

IKWRO - WOMEN'S RIGHTS ORGANISATION

REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025

CHARITY NO. 1151507

COMPANIES NO. 8140751

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Trustees and directors

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

Key management & personnel

Diana Nammi

Registered office:

Unit 3 Gateway Mews
Ringway
London
N11 2UT

Charity registration no.:

1151507

Company registration number

8140751

Auditors:

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

Bankers:

Lloyds TSB
Co-operative

IKWRO-Women's Rights Organisation

Trustees' Annual Report

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

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

This report is divided into the following sections:

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

STRUCTURE, GOVERNANCE AND MANAGEMENT

Organisational Structure

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

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

Governance and Management

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

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

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

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

Recruitment and Appointment of Trustees

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

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

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

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

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

Section 4 of the Charities Act 2011

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

Risk management – Internal controls

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

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

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

Related parties

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

ACTIVITIES AND ACHIEVEMENTS

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

OUR FIVE-YEAR STRATEGIC GOALS 2023 – 2028

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

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

Overall, IKWRO's goals are the following:

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

FINANCIAL REVIEW

Pay policy for senior staff

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

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

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

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

Review of the financial activities

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

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

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

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

Reserves policy and going concern

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

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

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

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

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

Statement of Trustees' responsibilities

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

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

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

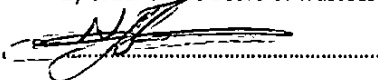
The Trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding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

In so far as the Trustees are aware:

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

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

By order of the Board of Trustees



Neda Barzegar

Date: 5 November 2025

Chair, Board of Trustees

IKWRO - WOMEN'S RIGHTS ORGANISATION

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

Opinion on financial statements

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

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

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2025, and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with the United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis of opinion

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

Conclusions relating to going concern

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

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

Other Information

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

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

We have nothing to report in this regard.

Opinion on other matter prescribed by the Companies Act 2006

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

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

IKWRO - WOMEN'S RIGHTS ORGANISATION

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

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

Matters on which we are required to report by exception

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

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

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

Responsibilities of trustees

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

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

Auditor's responsibilities for the audit of the financial statements

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

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

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

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

Audit procedures performed by the engagement team included:

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

*Assessments of identified fraud factors:

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

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

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

*Reading minutes of meetings of those charged with governance:

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

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

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

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

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

We did not identify any additional fraud risks.

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

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

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

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

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

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

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

IKWRO - WOMEN'S RIGHTS ORGANISATION

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

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

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

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

Use of our report

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

M Michael

Michalis Michael, Senior Statutory Auditor

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

26 Station Road, New Barnet, Herts EN5 1QW

Date: *6 November 2025*

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

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

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

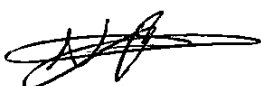
The statement of financial activities also complies with the requirements for an income and expenditure account under the Company.

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

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

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

Signed on behalf of the board of Trustees



Neda Barzegar
Chair, Board of Trustees
Date 5 November 2025

Company Registration No.08140751

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

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

Summary of Significant accounting policies

General information and basis of preparation

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

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

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

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

Reconciliation with previous GAAP

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

At the date of transition no other restatements were required.

Incoming resources

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

Interest and investment income receivable

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

Fund accounting

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

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

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

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

Summary of Significant accounting policies

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

Income Recognition

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Expenditure recognition

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

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

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

Support cost allocation

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

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

Tangible fixed assets

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

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

Taxation

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

Operating leases

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

Debtors

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

Cash at bank and in hand

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

Creditors and provisions

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

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

Financial instruments

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

Pensions

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

Going concern

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

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

1 Legal status of the Trust

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

2 Financial performance of the charity

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

3 Income from Donations and Grants

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

4 Fundraising & other Income

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

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

9 Trustees' remuneration

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

10 Related party transactions

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

11 Corporation Tax

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

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

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

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

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

Unrestricted - Functional fixed assets reserve

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

Unrestricted - Running costs reserve

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

Unrestricted - Running costs reserve:

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

Unrestricted - General reserve:

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

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

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

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

b) Analysis of Unrestricted Funds

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

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

19 Section 37 Statement

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

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

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

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

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

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