. Restricted grants received in 2020/21 which relate to the financial year 2021/22 have been deferred to 2021/22 financial year (Note 15).		
<u>Unrestricted - Functional fixed assets reserve</u>		
Balance at 1 April 2021	16,113	7,563
Movement in year	(4,030)	8,550
Transfers in year	-	-
Balance at 31 March 2022	12,083	16,113
<u>Unrestricted - Running costs reserve</u>		
Balance at 1 April 2021	190,000	160,000
Transfers in year	60,000	30,000
Balance at 31 March 2022	250,000	190,000
<u>Unrestricted - Running costs reserve:</u>		
Balance at 1 April 2021	51,000	41,000
Movement in year	-	-
Transfers	19,000	10,000
Balance at 31 March 2022	70,000	51,000
<u>Unrestricted - General reserve:</u>		
Balance at 1 April 2021	144,672	71,234
Movement in year	96,717	113,438
Transfers	(79,000)	(40,000)
Balance at 31 March 2022	162,389	144,672
Total Unrestricted reserves	494,472	401,785

	Restricted	Unrestricted		Total
		General	Designated	
	£	£	£	£
Tangible fixed assets	-	-	12,083	12,083
Cash at bank and in hand	2,500	482,389	-	484,889
Other net current assets/ (liabilities)	-	-	-	-
	2,500	482,389	12,083	496,972

IKWRO - WOMEN'S RIGHTS ORGANISATION
Notes to the financial statements
for the year ended 31 March 2022

17 a) Analysis of Restricted :Funds	Balance 01/04/2021	Incoming Resources	Resources Expended	Transfers	Balance at 31/03/2022
Funders name					
Esme Fairbairn Foundation		53,025.00	53,025.00		-
LC Advice and Counselling		76,267.00	76,267.00		-
LC Harmful practices		36,860.00	36,860.00		-
LC Prevention		33,580.00	33,580.00		-
LC Refuge		62,000.00	62,000.00		-
Lloyds		28,042.00	28,042.00		-
MHCLG		101,142.00	101,142.00		-
MOPAC VAWG		52,026.00	52,026.00		-
MOPAC Solace		47,834.00	47,834.00		-
Mopac WGN		62,572.00	62,572.00		-
Move on		35,872.00	35,872.00		-
Advance Covis support		2,000.00	2,000.00		-
Angelou Partnership		24,990.00	24,989.00		-
MHCLG Bexley	4,746.00	30,000.00	32,247.00		2,500.00
Esme Fairbairn Covid 19		54,000.00	54,000.00		-
Kensington & Chelsea	1,000.00	8,000.00	9,000.00		-
London Community Respond Fund Wave 3	5,118.00		5,118.00		-
Wiser		26,535.00	26,535.00		-
Natwest Circle		2,500.00	2,500.00		-
GLA - Refuge Led		300.00	300.00		-
GLA - AWRC Floating support		2,657.00	2,657.00		-
GLA - By & For		1,776.00	1,776.00		-
DWP - Access to work		10,909.00	10,909.00		-
Home Office		14,593.00	14,593.00		-
Total Restricted	10,864.00	767,480.00	775,844.00	-	2,500.00

b) Analysis of Unrestricted Funds

Leathersellers	-	20,000.00	20,000.00	-
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18 Commitments under operating lease

Minimum lease payments under non-cancellable operating leases fall due as follows:	2021/22	2020/21
Within one year	22,788	22788
Between one and five years	28,485	5697
	51,273	28,485

IKWRO - WOMEN'S RIGHTS ORGANISATION
Detailed income and expenditure account
for the year ended 31 March 2022

	2021/22	2020/21
	£	£
Grants receivable	787,483	932,972
Interest	16	-
Donations & gifts	45,778	33,033
Other income	24,942	8,989
Refuge Rent & Service charges	83,223	97,358
	941,442	1,072,351
Direct charitable expenditure:		
Staff costs	622,411	674,808
Staff training and welfare	19,579	27,957
Recruitment	-	1,778
Insurance	2,898	3,029
Refreshments	1,872	940
Rent, rates & services	123,422	120,335
Light & heat	8,089	5,994
Repairs, maintenance & garden upkeep	6,723	18,214
Printing, postage & stationery	2,006	2,717
Telephone	2,250	3,725
Volunteer expenses & peer mentoring & training	225	1,235
Client travel & other expenses	18,234	26,572
Client training courses & other related expenses	3,946	401
Transnational travel & subsistence		
Events, meetings & conferences	3,540	
Membership & subscriptions	2,266	1,843
Publications, reproduction & publicity materials	5,071	12,986
Professional fees	7,802	12,111
Depreciation	4,908	4,733
Sundry expenses		368
	835,242	919,746
Management & administration:		
Staff cost	17,528	15,921
Audit and accountancy	4,200	3,600
Bank charges & interest	98	215
Other management committee expense	52	16
	21,878	19,752
NET INCOMINGS/(OUTGOINGS) IN YEAR	84,322	132,853

IKWRO WOMEN'S RIGHTS ORGANISATION

England & Wales - Charity number 1151507

Accounts



IKWRO - WOMEN'S RIGHTS ORGANISATION

ANNUAL REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2021

CHARITY NO: 1151507

COMPANY NO: 08140751

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IKWRO – Women’s Rights Organisation
Legal and Administrative Information

Trustees and Directors: Sue Stevenson (Chair)
Aleisha Ebrahimi
Nadia Mardan Ali
Kulsoom Yusuf Pridmore
Simin Azimi (Sadly passed away on 06/01/2021)
Louise Elizabeth Smith (Resigned 09/12/20)
Neda Fatemeh Barzegar-Befroei (appointed 28/7/2021)

Key Management and Personnel: Diana Nammi

Registered Address: PO Box 75229
London E15 9FX

Charity registration no: 1151507

Bankers: Lloyds
Co-operative

IKWRO-Women's Rights Organisation Trustees' Annual Report

The Trustees are pleased to present their annual Directors' Report together with the financial statements of the charity for the year ending 31 March 2021.

The financial statement complies with IKWRO's constitution, the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association and the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015).

This report is divided into the following sections:

- Structure, Governance and Management
- Our five year strategic goals 2017-2022
- Financial Review

STRUCTURE, GOVERNANCE AND MANAGEMENT

Organisational Structure

The IKWRO – Women's Rights Organisation is a registered charity that was established, initially as the Iranian and Kurdish Women's Rights Organisation, in August 2002. It was registered with the Charity Commission in 2004 (No. 1104550).

Since 9 July 2012, IKWRO Women's Rights Organisation (new name to reflect the fact that the Charity now serves a wider community of women) has become a company limited by guarantee (company number 8140751), and registered with Charity Commission on 04 April 2013 (No. 1151507).

Governance and Management

The governance of IKWRO is entrusted to the Board of Trustees ("the Board"), which currently consists of six members who meet at least six times a year with the Executive Director of the Charity. At these meetings, the Board reviews the Charity's activities, finances and human resources and retains the following duties. To:

- Ensure that IKWRO fulfils its charitable objectives
- Determine IKWRO's overall strategic direction within resource limits
- Monitor the performance of the Executive Director and her team
- Review and ratify IKWRO's policies and procedures
- Promote and protect IKWRO's values, integrity and reputation
- Ensure high standards of governance that command the confidence of all of IKWRO's staff and stakeholders
- Exercise independent judgment, reasonable care, skill and diligence.

In addition to the Board meetings, there are several sub-committees of the Board of Trustees which hold meetings each month, or as and when required, to consider specific aspects of the Charity's activities or issues affecting the Charity e.g. finances, human resources, fundraising and business planning.

The day-to-day management of the organisation is delegated to the Chief Executive of the Charity, Diana Nammi, who reports to the Trustees and who works within the policy and procedural framework of the Charity.

Recruitment and Appointment of Trustees

The Trustees who served during the year ending 31 March 2021 are shown on page 1 of the accounts. In accordance with the Charity's constitution, Trustees are elected annually at the Annual General Meeting by the members of the Charity.

Trustees are appointed on a three-year term and are eligible for re-election at the Annual General Meeting. Trustees are recruited through website advertisements. Personal recommendations are also used when specific skillsets are required. Candidates submit a written application in the first instance. A shortlist of candidates are selected for interview with present members of the Board of Trustees.

All new Trustees undergo an induction day with the Chief Executive of the Charity and a training day on their role and responsibilities under Charity Law, typically through third-party organisations such as The National Council for Voluntary Organisations ("NCVO").

Furthermore, in order to ensure that the Trustees receive ongoing support and are best able to support the Charity's objectives, the Board will, where resources allow, enable a small number of Trustees to attend further training courses in relation to their role as Trustees.

Section 4 of the Charities Act 2011

The Trustees actively review guidance issued by the Charity commission as required by section 4 of the 2011 Charities Act, to ensure compliance with such guidance.

Risk management – Internal controls

The Trustees have overall responsibility for ensuring that the Charity has appropriate systems for internal controls.

They are responsible for monitoring the Charity's accounting records which disclose with reasonable accuracy at any time the financial position of the Charity and enables them to ensure that the financial statements follow best practice.

They are responsible for ensuring that the Charity safeguards its assets and therefore takes reasonable steps for the prevention and detection of fraud and other irregularities. The system of internal control is designed to provide reasonable but not absolute assurance against material misstatement or loss.

COVID-19 Pandemic

This period is highlighted by the outbreak of the COVID-19 pandemic. The pandemic and lock downs had a dramatic impact at every level on our organisation as well as on service users. IKWRO has been able to operate effectively during the COVID-19 Pandemic with employees working remotely from their homes equipped with the necessary work equipment and safety plans. We have helped our clients to better understand and adapt to the new situation. The charity is also taking appropriate steps to protect employees working in the office in line with Government guidelines. As a result of such measures, the activities of the charity during the current financial period have not been significantly adversely affected.

Related parties

None of the Trustees receive remuneration or other personal benefits in their capacity as Trustees of the Charity. Any connection between a Trustee of the Charity and organisations providing services to the Charity must be disclosed to the full Board of Trustees in the same way as any contractual relationship with a related party. In the current year no such related party transactions were reported.

ACTIVITIES AND ACHIEVEMENTS

IKWRO had a successful year in term of achieving its aims and in safeguarding and empowering women and girls. Thanks to our dedicated staff, volunteers, the Board of Trustees, funders and donors, and our partner organisation.

We cannot discuss challenges without mentioning the COVID-19 crisis which has had a disturbing effect on every organisation. IKWRO is no exception. We have observed the situation carefully and acted immediately according to Government policy, ensuring the health and well-being of our staff and volunteers as well as our clients and service users. We have altered our service delivery to remote and online services and we have helped our clients

to better understand and adapt to the new situation by supporting them by allocating resources to ease their difficulties and problems. The impact of the pandemic has been that we have seen a great increase in demand for our services from vulnerable women and girls.

We at IKWRO are immensely grateful for the funders for providing emergency COVID-19 fund which has enabled us to respond to this crisis situation as well as we do already. But, in order to be able to respond to the increased demands, we need more staff.

Advice and Advocacy

The IKWRO Advice and Advocacy project continued to provide confidential advice, advocacy, information, and practical and emotional support for women and girls from the Middle East, North Africa and Afghan (MENA) who are living in the UK, specifically those who speak Farsi, Kurdish, Arabic, Dari, Pashto and Turkish.

IKWRO is specialised in Independent Domestic Violence Advisor (IDVA), Independent Sexual Violence Adviser (ISVA) Advocate support for women and girls on issues of Domestic Abuse, "Honour" Based Abuse (HBA), Forced Marriage (FM), Child Marriage, female genital mutilation (FGM) and any other form of gender based violence.

Advisers carry out risk assessments, safety and action planning, explaining their rights to women in the UK, and enabling access to professional supports and safety management. During last year the advice team received 820 clients, and over 3,500 calls including complex cases, face-to-face and via telephone.

Case study:

"FM come to the UK in 2018 on a spousal visa after an arranged marriage planned by her family. Soon she was suffered physical, verbal, emotional and financial abuse from her husband. She called IKWRO for advice as she was frightened because her husband had threatened to send her back to her country of origin and keep her two children (both aged under 10) in the UK. The caseworker informed her that none of this is was her fault, and that she has rights in the UK. She was informed that she can access services that can support her such as the police, social services, and immigration solicitors. IKWRO advocated on her behalf and also referred to IKWRO's other services such as counselling and trainings. As she was a victim/survivor of FGM, she was referred to specialist clinics too. FM now has got her indefinite Leave to Remain and happily living with her children."

She said: "I learned that domestic abuse happens to many women and that I wasn't alone. IKWRO has helped me to overcome it and this empowered me to feel I have the strength to continue with my life and choose to live independently with my children and most importantly live safely. I felt so happy to be informed that I in fact have rights in the UK regardless of my immigration status despite contradictory information told to me by my husband. Moreover, I was supported emotionally and encouraged to: seek out counselling; offered FGM specialist advice and information at IKWRO as well as a referral to FGM Clinic. My husband was very opposed to me leaving with the children but IKWRO supported me by liaising with the Social Services and advocated on my behalf and helped me access emergency accommodation with my children. I am starting to reclaim my life and plan for an optimistic future for me and my children. I was happy, very happy to have access to a caseworker that was able to communicate with me in my own language. Thank you!"

Harmful Practices (HP) Project

This year, as the pandemic essentially changed usual working styles, we had to think and respond quickly and creatively to ensure the continuity of our service. We led on the MOPAC coordination of professionals' training delivery, organising community engagement groups and youth groups. We developed plans to virtually continue the delivery of all our services and to reassure the survivors and women who are at risk that help was still available to them even during lockdown.

We were able to successfully train 375 professionals across London councils purely on Harmful Practices (HP) in MENA, FGM, HBV, and FM. We educated professional on ways of identifying and recognising the risk factors that accompany harmful practices and helped them understand how to identify the signs of harmful practices.

in addition we have provided a total 108, one-to-one, assessments to survivors of HPs and empowered them make choices and access wider support and better their lives.

The use of technology has had a positive impact on improving our performance as well as proving cost effective. We have also maximised our prevention, awareness and action programme through community engagement and youth groups. As a result a total of 484 women benefited from attending weekly Zoom groups. Many of them would not usually attend because of distance, time commitment, child care constraints and travel costs

IKWRO participated in The FGM Survey-Stakeholders and introducing the FGM question into all NHS/GP forms which give victims/survivors the right opportunity for disclosure.

Young people project

Advice and advocacy was offered to 45 young women and girls under the age of 25 from the marginalised and minority BME community. This included the cases such as "honour" based abuse, FGM, forced marriage, domestic violence, sexual abuse, slavery and other harmful gendered practices. Clients with the risk of safety were moved to a safer location and offered refuge. In most of the cases, clients were referred onto counselling, training and therapy. For clients with No Recourse to Public Fund (NRPF) we continue to offer accommodation and applied for funds from other sources. All appointments were made remotely, either over the phone or via Zoom.

100% of the clients were satisfied with the service.
Comments from clients:-

"Thank you for the help, I will never forget what IKWRO has done for me."

"I feel safe now and feel hopeful about the future."

The Refuge

This year we supported fifteen women at IKWRO's specialist refuge (aged 22-47). One was Turkish, four were Afghan, four were Iraqi Kurdish, two were Iranian and four were Moroccan. Ten cases involved "honour" based abuse, six involved forced marriage, one child marriage and five involved domestic abuse. Nine cases involved more than one perpetrator and one woman returned to her perpetrator. All fifteen women lacked understanding of their rights in the UK and none had supportive relatives or friends. Three of the women had severe mental health issues and two had serious physical health problems; one had an important operation postponed three times due to the Covid-19 restrictions. Seven of the women needed English language support. Ten obtained status under the Destitution Domestic Violence Concession and one had a complex EEA family member case which required a DWP appeal (successful).

We undertook risk and needs assessments and created bespoke safety plans with each woman. We referred them to immigration solicitors, supported them with gathering evidence, drafting support letters and personal statements. We assisted them opening their first bank accounts, applying for Universal Credit and Housing Benefit, registering with a GP; optician; and dentist and made a referrals for counselling. We supported one woman, a survivor of child marriage whose education had been cut short at 16 years old in her dream of becoming a nurse and she achieved distinctions in her GCSE's. We had trips to Kew Gardens and women participated in gardening and BBQ's at the refuge garden, as well as a Talking Therapy Workshop. We gave thorough resettlement support. We responded effectively to Covid-19 by undertaking ongoing safety assessments and adapting our ways of working to ensure that the women were effectively supported throughout, for example where possible joining phone appointments with third parties. A particular challenge was unresponsive council housing departments and the DWP. We secured laptops through a hardship fund so women could engage in online classes. Fortunately, we had no positive Covid cases within the refuge, though three women had to self-isolate, in line with Government guidance at the time.

Counselling Project

Our specialist counselling service consisted of six qualified counsellors, psychotherapists and psychologists, who provide their services in Kurdish, Farsi/Dari, Arabic and English languages. Due to COVID-19 situation number of high-risk clients were increased. This year, the counselling team managed to provide specialist one-to-one counselling to **143 women**.

Service user's feedback quotes for one-to-one therapy

"Yes very satisfied, they were very helpful and helped me get through the difficult lockdown time when I had no one to speak with. I really appreciate the support and it can benefit so many people out there. I look forward to future group sessions to manage my anxiety and will apply the suggestions and approaches suggested by my counsellor."

"Therapy sessions helped me identify tools that I was missing in order to better take care of myself, my mental health and wellbeing. I was originally referred to help me cope with PTSD following a traumatic experience which we touched base on with my therapist."

We also provided group counselling which have been extremely successful. The group therapy was attended by **49 women**.

Service user's feedback direct quotes:

"The group encouraged me to look at myself from a different perspective, I am aware of my rights now and I believe I can be of use and help for others."

"The sessions helped me understand the importance of healthy relationships and pay more attention to self-care."

Training:

At IKWRO we have continued to provide training sessions on "honour" based violence, forced marriage, female genital mutilation and domestic violence to professionals, young people and communities.

In addition to this we have continued to develop relationships with educational settings and we have organised sessions within schools to be delivered following the easing of Covid-19 restrictions. We have been in contact with schools within many of the London boroughs and aim to reach over 3,500 students from primary schools, secondary schools, pupil referral units and colleges.

Campaigns:

For our Safeguard Futures Ban Child Marriage campaign, with Barrister Naomi Wiseman, we drafted a private members Bill in the Lords and another in the Commons achieving media coverage (BBC News with Victoria Derbyshire, The Guardian, Metro, Big Issue North). Ultimately the Bill was unable to progress because Covid severely limited parliamentary time. We held a successful online event and meetings engaging parliamentarians and received positive responses from Ministers and the PM. We grew public support through social media and online events (UNICEF Student Team at The Hague, Public Policy Exchange, Garden Court Chambers and alongside Cherie Blair CBE QC at No Passport Voice's event on Human Rights Day). Payzee Mahmood also wrote a chapter on the campaign in the book 'Notes on Love', raising money for IKWRO.

We advocated about the impacts of the pandemic on IKWRO's service users to government and through media (ITV, Guardian, Reuters and CNN, Global Citizen). IKWRO's ground-breaking FOI research (reported in The Guardian) provided the first evidence that more than 50% of social services' departments failed to record

child marriage cases, directly impeding their ability to safeguard children at risk. IKWRO's online conference; 'End HBA with IKWRO' was successful and drew 170 participants. We spoke at events hosted by the University of Westminster and Warwick University. Payzee presented at the Forced Marriage Unit workshops for social services and police. Honour, an ITV drama based on the "honour" killing of Banaz Mahmood was screened and credited IKWRO for our input with the screenwriter and production team. It drove media coverage featuring IKWRO (The Times, Radio Times, The Guardian and Stylist). We featured in UN Women's #DrawALine end violence against women campaign. We worked with the London Harmful Practices Working Group to produce the Schools Charter and Guidance and created a powerful short film for International Day of Zero Tolerance for FGM.

True Honour Award:

The event was originally due to take place in March 2020 but was postponed for one year due to the pandemic. This was our first virtual True Honour Award event.

It was well attended by guests from across the country as well as international participants. We celebrated an excellent and diverse range of nominees including survivors, artists, academics, a school, a local councillor and a refuge. There were four winners of Special Recognition to End "Honour" Based Abuse under the categories; Inspiring Survivor, Academic Contribution, Outstanding Organisation and Community Champion. This year's True Honour Award winner is Payzee Mahmood who as survivor of "honour" based abuse and sister of Banaz Mahmood who was murdered in a so-called "honour" killing. Payzee's incredible activism is having a huge impact. At the time of the awards her TEDx talk on child marriage had been viewed more than 900,000 times. She has now officially joined IKWRO's Campaigns team, helping amplify our impact and reaching new audiences.

<http://ikwro.org.uk/2021/05/true-honour-awards-2020-21/>

OUR FIVE YEAR STRATEGIC GOALS 2017 – 2022

The political and economic environment in the UK has become a struggle for small charitable organisations due to Brexit, the Covid 19 pandemic and the recession. IKWRO has been supported by the EU since 2011. EU funds account for about 40% of our core funding. Brexit means the end of this opportunity for IKWRO and therefore IKWRO will need to look to other sources of UK and international funding to replace this funding gap in line with its Ethical Fundraising policy.

Funding for the year 2020/2021 has been secured for IKWRO's core activities and the primary aim of IKWRO is to further develop the provision of welfare services for our target groups.

Overall, IKWRO's goals are the following:

1. Continuing to deliver high quality and direct services for women and girls who have suffered or are at risk of suffering, inter alia, "honour" based violence, forced marriage, child marriage, female genital mutilation and domestic violence and securing funding to maintain and develop the same.
2. Becoming the leading source of knowledge and training on culture-specific gender -based violence in the UK for academics, legal professionals, and public bodies such as the police, social services and Educational institutions.
3. Continuing to influence public opinion to raise awareness of the issues identified by the Charity in its mission and increasing the level of engagement of the public with these issues.
4. Lobbying the government and its policy makers for better laws and their implementation as well as the dedication of appropriate resources to the tackling the issues identified by the Charity.
5. Raising funding, through public bodies and private bodies and individuals, to support existing activities and growth plans. In particular IKWRO plans to expand its sources of funding to include more funding from the private sector and the public at large alongside that of its existing funders and sources of

funding to replace the funding received as a member of the European Union.

6. Investing in its people, systems and operation to ensure that they effectively support the Charity's activities and development.
7. Improve the website, branding and communications strategy to support the Charity in its mission.

FINANCIAL REVIEW

Pay policy for senior staff

The Board of Trustees considers that the Charity's senior management team comprise the key management personnel of the Charity in charge of directing, controlling, running and operating the Charity on a day to day basis. No director, other than Diana Nammi, received remuneration in the year. Diana Nammi received remuneration in her capacity as Chief Executive Director and this is reflected in the financial statements. The pay of senior staff, including Diana Nammi, is reviewed annually and normally increased in line with Local Authority pay scales.

Review of the financial activities

The total income for the year amounted to £1,072,351 with expenditure amounting to £939,499 leaving a profit in the year of £132,853. Accumulated reserves at the balance sheet date amounted to £412,650 of which £412,650 represent income reserves.

Reserves policy and going concern

The board of Trustees has undertaken a review of the Charity's requirements for reserves in light of the main risks to the organisation. It has established a policy whereby the unrestricted funds not committed or invested in tangible fixed assets held by the Charity should be 3 months of the annual expenditure. The Charity has set up a designated fund, namely a "running costs" reserve, in line with Charity Commission recommendation. The reserves are needed to meet the running costs of the charity for three months.

On the 1st April 2021, the reserves budget stands at £412,650. Of these reserves £190,000 are allocated to running cost reserves and £51,000 to the refuge cost reserves. Whilst these do not represent three months running costs, the Trustees are confident that at this level the reserves budget meets the expenditure for three months of committed costs. The Trustees will continue to review the reserves budget on a yearly basis and to transfer additional funds to increase the amount held to the recommended level.

Statement of Trustees' responsibilities

The Trustees (who are also directors of IKWRO – Women's Rights Organisation for the purposes 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, which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP 2015 (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;

- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

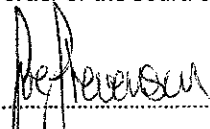
The Trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding 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 auditor is unaware; and
- the Trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is 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.

By order of the Board of Trustees


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Sue Stevenson

10/11/21
Date:

IKWRO - WOMEN'S RIGHTS ORGANISATION

Independent Auditor's Report to the Trustees of IKWRO-WOMEN'S RIGHTS ORGANISATION

Opinion on financial statements

We have audited the financial statements of IKWRO-Women's Rights Organisation for the year ended 31 March 2021 on pages 13 to 22. The financial reporting framework that has been applied in their preparation is applicable law, and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

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.

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 the United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis of 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

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the charitable company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

Other Information

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

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

We have nothing to report in this regard.

Opinion on other matter prescribed by the Companies Act 2006

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

- the information given in the trustees' report for the financial year for which the financial statements are prepared is consistent with the financial statements; and

the Trustees report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of 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 directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement, 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

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 to irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

In relation to fraud, the objectives of our audit are to identify and assess the risk of material misstatement of the financial statements due to fraud, to obtain sufficient appropriate audit evidence regarding the assessed risks of material misstatement due to fraud through designing and implementing appropriate responses and to respond appropriately to fraud or suspected fraud identified during the audit.

However, it is the primary responsibility of management, with oversight of those charged with governance, to ensure that the entity's operations are conducted in accordance with the provisions of laws and regulations and for the prevention and detection of fraud.

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

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the charitable company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.

IKWRO - WOMEN'S RIGHTS ORGANISATION

Independent Auditor's Report to the Trustees of IKWRO-WOMEN'S RIGHTS ORGANISATION

• Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charitable company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the charitable company to cease to continue as a going concern.

• Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

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

M Michael

Michalis Michael, Senior Statutory Auditor

for and on behalf of Christopher Michael Ltd, Chartered Certified Accountants & Statutory Auditors
26 Station Road, New Barnet, Herts EN5 1QW

Date: 12th November 2021

IKWRO - WOMEN'S RIGHTS ORGANISATION
Statement of financial activities
for the year ended 31 March 2021

	<u>Notes</u>	<u>Restricted Funds</u> £	<u>Unrestricted/ Designated Funds</u> £	<u>Total 2020/21</u> £	<u>Total 2019/20</u> £
Income:					
Donations and restricted grants	3	897,972	68,033	966,005	629,061
<i>Income from other charitable activities</i>					
Fundraising & other income	4	-	8,989	8,989	6,804
Refuge Services			97,358	97,358	107,192
Investment/Interest income		-			214
Total income		<u>897,972</u>	<u>174,380</u>	<u>1,072,352</u>	<u>743,271</u>
Expenditure					
<i>Expenditure on charitable activities:</i>					
Direct Charitable expenditure	5	867,355	4,733	872,088	593,802
Refuge Services	5		47,659	47,659	78,072
Management and administration (raising funds)	6	19,752	-	19,752	19,005
Total expenditure		<u>887,107</u>	<u>52,392</u>	<u>939,499</u>	<u>690,879</u>
Net income/(expenditure) and net movements in funds before gains and losses on investments		10,866	121,987	132,853	52,392
Inter-fund transfer					
Total funds brought forward		-	279,797	279,797	227,405
Total funds carried forward	16	<u>10,866</u>	<u>401,784</u>	<u>412,650</u>	<u>279,797</u>

The statement of financial activities includes all gains and losses in the year. All incoming resources and resources expended derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

IKWRO - WOMEN'S RIGHTS ORGANISATION
BALANCE SHEET
AS AT 31 MARCH 2021

	<u>Notes</u>	<u>2020/21</u>	<u>2019/20</u>
		£	£
Fixed Assets			
Tangible fixed assets	12	16,113	7,563
Total fixed assets		<u>16,113</u>	<u>7,563</u>
Current Assets			
Debtors	13	132,564	132,557
Cash at bank and in hand		<u>397,867</u>	<u>298,023</u>
Total current assets		530,431	430,580
Creditors: amounts falling due within one year	14	<u>(133,894)</u>	<u>(158,346)</u>
Net current assets		<u>396,537</u>	<u>272,234</u>
NET ASSETS		<u>412,650</u>	<u>279,797</u>
The funds of the Charity:			
Restricted income funds:	16	10,865	-
Unrestricted/Designated income funds:	16	401,785	279,797
TOTAL CHARITY FUNDS		<u>412,650</u>	<u>279,797</u>

Approved by the trustees on

10/11/21


Sue Stevenson
Trustee

Company Registration No.08140751

IKWRO - WOMEN'S RIGHTS ORGANISATION
Statement of cash flows
for the year ended 31 March 2021

	2020/21	2019/20
	Total Funds £	Prior year Funds £
Cash flows from operating activities:		
Net cash provided by (used in) operating activities	113,341	51,906
Cash flows from investing activities		
Dividends, interest and rents from investments	215	214
Purchase of tangible fixed assets		
Net cash provided by / (used in) investing activities	113,556	52,120
 Change in cash and cash equivalents in the reporting period	 99,844	 43,435
Cash and cash equivalents at the beginning of the reporting period	298,023	254,588
Cash and cash equivalents at the end of the reporting period	397,867	298,023
 Reconciliation of net movement in funds to net cash flow from operating activities		
Net movement in funds for the reporting period (as per the SOFA)	132,853	52,392
Adjustments for:		
Depreciation charges	4,733	3,457
Dividends, interest and rents from investments	215	214
(Increase)/decrease in debtors	(7)	(36,148)
Increase(decrease) in creditors	(24,452)	31,991
 Net cash provided by (used in) operating activities	 113,341	 51,906
 Analysis of cash and cash equivalents		
Cash in hand	397,867	298,023
Total cash and cash equivalents	397,867	298,023

IKWRO - WOMEN'S RIGHTS ORGANISATION
NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 March 2021

Accounting policies

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

Basis of Preparation

The Financial statements have been prepared in accordance with Accounting and Reporting of charities : SORP applicable to charities preparing their accounts in accordance with Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective date 1 January 2015) - Charities SORP (FRS 102), the financial reporting standard applicable in the UK and Republic of Ireland (FRS 102).

IKWRO meet the definition of Charity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy (notes).

Reconciliation with previous GAAP

In preparing the accounts the trustees have considered whether in applying the accounting policies required by FRS 102 and the Charities SORP FRS 102, the reinstatement of comparative item was required.

At the date of transition no other restatements were required.

Incoming resources

Income (including income from government and other grants) is recognised when the charity has entitlement to the funds, any performance conditions attached to the items of income have been met, it is probable that the income will be received and the amount can be measured reliably.

Interest and investment income receivable

Interest on funds held on deposit and income from investments held is included when receivable and the amount can be measured reliably by the charity.

Fund accounting

Unrestricted funds are available to spend on activities that further any of the purposes of charity. Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside for a specific purpose. Restricted funds are donations or grants which the donor has specified are to be solely used for a particular purpose or area of the Trust's work or projects being undertaken by the Trust.

Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following headings:

- cost of raising funds comprise the cost of commercial trading
- expenditure on charitable activities includes the cost of operating the nursery and outreach services
- management and administration includes support costs for those functions that assist the work of the charity

Irrecoverable VAT is charged as a cost against the activity for which the expenditure has been incurred.

Taxation

As a grant aided charity with charitable status the charity's activities do not create a charge to corporation tax.

Operating leases

Rentals paid under operating leases are charged to income on a straight line basis over the lease term.

Tangible fixed assets

Tangible fixed assets for use by the charity are stated at cost less depreciation.

Depreciation is provided at rates calculated to write off the cost or valuation of fixed assets, less their estimated residual value, over their expected useful lives on the following bases:

- property improvements - 25% straight line basis
- office equipment - 25% straight line basis

Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

Cash at bank and in hand

Cash at bank and in hand includes cash and short term highly liquid investments with a short maturity of less than three months from the date of acquisition or opening of the deposit or similar account.

Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably.

Financial instruments

The trust has only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. The charity does not acquire put options, derivatives or other complex financial instruments. The main form of financial risk faced by the charity is that of volatility in equity and investment markets due to wider economic conditions, the attitude of investors to risk, and changes in sentiment concerning equities.

Pensions

The Company operates a NEST pension scheme for its employees .

1 Legal status of the Trust

The Trust 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 a maximum of £10 per member of the charity

2 Financial performance of the charity

	Restricted £	Unrestricted £	2020/21 Totals £	2019/20 Totals £
Income	897,972	174,379	1,072,351	743,271
Expenditure on charitable activities	867,355	0	867,355	668,418
Expenditure on management and administration	19,752	47,659	67,410	19,005
Depreciation		4,733	4,733	3,457
	<u>887,107</u>	<u>52,391</u>	<u>939,498</u>	<u>690,880</u>
Net income	10,865	121,988	132,853	52,391
Transfers				
Total funds brought forward	0	279,797	279,797	227,406
Total funds carried forward	<u>10,865</u>	<u>401,785</u>	<u>412,650</u>	<u>279,797</u>
Represented by:				
Restricted funds	<u>10,865</u>		<u>10,865</u>	
Unrestricted funds		<u>401,785</u>	<u>401,785</u>	<u>279,797</u>

3 Income from Donations and Grants

Grants receivable				
Trust for London	0		0	8,000
Esmée Fairbairn Foundation	57,481		57,481	49,981
MOPAC	0		0	10,704
Tampon Tax	0		0	82,160
London Councils Refuge	62,000		62,000	62,000
London Councils Advice and Counselling	76,267		76,267	76,267
London Councils Harmful Practices	36,860		36,860	36,860
London Councils Prevention	33,580		33,580	33,580
Tampon Tax - BME Women's Hub	0		0	51,435
Lloyds Bank Foundation	24,041		24,041	25,000
Ministry of Housing for Communities & LG	101,142		101,142	78,177
The Tudor Trust	26,250		26,250	35,000
The Leathersellers		10,000	10,000	20,000
Mopac - YWG	63,169		63,169	16,336
Mopac Solace	64,184		64,184	11,135
Mopac VAWG	49,510		49,510	12,640
Move on	12,705		12,705	4,484
Advance Hardship	1,900		1,900	
Angelou Partnership	17,550		17,550	
MHCLG Bexley	22,500		22,500	
Esmée Fairbairn Covid 19	24,991		24,991	
Kensington & Chelsea	2,000		2,000	
London Community Respond Fund Wave 2	28,228		28,228	
London Community Respond Fund Wave 3	45,410		45,410	
MHCLG crisis	11,228		11,228	
Mopac Crisis	17,702		17,702	
NRPF	41,945		41,945	
Open Society Foundation	50,794		50,794	
The Indigo Trust		25,000	25,000	
Wiser	26,535		26,535	
Donations - Restricted			0	
- Unrestricted		33,033	33,033	15,302
	<u>897,972</u>	<u>68,033</u>	<u>966,005</u>	<u>629,061</u>

4 Fundraising & other income

Other operating income		8,989	8,989	6,804
		<u>8,989</u>	<u>8,989</u>	<u>6,804</u>

IKWRO - WOMEN'S RIGHTS ORGANISATION
Notes to the financial statements
for the year ended 31 March 2021

	2020/21 £	2019/20 £
5 Analysis of expenditure on charitable activities		
Staff & agency costs	658,887	416,346
Depreciation	4,733	3,457
Other running costs	256,126	252,071
	<u>919,746</u>	<u>671,874</u>
6 Analysis of governance and support cost		
Staff costs	15,921	12,234
Audit and accountancy	3,600	5,447
Bank charges	215	252
Other management committee expenses	16	1,071
	<u>19,752</u>	<u>19,005</u>
7 Net income /(expenditure) for the year		
This is stated after charging:		
Depreciation -owned assets	4,733	3,457
Auditors remuneration for audit services	3,600	5,447
Auditors remuneration for other services	-	-
8 Analyses of staff costs, trustee remuneration and expenses, and the cost of key		
Wages and salaries	612,106	395,350
Employers national insurance	54,880	29,310
Employers pension	7,822	3,920
	<u>674,808</u>	<u>428,580</u>
The average number of staff employed during the year were as follows:		
Direct charitable	24	16
	<u>24</u>	<u>16</u>
The number of employees whose emoluments as defined for taxation purposes amounted to over £60,000 in the year were as follows:	-	-

9 Trustees' remuneration

Trustees received remuneration during the year under review or preceding year. The Charity paid for Trustees travelling expenses during the year, amounting to £16 (2020: £575) which were incurred whole for the

10 Related party transactions

There were no related party transactions made during this year (2020: £0)

11 Corporation Tax

The Charity is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

IKWRO - WOMEN'S RIGHTS ORGANISATION
Notes to the financial statements
for the year ended 31 March 2021

	Property Improvements	Office Equipment	Total
	£	£	£
12 Tangible fixed assets			
Cost:			
At 1 April 2020	18,366	33,549	51,915
Additions	1,928	11,355	13,283
At 31 March 2021	<u>20,294</u>	<u>44,904</u>	<u>65,198</u>
Depreciation			
At 1 April 2020	17,941	26,411	44,352
Charge in year	386	4,347	4,733
At 31 March 2021	<u>18,327</u>	<u>30,758</u>	<u>49,085</u>
Net book value			
At 31 March 2021	<u>1,967</u>	<u>14,146</u>	<u>16,113</u>
At 31 March 2020	<u>425</u>	<u>7,138</u>	<u>7,563</u>
13 Debtors		2020/21	2019/20
Amounts due within one year:			
Trade debtors			
Prepayments & sundry debtors		859	3,106
Accrued income and grants receivable		131,705	129,451
		<u>132,564</u>	<u>132,557</u>
14 Creditors			
Amounts falling due within one year:			
Taxation and other security costs		16,284	10,279
Accruals & other creditors		58,473	88,596
Deferred Grants		54,000	50,833
Third Party		5,137	8,638
		<u>133,894</u>	<u>158,346</u>
15 Deferred income			
Deferred income comprise of grants received in advance for 2020/21 Projects.			
Balance as at 1 April 2020		50,830	62,833
Amount released to income			
DCLG			
MHCLG			(12,000)
Tudor Trust		(26,250)	(26,250)
Lloyds Bank Foundation		(14,586)	(14,586)
The Leathersellers		(10,000)	(10,000)
Amount deferred in the year:			
Esme Fairbairn top up fund		54,000	
Tudor Trust			26,250
Lloyds Bank Foundation			14,583
The Leathersellers			10,000
Balance as at 31 March 2021		<u>54,000</u>	<u>50,830</u>

	2020/21	2019/20
	£	£
16 Analysis of charitable funds		
Analysis of movement in restricted and unrestricted funds		
<u>Restricted reserves</u>		
Balance at 1 April 2020	-	891
Incoming resources	897,972	593,759
Resources expended	(887,107)	(594,654)
Interfund transfers	-	4
Balance at 31 March 2021	10,865	-

The grants from the London Councils strands, Trust for London, Esmée Fairbairn, MOPAC, MHCLG, Lloyds Bank, The Tudor Trust, Tampon Tax and The Leathersellers are for salary and associated project running costs. Restricted grants received in 2020/21 which relate to the financial year 2021/21 have been deferred to 2021/22 financial year (Note 15).

Unrestricted - Functional fixed assets reserve

Balance at 1 April 2020	7,563	2,763
Movement in year	8,550	4,800
Transfers in year		
Balance at 31 March 2021	16,113	7,563

Unrestricted - Running costs reserve

Balance at 1 April 2020	160,000	130,000
Transfers in year	30,000	30,000
Balance at 31 March 2021	190,000	160,000

Unrestricted - Running costs reserve:

Balance at 1 April 2020	41,000	10,000
Movement in year		-
Transfers	10,000	31,000
Balance at 31 March 2021	51,000	41,000

Unrestricted - General reserve:

Balance at 1 April 2020	71,234	83,752
Movement in year	113,438	48,486
Transfers	(40,000)	(61,004)
Balance at 31 March 2021	144,672	71,234

Total Unrestricted reserves

401,785	279,797
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	Restricted	Unrestricted		Total
		General	Designated	
		£	£	£
Tangible fixed assets	-	-	16,113	16,113
Cash at bank and in hand	10,865	385,672	-	396,537
Other net current assets/ (liabilities)	-	-	-	-
	10,865	385,672	16,113	412,650

IKWRO - WOMEN'S RIGHTS ORGANISATION
Notes to the financial statements
for the year ended 31 March 2021

17 a) Analysis of Restricted Funds	Balance 01/04/2020	Incoming Resources	Resources Expended	Transfers	Balance at 31/03/2021
Funders name					
Esmee Fairbairn Foundation		57,481	57,481		0
London Councils Refuge		62,000	62,000		0
London Councils Advice and Counselling		76,267	76,267		0
London Councils Harmful Practices		36,860	36,860		0
London Councils Prevention		33,580	33,580		0
Lloyds Bank Foundation		24,041	24,041		0
Ministry of Housing for Communities & LG		101,142	101,142		0
The Tudor Trust		26,250	26,250		0
Mopac - YWG		63,169	63,169		0
Mopac Solace		64,184	64,184		0
Mopac VAWG		49,510	49,510		0
Move on		12,705	12,705		0
Advance Hardship		1,900	1,900		0
Angelou Partnership		17,550	17,550		0
MHCLG Bexley		22,500	17,754		4,746
Esme Fairbairn Covid 19		24,991	24,991		0
Kensington & Chelsea		2,000	1,000		1,000
London Community Respond Fund Wave 2		28,228	28,228		0
London Community Respond Fund Wave 3		45,410	40,292		5,118
MHCLG crisis		11,228	11,228		0
Mopac Crisis		17,702	17,702		0
NRPF		41,945	41,945		0
Open Society Foundation		50,794	50,794		0
Wiser		26,535	26,535		0
Other					0
Total Restricted	0	897,972	887,107	0	10,865

b) Analysis of Unrestricted Funds

Leathersellers	8,677	10,000	18,677	0
The Indigo Trust		25,000	0	25,000

18 Post-balance sheet events

At the beginning of the Covid 19 pandemic, the wellbeing and safety of our stakeholders was the charity's first priority. Where possible individuals are working from home and we are continuing to work effectively whilst taking appropriate actions to limit the spread of the virus.

19 Commitments under operating lease

Minimum lease payments under non-cancellable operating leases fall due as follows:	2020/21	2019/20
Within one year	22,788	22,788
Between one and five years	5,697	28,485
	22,788	51,273

IKWRO - WOMEN'S RIGHTS ORGANISATION
Detailed income and expenditure account
for the year ended 31 March 2021

	2020/21	2019/20
	£	£
Grants receivable	932,972	613,759
Interest	-	-
Donations & gifts	33,033	15,302
Other income	8,989	7,018
Refuge Rent & Service charges	97,358	107,192
	1,072,351	743,271
Direct charitable expenditure:		
Staff costs	674,808	416,346
Staff training and welfare	27,957	6,187
Recruitment	1,778	-
Insurance	3,029	590
Refreshments	940	1,223
Rent, rates & services	120,335	116,538
Light & heat	5,994	8,116
Repairs, maintenance & garden upkeep	18,214	14,818
Printing, postage & stationery	2,717	5,253
Telephone	3,725	3,713
Volunteer expenses & peer mentoring & training	1,235	13,298
Client travel & other expenses	26,572	1,529
Client training courses & other related expenses	401	8,342
Transnational travel & subsistence	-	-
Events, meetings & conferences	-	10,018
Membership & subscriptions	1,843	1,452
Publications, reproduction & publicity materials	12,986	8,278
Professional fees	12,111	4,423
Depreciation	4,733	3,457
Sundry expenses	368	2,693
Exchange differences & charges	-	-
Partner's expenditure	-	-
LAWRS	-	18,124
Rights of Women	-	9,481
Ashiana Network	-	17,995
	919,746	671,874
Management & administration:		
Staff cost	15,921	12,234
Audit and accountancy	3,600	5,447
Bank charges & interest	215	252
Other management committee expense	16	1,072
	19,752	19,005
NET INCOMINGS/(OUTGOINGS) IN YEAR	132,853	52,392