



**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**

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**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**

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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 came 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 1<sup>st</sup> 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.

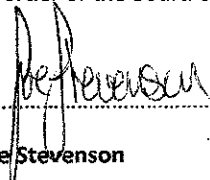
The Trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding 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

  
 .....  
 Sue Stevenson

10/11/21  
 Date:

## **IKWRO - WOMEN'S RIGHTS ORGANISATION**

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

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#### **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<br/>Funds</u><br>£ | <u>Unrestricted/<br/>Designated<br/>Funds</u><br>£ | <u>Total<br/>2020/21</u><br>£ | <u>Total<br/>2019/20</u><br>£ |
|-----------------------------------------------------------------------------------------------------------|--------------|----------------------------------|----------------------------------------------------|-------------------------------|-------------------------------|
| <b>Income:</b>                                                                                            |              |                                  |                                                    |                               |                               |
| 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                           |
| <b>Total income</b>                                                                                       |              | <u>897,972</u>                   | <u>174,380</u>                                     | <u>1,072,352</u>              | <u>743,271</u>                |
| <b>Expenditure</b>                                                                                        |              |                                  |                                                    |                               |                               |
| <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                        |
| <b>Total expenditure</b>                                                                                  |              | <u>887,107</u>                   | <u>52,392</u>                                      | <u>939,499</u>                | <u>690,879</u>                |
| <b>Net income/(expenditure) and net movements<br/>in funds before gains and losses on<br/>investments</b> |              | 10,866                           | 121,987                                            | 132,853                       | 52,392                        |
| <b>Inter-fund transfer</b>                                                                                |              |                                  |                                                    |                               |                               |
| <b>Total funds brought forward</b>                                                                        |              | -                                | 279,797                                            | 279,797                       | 227,405                       |
| <b>Total funds carried forward</b>                                                                        | 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>   |
|-------------------------------------------------------|--------------|------------------|------------------|
|                                                       |              | £                | £                |
| <b>Fixed Assets</b>                                   |              |                  |                  |
| Tangible fixed assets                                 | 12           | 16,113           | 7,563            |
| <b>Total fixed assets</b>                             |              | <u>16,113</u>    | <u>7,563</u>     |
| <b>Current Assets</b>                                 |              |                  |                  |
| Debtors                                               | 13           | 132,564          | 132,557          |
| Cash at bank and in hand                              |              | <u>397,867</u>   | <u>298,023</u>   |
| <b>Total current assets</b>                           |              | 530,431          | 430,580          |
| <b>Creditors: amounts falling due within one year</b> | 14           | <u>(133,894)</u> | <u>(158,346)</u> |
| <b>Net current assets</b>                             |              | <u>396,537</u>   | <u>272,234</u>   |
| <b>NET ASSETS</b>                                     |              | <u>412,650</u>   | <u>279,797</u>   |
| <b>The funds of the Charity:</b>                      |              |                  |                  |
| Restricted income funds:                              | 16           | 10,865           | -                |
| Unrestricted/Designated income funds:                 | 16           | 401,785          | 279,797          |
| <b>TOTAL CHARITY FUNDS</b>                            |              | <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**

|                                                                                               | <b>2020/21</b>               | <b>2019/20</b>                    |
|-----------------------------------------------------------------------------------------------|------------------------------|-----------------------------------|
|                                                                                               | <b>Total<br/>Funds<br/>£</b> | <b>Prior year<br/>Funds<br/>£</b> |
| <b>Cash flows from operating activities:</b>                                                  |                              |                                   |
| <b>Net cash provided by (used in) operating activities</b>                                    | <b>113,341</b>               | <b>51,906</b>                     |
| <b>Cash flows from investing activities</b>                                                   |                              |                                   |
| Dividends, interest and rents from investments                                                | 215                          | 214                               |
| Purchase of tangible fixed assets                                                             |                              |                                   |
| <b>Net cash provided by / (used in) investing activities</b>                                  | <b>113,556</b>               | <b>52,120</b>                     |
| <br>Change in cash and cash equivalents in the reporting period                               | <br>99,844                   | <br>43,435                        |
| Cash and cash equivalents at the beginning of the reporting period                            | 298,023                      | 254,588                           |
| <b>Cash and cash equivalents at the end of the reporting period</b>                           | <b>397,867</b>               | <b>298,023</b>                    |
| <br><b>Reconciliation of net movement in funds to net cash flow from operating activities</b> |                              |                                   |
| 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                            |
| <b>Net cash provided by (used in) operating activities</b>                                    | <b>113,341</b>               | <b>51,906</b>                     |
| <br><b>Analysis of cash and cash equivalents</b>                                              |                              |                                   |
| Cash in hand                                                                                  | 397,867                      | 298,023                           |
| <b>Total cash and cash equivalents</b>                                                        | <b>397,867</b>               | <b>298,023</b>                    |

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

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**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<br>Totals £ | 2019/20<br>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<br>£   | 2019/20<br>£   |
|---------------------------------------------------------------------------------------------------------------------------------|----------------|----------------|
| <b>5 Analysis of expenditure on charitable activities</b>                                                                       |                |                |
| 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> |
| <b>6 Analysis of governance and support cost</b>                                                                                |                |                |
| 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>  |
| <b>7 Net income /(expenditure) for the year</b>                                                                                 |                |                |
| 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                                                                                        | -              | -              |
| <b>8 Analyses of staff costs, trustee remuneration and expenses, and the cost of key</b>                                        |                |                |
| 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<br>Improvements | Office<br>Equipment | Total          |
|------------------------------------------------------------------------------|--------------------------|---------------------|----------------|
|                                                                              | £                        | £                   | £              |
| <b>12 Tangible fixed assets</b>                                              |                          |                     |                |
| <b>Cost:</b>                                                                 |                          |                     |                |
| 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>  |
| <b>Depreciation</b>                                                          |                          |                     |                |
| 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>  |
| <b>Net book value</b>                                                        |                          |                     |                |
| 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>   |
| <b>13 Debtors</b>                                                            |                          | <b>2020/21</b>      | <b>2019/20</b> |
| <b>Amounts due within one year:</b>                                          |                          |                     |                |
| 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> |
| <b>14 Creditors</b>                                                          |                          |                     |                |
| <b>Amounts falling due within one year:</b>                                  |                          |                     |                |
| 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> |
| <b>15 Deferred income</b>                                                    |                          |                     |                |
| Deferred income comprise of grants received in advance for 2020/21 Projects. |                          |                     |                |
| Balance as at 1 April 2020                                                   |                          | 50,830              | 62,833         |
| <b>Amount released to income</b>                                             |                          |                     |                |
| DCLG                                                                         |                          |                     |                |
| MHCLG                                                                        |                          |                     | (12,000)       |
| Tudor Trust                                                                  |                          | (26,250)            | (26,250)       |
| Lloyds Bank Foundation                                                       |                          | (14,586)            | (14,586)       |
| The Leathersellers                                                           |                          | (10,000)            | (10,000)       |
| <b>Amount deferred in the year:</b>                                          |                          |                     |                |
| 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   |
|------------------------------------------------------------------|-----------|-----------|
|                                                                  | £         | £         |
| <b>16 Analysis of charitable funds</b>                           |           |           |
| <b>Analysis of movement in restricted and unrestricted funds</b> |           |           |
| <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 |
|---------|---------|

|                                         | 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**

| <b>17 a) Analysis of Restricted :Funds</b> | <b>Balance<br/>01/04/2020</b> | <b>Incoming<br/>Resources</b> | <b>Resources<br/>Expended</b> | <b>Transfers</b> | <b>Balance at<br/>31/03/2021</b> |
|--------------------------------------------|-------------------------------|-------------------------------|-------------------------------|------------------|----------------------------------|
| <b>Funders name</b>                        |                               |                               |                               |                  |                                  |
| 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                                |
| <b>Total Restricted</b>                    | <b>0</b>                      | <b>897,972</b>                | <b>887,107</b>                | <b>0</b>         | <b>10,865</b>                    |

**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:

|                            | <b>2020/21</b> | <b>2019/20</b> |
|----------------------------|----------------|----------------|
| Within one year            | <b>22,788</b>  | 22788          |
| Between one and five years | <b>5,697</b>   | 28485          |
|                            | <b>22,788</b>  | <b>51,273</b>  |

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

|                                                  | <b>2020/21</b>   | <b>2019/20</b> |
|--------------------------------------------------|------------------|----------------|
|                                                  | <b>£</b>         | <b>£</b>       |
| 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        |
|                                                  | <b>1,072,351</b> | <b>743,271</b> |
| <b>Direct charitable expenditure:</b>            |                  |                |
| 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         |
|                                                  | <b>919,746</b>   | <b>671,874</b> |
| <b>Management &amp; administration:</b>          |                  |                |
| 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          |
|                                                  | <b>19,752</b>    | <b>19,005</b>  |
| <b>NET INCOMINGS/(OUTGOINGS) IN YEAR</b>         | <b>132,853</b>   | <b>52,392</b>  |