

**HAYAAT WOMEN TRUST**

**TRUSTEES REPORT AND FINANCIAL  
STATEMENTS**

**FOR THE YEAR ENDED  
31 MARCH 2022**

**Charity Number 1155727**

**M. ANVARI &**  
**CO.**

***Chartered Certified Accountants***

## **HAYAAT WOMEN TRUST**

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**HAYAAT WOMEN TRUST**  
**OFFICERS AND OTHER INFORMATION**  
**FOR THE YEAR ENDED 31 MARCH 2022**

**TRUSTEES**

Suad Ismail  
Abde Samad Mohammed  
Kaltum Mohammed

**REGISTERED OFFICE**

Bute Town community Centre  
2nd Floor Offices  
Loudoun Square  
Bute Town  
Cardiff  
CF10 5UZ

**ACCOUNTANTS :**

M Anvari & Co.  
Chartered Certified Accountants  
152a Whitchurch Road  
Cardiff  
CF14 3NA

**BANKERS**

Barclays Bank plc



## Hayaat Women Trustees CIO Annual Report Financial Year April 2021- March 2022

### Background

Hayaat Women Trust (HWT) came into existence as a group of women and men working as volunteers with the language skills and cultural knowledge needed to fill the gap in signposting and advocating for welfare and social support provisions. Through this work our group became expert leaders in providing the social and welfare support that the African community needed. We have a very positive track record of supporting the African community to access mainstream services. We promote social inclusion for members residing across the city and advocating for those who are socially excluded on the ground of their status, ethnic origin, or gender.

Over time driven by our aims and objectives we have developed into an organisation with a clear mission and vision, and coherent set of operational practises to ensure that our charity is well run and can offer professional service provisions. As a charity we adhere to the highest ethical standards and have adopted policies and procedures that demonstrate transparency and accountability in all aspects of our work.

As a grassroots roots organisation supporting and empowering communities in Wales, we have first-hand knowledge of the local issues, cultures, and circumstances in which these communities live. We are led by these communities in addressing need and have developed a clear understanding of the local and regional projects and service provisions landscape. We act as a feedback organisation to 3rd sector and statutory service providers aiding them to better understand how their services or provisions can be made more accessible and effectual. As an organisation we see our role as innovators and co-ordinators of efforts to design and implement provisions that create positive and lasting change in our communities.

As the organisation has grown, we have developed many services that have enabled HWT to fill in the gaps that have existed in service provisions.

*Himilo Advocacy and Advice project ,BME women's writing project, Covid -19 Response Project, Catch Up Education project, Tea and Talk project, Basic Literacy project, BME learning disability and Autism Project, Golden Years Yoga 3*



*project, Health shared Learning project, Befriending Elders project, BME Swimming Project, Empowering young women programme, Mentoring project, Inspire - Aspire : Student Career Pathway project.*

As a charity we have been fulfilling our remit of making the voices of our communities heard through campaigning work to influence policy and provision, information services of advocacy and advice, and as a service provider.

Partnerships are at the heart of the way we work, we use our knowledge, skills and capacity, organisational and personal connections; diversity, access to policy arenas, research evidence, action, and influence in partnership with others.

Working together, supporting each other, and developing long-term relationships allows us to achieve far more than we could achieve alone.

### **Aim & Objectives**

To promote social inclusion for the public benefit by working with African women residing in Wales who are socially excluded on the ground of their ethnic origin or gender, to relieve their needs and to assist them to integrate into society, in particular by:

1. Providing health and well-being information, advice, education, and training to support and enable them to increase access to quality health and clinical services
2. Providing workshops, forum, advocacy, and general support to raise their awareness' of the existing health providers' services, empower and promote their health rights.
3. Raising public awareness of the health issues affecting them by planning and delivering educational programme, training sessions, workshops, and seminars for health services workers
4. Co-ordinating opportunities for them to engage with health and education services providers (voluntary and statutory), to enable those providers to adapt services to better meet their needs.
5. To develop a link and partnership working with partner organisations in the Horn of Africa in relation to improve the lives of African women and to provide trainings sessions and support to

the health workers in Africa to improve the health and well-being of women in Africa.

6. Promote and carry out or assist in promoting and carrying out research and surveys and publish results thereof.

As a grassroots roots organisation supporting and empowering Black and Minority Ethnic communities in Wales, we have first-hand knowledge of the local issues, cultures, and circumstances in which these communities live. We are led by these communities in addressing need and have developed a clear understanding of the



local and regional projects and service provisions landscape. We act as a feedback organisation to 3rd sector and statutory service providers aiding them to better understand how their services or provisions can be made more accessible and effectual. As an organisation we see our role as innovators and co-ordinators of efforts to design and implement provisions that create positive and lasting change in our communities.

Partnerships are at the heart of the way we work, we use our knowledge, skills and capacity, organisational and personal connections; diversity, access to policy arenas, research evidence, action, and influence in partnership with others.

The structure and breadth of our services since coming out of the covid 19 pandemic era has significantly increased resulting in a greater number of activities, across a wider catchment resulting in a greater numbers of community members across all sections of the community accessing services or activities.

With our new office base in the Butetown Community Centre footfall to our project activities and services has also increased due to being in the heart of the community. As an organisation we have also seen a significantly marked increase in the numbers of people wanting to engage with our organisation as volunteers in the delivery of activities and events.

## Activities

- Delivering Advocacy drop-in sessions for our local community offering information and advice on accessing health, education, housing, welfare benefits and other public services.
- Cultural Awareness training sessions for public and third sector organisations
- Deliver targeted education sessions to members of our community on specific issues that have been identified e.g., Mental health, learning difficulty, autism, female genital mutilation, and child protection.
- Providing a safe space for confidence building and mutual peer support for our service users
- Providing equality and diversity awareness raising workshops, gender balanced focus group discussions for disability/mental health sensitisation, culturally appropriate social events facilitated by health professionals, information sharing talks and activities.
- Provisions of peer support workshops and one to one advocacy support for parents and family members of people with autism or neuro divergence.
- Catch Up education sessions in the form of a homework club for BAME school children and support for BAME families addressing educational needs of their children.

- Cultural Drama & Arts sessions for BAME girls to boost their confidence and increase their self-esteem.
- Regular consultations and community meetings with 3<sup>rd</sup> Sector organisations, Local Authorities, Welsh Government addressing inequality of BAME communities in access basic services such as Health, Housing, Social Care and Wellbeing provisions.

## Challenges

### *Impact on our organisation*

- The output performance of Hayaat Women Trust has increased dramatically as the organisation has returned to have face-to-face meetings and being able to produce in-house and partnership events and activities after the COVID 19 era.
- Service delivery staff are facing increased demand pressures and capacity issues as the staff are having to deal with a substantially increased number of people requesting support and intervention. In addition, the numbers of people presenting with benefit appeals and tribunal requests associated with Personal Independence Payments and Disability Living Allowance has skyrocketed. These types of support processes are very time consuming and have had an impact on staff as when staff are not busy with clients' sessions, they are having to spend long hours drafting and completing complex detailed forms.
- Our number of paid staff and sessional staff has increased as the organisations has sought to develop inexorably overtime, the organisation is currently at its highest staffing levels.
- The completion and closure of the Himilo project coupled with the recruitment of new staff for the launch and implementation of our new Hayaan project. Has meant that the organisation has had to put a lot of effort into induction, training and supporting our new and existing staff so that we can focus effectively and in a seamless fashion on our new priority areas of work whilst continuing to work toward the overarching aims and objectives of our organisational mission.

## Concluded Projects

### *Himilo Advocacy Project*



Hayaat Women Trust has completed its specialist advice and advocacy project targeted at adult African men and women. The service provided advocacy support and addressed the complexity of participants' identities, multiple support needs and experiences of social exclusion. In particular the project was aimed at people from the African Diaspora who were asylum seekers, refugees, migrants, family reunion members, homeless, ex-offenders, those facing drug or alcohol problems, Mental health issues or domestic violence who felt alienated and outside statutory support services.

The project was in response to need, and developed an office-based advocacy services to meet the needs of these communities. We offered one-one advocacy support providing tailored and joined up intervention support. The advocacy service operated an open access service from its offices during normal working hours, offering telephone advice, one to one appointments and advice drop-in services. We worked with partner organisations to run events and provided access outside of normal working hours. People referred themselves or were referred by an agency. In terms of services delivery, we operated using the social work model of co-working, providing structured case-management system coupled with client emotional and practical support. Assisting people to communicate their needs and make informed choices about decisions that directly affected their quality of life. A service which offered information and signposting to carers, friends and family of people directly using various statutory or 3rd sector services.

## **New Projects**

### ***Hayaan Project (Additional Learning, Autism, Disability, Advice & Advocacy)***

The Hayaan Project is made up of four subprojects and employs 3 new full time Project Officers. The project operates during normal working hours, but also to provide support or crisis intervention during evenings, and weekends.

#### **Disability, Learning Disability & Autism Advocacy Project**

To address this urgent challenge, we implemented a project working with children, adults, mothers, fathers, and families, providing a safe space for confidence-building and mutual peer support. We provide equality and diversity awareness raising workshops, gender balanced focus group discussions for disability/mental health sensitization; culturally appropriate social events facilitated by disability/mental health professionals, information sharing talks & activities. Building on the work of the pilot our project to engage, support, educate and provide a platform in which African community mothers, fathers, and extended family members with a disability, learning disability or autism can grow, work together to help each other with professional input and insight.

#### **Community Health and Well-being**



Tackle stigma, improving health and wellbeing, and reduce health inequalities for African communities. Providing greater access to Health and well-being related resources, practical activities, and support for African communities to develop and thrive, by addressing short term health and well-being issues as well as supporting the creation of long-term health and wellbeing structural change in the wider African community.

### **Connecting families - Communication and Digital skills**

HWT delivers a programme of activities to support African communities to gain digital and communication skills. The programme enables people at risk of social and digital exclusion to access information and services and develop new digital tools to enable more people to take up their right to contribute to mainstream society.

### **Generalist Advice and Support Project**

We offer a confidential, generalist and specialist advice service in African community languages to help people deal with their social and welfare problems, and potentially preventing escalation of issues and identifying problems and emerging issues. Funding has been used to provide advice sessions on money management, benefits, housing, debts, employment, education, and energy advice. Advice has been offered through face to face or telephone drop-in sessions, appointment based either online or face to face and home visits where necessary.

### **Community Involvement**

We have implemented a community wide outreach and engagement programme. HWT partners and works with community ambassadors, third sector organisations and local groups in the host communities to deliver this programme of services. Community members have helped design this project and helped to develop the concept via the pilot phase. A project steering committee has been created and involves beneficiaries and has been working with the community to encourage, train and support African community members to become outreach or advice volunteers.

### **Continuing Projects**

#### ***Educational Catch-Up Programme***

Hayaat Women Trust runs educational catch-up programme for young students providing three hourly online classes per week, comprising of English, Mathematics

and Science. The programme runs with two cohorts of students running in parallel, each cohort is made up of four classes targeted at year 6,9, 10 and 11 students. Each class are limited to facilitate our maximum learning support ideal.

### ***BME Women Mental Health Project***

Hayaat also serves three vulnerable, disadvantaged, under-represented groups of BME women and girls experiencing declining mental health, increased risk of emotional trauma exacerbated by social isolation, including: schoolgirls aged 8 to 14; mothers of disabled/ autistic girls; Elderly, housebound, illiterate African women living alone in a deprived area of Cardiff.

For BME schoolgirls worried about media stereotyping black people and lack socialising opportunities, Hayaat runs a schoolgirls' peer support group safe space for re-establishing social links, sharing worries, anxieties, mutual reassurance, express themselves in ways meaningful to them Welsh BME girls living with parents with a different worldview. We provide confidence boosting zoom socialising activities: catchup chats, henna hand painting, makeup prank contests, reading clubs, covid-safe social-distanced outings, etc.

Struggling mothers of disabled/autistic BME girls include lack of information to meet educational and recreational requirements of daughters' special needs in a language and level they understand and confidence challenge culture-related mental health stigma. Hayaat hosts weekly interactive group conferences where bi-lingual BME education psychologists and mothers interact for specialist information, signposting, clarification in a language and level they understand. Improved confidence motivates mums challenging mental health stigma in our local community, making independent choices, informed decisions in creating conducive home and social environment, access educational support and leisure centres for their children to thrive.

Hayaat female staff befriended lonely elderly women living alone. We visit them twice a week for informal chats, check food supplies, remind them of medical appointments, read/translate any letters.

### ***Young Queens***

Young Queens is a script writing, poetry and performance group for young Welsh Somali girls aged between 10 and 14 based in Cardiff. The project has been developed to support young Somali girls explore their Welsh Somali heritage and express it through traditional Somali artforms.

### ***Coding Project***



Our Coding and Network-In project addresses the under representation of Black and minority people and women in the information and technology employment sector. We have trained young community members in coding and networking

through our online coding club, where we seek to improve people's confidence and increase knowledge.

## **Funding and Financial Report**

### ***Summary of Grant funds received this financial Years April 2021- March 2022***

Project Name	Amount (£)
Big lottery Community Awards for All	£10,000
Heritage Lottery	£24,000
Comic Relief	£12,958.00
Rosa & Smallwood Trust Foundation	£18,675.00
Lloyds Bank	£25,000.00
Big Lottery People and Places Himilo	£526.00
C3SC	£5000.00
Big Lottery people and places Hayaan	£34,125
<b>Total</b>	<b>£130,284</b>

## **Policies**

Hayaat continued adhering to the organisational policies: Wales for Africa Code of Conduct, Equal Opportunity Policy, Safeguarding, Child Protection and compliance with GDPR on data protection.

## **Trustees Responsibilities**

The charity trustees comply with Charities Act 2011 requirements in providing strategic oversight in ensuring up-to-date accounting records, preparation and scrutiny of the Statement of Accounts, preparation and timely submission of annual reports and returns. They have ensured that the Statement of Accounts, reports, and returns are submitted to the Charity Commission, within ten months of the financial year-end, irrespective of the income of the CIO. The charity trustees also comply with their obligation to inform the Commission within 28 days of any change in the particulars of the CIO entered on the Central Register of charities.

## **CIO CHARITY PROVISIONS**

This Report is prepared in accordance with provisions of the general regulations of CIO clause 21.

By order of the Trustees:

**Hayaat Women Trustees**

Name of Trustee : Kallon Mohamed

Signature : 

Date : 22-12-2022



HAYAAT WOMEN  
TRUST

Registered Charity Number 1155727



**INDEPENDENT EXAMINER'S REPORT ON THE ACCOUNTS**  
**TO THE TRUSTEES OF HAYAAT WOMEN TRUST**  
**FOR THE YEAR ENDED 31 MARCH 2022**

**Respective responsibilities of Trustees and Examiner**

The Charity's trustees are responsible for preparation of accounts. The Charity's Trustees consider that an audit is not required for this year under section 144 of the Charities Act 2011 and that an Independent Examination is needed. It is our responsibility to:

- examine the accounts under section 145 of the Charities Act,
- to allow the procedures laid down in the general directions given by the Charity Commission (under section 145(5)(b) of the Charities Act), and
- to state whether particular matters have come to my attention.

**Basis of independent examiner's statement**

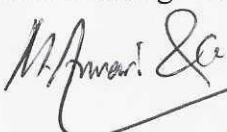
Our examination was carried out in accordance with general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from the trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required on an audit, and consequently no opinion is given as to whether the accounts present a 'true and fair' view and the report is limited to those matters set out in the statement below.

**Independent examiner's statement**

In connection with my examination, no matter has come to our attention:

- (1) which gives us reasonable cause to believe that in, any material, the requirements:
- to keep accounting records in accordance with section 130 of the Charities Act ;
  - to prepare accounts which accord with the accounting records and comply with the accounting requirements of the Charities Act have not been met;
- or
- (2) to which, in our opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

signed

 Date 22nd December 2022

**M ANVARI & CO.**  
**Chartered Certified Accountants**  
**152a Whitchurch Road**  
**Cardiff**  
**CF14 3NA**

**HAYAAT WOMEN TRUST**  
**BALANCE SHEET**  
**AS AT 31 MARCH 2022**

	Note	£	£
<b><u>FIXED ASSETS</u></b>			
Tangible Fixed Asset	(1)		3,957
<b><u>CURRENT ASSETS</u></b>			
Cash at bank		94,109	
Cash in hand		51	
Debtors		914	
		<u>95,074</u>	
<b><u>LESS: CURRENT LIABILITIES</u></b>			
Sundry Creditor		(1,892)	
		<u>93,182</u>	
<b>NET CURRENT ASSETS</b>			<b>93,182</b>
<b>TOTAL NET ASSETS</b>			<b><u>97,139</u></b>

**FUNDS**

Unrestricted	(4)	157
Restricted	(5)	96,982
		<u>97,139</u>

The trustees acknowledges their responsibilities for preparing accounts which give a true and fair view of the state of affairs of the charity as at the end of financial year, and of its Receipts and Payments for the financial year.

These financial statements were approved by the trustees on 22-12-22 and are signed on their behalf by:

 Trustee

Name: Kallan Jehamud

The notes on pages 16 to 17 form part of these financial statements.



**HAYAAT WOMEN TRUST**  
**RECEIPTS AND PAYMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2022**

	Note	£	£
<b><u>RECEIPTS</u></b>			
Grants received	(2)		130,284
Donations	(3)		3,859
			<hr/>
			134,143
<b><u>LESS: EXPENDITURE</u></b>			
Salaries & Pension		57,337	
Marketing		3,042	
Refreshments		5,901	
Start up and recruit training		10,702	
Sponsorship		4,240	
Monitoring and evaluation		1,690	
Office Rent & rates		4,500	
Insurance		430	
Utilities		728	
Sessional Facilities and speaker		15,644	
Travel and subsistence		13,626	
Legal and professional		1,918	
Accountancy		1,600	
Sundry Expenses		250	
Depreciation		990	
		<hr/>	(122,598)
<b>Excess of Income over Expenditure</b>			11,545
<b>Funds Brought Forward</b>			85,594
			<hr/>
<b>Funds Carried forward</b>			<b>97,139</b>
			<hr/> <hr/>

**HAYAAT WOMEN TRUST**  
**NOTES TO THE ACCOUNTS**  
**FOR THE YEAR ENDED 31 MARCH 2022**

**1) FIXED ASSETS**

**Tangible Fixed Assets**

**Office**  
**Equipment**

£

**COST**

Balance at 1st April 2021	6,830
Additions during the year	1,800
Balance at 31 March 2022	<u>8,630</u>

**LESS: DEPRECIATION**

Balance at 1st April 2021	3,683
Charge for the year	990
Balance at 31 March 2022	<u>4,673</u>

**NET BOOK VALUE:**

As at 31 March 2022	<u><u>3,957</u></u>
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**2) GRANTS RECEIVED**

National Heritage	24,000
Big Lottery Community Fund Hayaan	34,651
Comic Relief	12,958
Lloyds Bank Foundation	25,000
C3SC	5,000
Big Lottery Community Fund Award for All	10,000
Rosa Foundation and Smallwood Trust	18,675
	<u>130,284</u>

**3) DONATIONS RECEIVED**

Trustees and other donations	3,402
Cardiff Council	157
Cardiff University	300
	<u><u>3,859</u></u>



**HAYAAT WOMEN TRUST**  
**NOTES TO THE ACCOUNTS**  
**FOR THE YEAR ENDED 31 MARCH 2022**

	£	£
<b><u>4) UNRESTRICTED FUNDS</u></b>		
Balance B/F		32,830
<u>Received this year:</u>		
Lloyds Bank	25,000	
Cardiff University	300	
Other donations	3,402	
Cardiff Council	157	
Transfer from Award for All	<u>2,236</u>	
		<u>31,095</u>
		63,925
<u>Paid Out This Year</u>		
Garfield	7,500	
Lloyds Bank	40,003	
Top Up	2,980	
Other Sponsorships	<u>13,285</u>	
		<u>-63,768</u>
<b>Balance C/F</b>		<b><u><u>157</u></u></b>

**5) RESTRICTED FUNDS**

	<u>B/F</u>	<u>Received Spent</u>		<u>C/F</u>
	£	<u>This year</u>	<u>This Year</u>	£
Big Lottery Advocacy	43,726	526	34,028	10,224
Catch up education	9,038			9,038
Big Lottery Hayaan		34,125		34,125
Big Lottery Award for All		10,000	3204	6,796
C3SC		5,000		5,000
Roth Foundation		18,675	9,586	9,089
National Heritage		24,000	6,108	17,892
Comic Relief		12958	8,140	4,818
Total	<u>52,764</u>	<u>105,284</u>	<u>61,066</u>	<u>96,982</u>