



IKWRO - WOMEN'S RIGHTS ORGANISATION

ANNUAL REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2022

CHARITY NO: 1151507

COMPANY NO: 08140751

	<u>Page</u>
Legal and administrative information	1
Report of the trustees	2-8
Report of the auditors	9-12
Statement of Financial Activities	13
Balance Sheet	14
Cash Flow Statement	15
Accounting policies	16-17
Notes forming part of the financial statements	18-22

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 on line.

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.

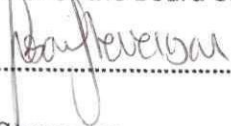
The Trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding 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 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 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, 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 2021/22 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	-
----------------	---	-----------	-----------	---

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
	<u>941,442</u>	<u>1,072,351</u>
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
	<u>835,242</u>	<u>919,746</u>
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
	<u>21,878</u>	<u>19,752</u>
NET INCOMINGS/(OUTGOINGS) IN YEAR	<u><u>84,322</u></u>	<u><u>132,853</u></u>