

IKWRO - WOMEN'S RIGHTS ORGANISATION

ANNUAL REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2024

CHARITY NO: 1151507

COMPANY NO: 08140751

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IKWRO – Women’s Rights Organisation
Legal and Administrative Information

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

Key Management and Personnel: Diana Nammi

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

Service Address: PO Box 81054,
London N7 1HQ

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

Charity registration no: 1151507

Bankers: Lloyds
Co-operative

IKWRO-Women's Rights Organisation Trustees' Annual Report

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

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

This report is divided into the following sections:

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

STRUCTURE, GOVERNANCE AND MANAGEMENT

Organisational Structure

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

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

Governance and Management

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

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

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

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

Recruitment and Appointment of Trustees

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

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

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

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

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

Section 4 of the Charities Act 2011

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

Risk management – Internal controls

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

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

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

Related parties

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

ACTIVITIES AND ACHIEVEMENTS

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

<http://ikwro.org.uk>

OUR FIVE-YEAR STRATEGIC GOALS 2023 – 2028

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

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

Overall, IKWRO's goals are the following:

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

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

FINANCIAL REVIEW

Pay policy for senior staff

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

Review of the financial activities

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

Reserves policy and going concern

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

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

Statement of Trustees' responsibilities

The Trustees (who are also directors of IKWRO – Women's Rights Organisation for the purposes of company law) are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial year, which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the Trustees are required to:

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

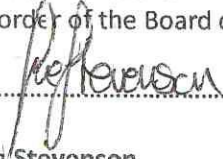
The Trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding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

In so far as the Trustees are aware:

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

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

By order of the Board of Trustees


Sue Stevenson

Date:

28/8/24

Trustee

Opinion on financial statements

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

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2024, and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with the United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis of opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

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

Other Information

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

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

We have nothing to report in this regard.

Opinion on other matter prescribed by the Companies Act 2006

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

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

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

Matters on which we are required to report by exception

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

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

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

Responsibilities of trustees

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

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect to irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

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

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

Audit procedures performed by the engagement team included:

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

*Assessments of identified fraud factors:

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

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

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

*Reading minutes of meetings of those charged with governance:

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

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

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

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

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

We did not identify any additional fraud risks.

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

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

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

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

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

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

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

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

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

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed

M Michael

Michalis Michael, Senior Statutory Auditor

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

26 Station Road, New Barnet, Herts EN5 1QW

Date: 30th October 2024

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

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

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

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

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

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

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

Signed on behalf of the board of Trustees

Sue Stevenson
Trustee
Date

Sue Stevenson
28/8/24

Company Registration No.08140751

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

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

Summary of Significant accounting policies

General information and basis of preparation

IKWRO is a company incorporated in England & Wales and is limited by guarantee and has no share capital. In the event of the charity being wound up, the liability in respect of the guarantee is limited to a maximum of £10 per member of the charity. The registered address is given in the charity information on page 1 of these financial statements. The nature of the charity's operations and principle activities are safeguarding and empowering women and girls.

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

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

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

Reconciliation with previous GAAP

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

At the date of transition no other restatements were required.

Incoming resources

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

Interest and investment income receivable

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

Fund accounting

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

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

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

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

Summary of Significant accounting policies

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

Income Recognition

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Expenditure recognition

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

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

Support cost allocation

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

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

Tangible fixed assets

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

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

Taxation

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

Operating leases

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

Debtors

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

Cash at bank and in hand

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

Creditors and provisions

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

Financial instruments

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

Pensions

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

Going concern

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

1 Legal status of the Trust

The Trust is a company limited by guarantee and has no share capital. In the event of the charity being wound up, the liability in respect of the guarantee is limited to a maximum of £10 per member of the charity.

2 Financial performance of the charity

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

3 Income from Donations and Grants

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

4 Fundraising & other income

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

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

9 Trustees' remuneration

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

10 Related party transactions

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

11 Corporation Tax

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

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

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

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

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

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

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

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

b) Analysis of Unrestricted Funds

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

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

19 Section 37 Statement

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

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

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

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

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

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